CITY AND COUNTY OF SAN FRANCISCO

GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR

KNOW YOUR RIGHTS
HEALTHY AIRPORT ORDINANCE (HAO) FOR SAN FRANCISCO INTERNATIONAL AIRPORT (SFO) QUALITY STANDARDS PROGRAM (QSP) EMPLOYEES

Effective January 1, 2027

This notice is to inform San Francisco International Airport (SFO) Quality Standards Program (QSP) employees of their rights under the Healthy Airport Ordinance (HAO). The HAO requires QSP employers to provide certain health benefits. If you work for a QSP employer at SFO, and if you are expected to work 130 hours in a quarter or an average of 10 hours per week in the quarter in which you begin working you are a covered employee and your employer has to provide the following to comply with the HAO:

MAKE IRREVOCABLE HEALTH CARE EXPENDITURES TO OR ON BEHALF OF EACH COVERED EMPLOYEE BASED ON THE COVERED EMPLOYEE'S HOURS WORKED AT OR NEAR SFO IN A QSP CAPACITY AT THE FOLLOWING RATE:

- Rate Per Hour Worked - $10.00 (subject to annual adjustment)
- Maximum Per Week (capped at 40 hours per week) - $400.00

If an employer offers a Cost-Efficient Health Insurance Plan (CEHIP), then they will automatically be deemed compliant with the Irrevocable Health Care Expenditures requirement. To qualify as a CEHIP, a plan must meet ALL of the following requirements:

- Is offered to a Covered Employee and their dependents.
- Provides free individual-only coverage.
- Caps individual-plus-dependent-care coverage cost to 15% of the plan premium.
- Has an actuarial value of at least 84%.
- Includes all services in the California Essential Health Benefit Benchmark Plan.

EXEMPTIONS FROM COVERAGE

Employees subject to Prevailing Wage requirements are exempt under the HCAO.

VOLUNTARY WAIVER OF COVERAGE

Employees may waive health plan(s) offered annually by an employer by signing the Voluntary Waiver Form. The waiver form is valid for the current plan year; however, employees may revoke it if there is a qualifying life event.

RETALIATION PROHIBITED

Employers may not retaliate against employees for trying to learn more about the HAO or exercising their rights under the law. If you believe that you have experienced discrimination or retaliation for inquiring about or exercising your rights under the HAO, contact OLSE to file a complaint. Please retain a copy of this form for your records.

Do not sign this document unless you fully understand your rights under the HAO.

Name of Employee Date

Signature of Employee

If you have any questions about your employer's responsibilities or your rights under the HAO, contact the OLSE at (415) 554-7903 or HCAO@sfgov.org or visit us at www.sf.gov/olse-hao.