CITY AND COUNTY OF SAN FRANCISCO

Healthy Airport Ordinance (HAO)

NOTICE TO SAN FRANCISCO INTERNATIONAL AIRPORT QUALITY STANDARDS PROGRAM EMPLOYEES

Effective: January 1, 2027

Employers covered by the San Francisco International Airport (SFO) Quality Standards Program (QSP) are subject to the Healthy Airport Ordinance (HAO)—an amendment to the Health Care Accountability Ordinance (HCAO). The HAO requires employers to make Irrevocable Health Care Expenditures to or on behalf of San Francisco Airport Service Employees (i.e., QSP employees). You are a covered employee if you work for a SFO QSP employer and 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.

Under the HAO, QSP employers must:

MAKE IRREVOCABLE HEALTH CARE EXPENDITURES (IHCE) TO OR ON BEHALF OF EACH SF AIRPORT SERVICE EMPLOYEE FOR EACH HOUR WORKED

- Required IHCE rate: $10.00 per hour worked (*subject to annual adjustment*)
- Weekly maximum contribution: $400.00 (based on a maximum of 40 hours)
- Irrevocable means that no amount can be returned, recovered or reclaimed by the Employer.
- IHCEs may include but are not limited to: payments to a third party to provide Health Care Services, such as contributions toward non-CEHIP health plans, dental, or vision insurance; contributions to City Option or another irrevocable health reimbursement account; and costs incurred by the employer in providing health care services to the employee.

Employers offering a Cost-Efficient Health Insurance Plan (CEHIP) will be deemed compliant with the IHCE requirement. A plan qualifies as a CEHIP if it meets 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.

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)
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