

# CITY AND COUNTY OF SAN FRANCISCO



## Health Care Accountability Ordinance

### NOTICE TO EMPLOYEES

Effective: July 1, 2026

This employer is a contractor with the City and County of San Francisco and is subject to the Health Care Accountability Ordinance (HCAO). The HCAO requires your employer to provide health plan benefits to covered employees, make payments to the Department of Public Health (DPH), or, under limited circumstances, make payments directly to employees. If you work at least 20 hours per week on a City contract, you are a covered employee and your employer must choose one of the following options:

**1. PROVIDE YOU WITH A HEALTH PLAN THAT MEETS DPH'S MINIMUM STANDARDS OUTLINED BY THE DIRECTOR OF PUBLIC HEALTH**

- Your employer cannot require you to contribute any amount towards the premiums for health plan coverage for yourself.
- Coverage must begin no later than the first of the month that begins after 30 days from the start of employment on a covered contract.

OR

**2. PAY \$8.00 PER HOUR WORKED TO DPH**

If you live within the City and County of San Francisco or work on a City contract within the City, the San Francisco Airport, or the San Bruno Jail, and your employer does not provide a health plan that meets the Minimum Standards, your employer must pay \$8.00/hour for every hour you work (up to 40 hours or \$320 a week) to DPH.

OR

**3. PAY AN ADDITIONAL \$8.00 PER HOUR WORKED TO THE EMPLOYEE**

If you live outside the City and County of San Francisco and work on a City contract located outside of the City, and not at the San Francisco Airport or at the San Bruno Jail and your employer does not provide a health plan that meets the Minimum Standards, your employer must pay you an additional \$8.00/hour for every hour you work (up to 40 hours or \$320 a week) to enable you to obtain health insurance.

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](mailto: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-hcao](http://www.sf.gov/olse-hcao)

Covered Employers Must Post Where Employees Can Read Easily

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