

CITY AND COUNTY OF SAN FRANCISCO



Healthy Airport Ordinance (HAO)

NOTICE TO SAN FRANCISCO INTERNATIONAL AIRPORT (SFO) QUALITY STANDARDS PROGRAM (QSP) EMPLOYEES

Effective: July 1, 2026 – December 31, 2026

Your employer is a contractor with the City and County of San Francisco, and the contract is subject to the Healthy Airport Ordinance (HAO)—an amendment to the Health Care Accountability Ordinance (HCAO). For SF Airport Service Employees (QSP), the HAO requires employers to provide certain health benefits, make contributions, or make health care expenditures to or on behalf of employees. If you work for a QSP employer at SFO, you are a covered employee. There is no minimum hours requirement for QSP employees to qualify for these health benefits. Under the HAO, QSP employers must choose one of the following compliance options:

1. PROVIDE A COMPLIANT FAMILY HEALTH PLAN FOR THE EMPLOYEE AND THEIR DEPENDENTS THAT MEETS THE HEALTH PLAN REQUIREMENTS

- At least one health plan must be offered at no cost to the employee and dependents.
- Coverage must begin on the first of the month that begins after 30 days from the start of employment.

OR

2. PAY \$12.95 PER HOUR WORKED TO THE CITY OPTION

Pay \$12.95 per hour for each hour worked (up to 40 hours or \$518 a week) to the City Option, that provides employees with medical reimbursement accounts.

OR

3. MAKE IRREVOCABLE HEALTH CARE EXPENDITURES BASED ON EMPLOYEE'S HOUSEHOLD SIZE AND HOURS WORKED

Make irrevocable health care expenditures to or on behalf of each covered employee for hours worked at or near SFO in a QSP capacity, at the following rates:

Household Size	Rate Per Hour Worked	Maximum Per Week
Employee w/ no Dependents	\$6.17	\$246.80
Employee w/ 1 Dependent	\$12.33	\$493.20
Employee w/ 2+ Dependents	\$17.44	\$697.60

If you believe your rights have been or are being violated contact the Office of Labor Standards Enforcement at (415) 554-7903 or hcao@sfgov.org

Office of Labor Standards Enforcement (OLSE)
City Hall, Room 430
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102
www.sf.gov/olse-hao

Effective January 1, 2027, option 3 will be the only compliance method for QSP employers.