

Labor Laws for City Suppliers Symposium

February 12, 2026

Program Schedule:

9:00AM

Welcome & Introduction to Labor Laws & Requirements for Suppliers

Our opening session begins with welcome remarks by Director Patrick Mulligan, followed by a presentation overview on the labor laws and requirements for Suppliers. This session will further provide details about Citywide versus Contract-specific labor laws, compliance requirements, and guidance on determining which labor laws apply to you.

9:30AM

Prevailing Wage (Contract Requirement)

This session will review the relevant Prevailing Wage requirements that apply to work-specific contracts or work performed under the City contract for non-construction work, specifically Janitorial Services and Security Guard Services.

10:00AM

Wages and Time Off: Minimum Compensation Ordinance, Minimum Wage Ordinance, and Paid Sick Leave Ordinance (Contract and Citywide Labor Requirements)

Through presentations and panel discussion, this session will review and explore the interaction between the wages and time off requirement of the Minimum Compensation Ordinance as required per the City contract. In addition, the session will discuss who is covered under the Citywide Minimum Wage and Paid Sick Leave Ordinances and explain the key requirements.

11:00AM – 11:45AM

Parity in Pay, Lactation Accommodation, and Fair Chance Ordinances (Citywide)

This session will cover three Citywide labor laws that apply to employers operating in the City and County of San Francisco. It will review the Parity in Pay, Lactation Accommodation, and Fair Chance Ordinances detailing the requirements needed to effectively ensure compliance.

11:45AM – 12:30PM

Lunch

12:30PM – 2:00PM

Health Requirements: Health Care Accountability Ordinance & Health Care Security Ordinance (Contract and Citywide Labor Requirements)

Through presentations and panel discussion, this session will review and explore the interaction between the health requirements per the City contract, the Health Care Accountability Ordinance,

and the requirements of the Citywide health law, the Health Care Security Ordinance. This session will provide details regarding who is covered, what to expect, and any correlations between both ordinances.

2:00PM – 2:15PM

Afternoon Break

2:15PM – 3:45PM

Family Friendly Workplace Ordinance, Paid Parental Leave Ordinance, Military Leave Pay Protection Act (Citywide Labor Laws)

Through presentations, this session will review the requirements of the Family Friendly Workplace Ordinance (FFWO), Paid Parental Leave Ordinance (PPLO), and the Military Leave Pay Protection Act. A panel will address common misconceptions and best practices for the FFWO, PPLO, and MLPPA.