

CITY AND COUNTY OF SAN FRANCISCO



NOTICE TO QUALITY STANDARDS PROGRAM (QSP) **SFO EMPLOYEES – JULY 1, 2025**

Health Care Accountability Ordinance

Your employer is a contractor with the City and County of San Francisco. This contract agreement is subject to the Health Care Accountability Ordinance (HCAO). For QSP employees at SFO, the HCAO requires your employer to provide family health plan benefits to covered employees and their dependents, or to make payments on behalf of covered employees to the Department of Public Health's City Option program. **If you work for a QSP employer at SFO, you are a covered employee and your employer must choose one of the following options:**

1. **PROVIDE YOU WITH A COMPLIANT FAMILY HEALTH PLAN FOR YOU AND YOUR DEPENDENTS THAT MEETS THE HEALTH PLAN REQUIREMENTS**
 - Your employer cannot require you to contribute any amount towards the premiums for family health plan coverage.
 - Coverage must begin no later than March 21, 2021 or, for employees hired after that date, the first of the month that begins after 30 days from the start of employment.

OR

2. **PAY \$12.15 PER HOUR WORKED TO THE CITY OPTION**
 - If your employer does not provide a compliant family health plan that meets the health plan requirements, your employer must pay \$12.15 per hour for every hour you work (up to 40 hours a week) to the City Option, a Department of Public Health program that provides you with health benefits.

There is **no minimum hours requirement** for employees of QSP employers at SFO to qualify for these health care benefits.

**IF YOU BELIEVE YOUR RIGHTS ARE BEING VIOLATED CONTACT THE
OFFICE OF LABOR STANDARDS ENFORCEMENT AT (415) 554-7903.**

Office of Labor Standards Enforcement (OLSE)
City Hall, Room 430
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

<https://sf.gov/information/understand-health-care-accountability-ordinance>