

CALIFORNIA- SAN FRANCISCO

SAN FRANCISCO PAID PARENTAL LEAVE ORDINANCE (SF PPLO) FACT SHEET

Effective Date	Enacted in 2016, the PPLO took effect in 2017 and was amended in April 2020.
Employee Eligibility	Covers employees, including part-time and temporary staff, who work in San Francisco at least 40% of their total weekly hours and at least eight hours per week. An employee must have worked for the employer for 180 days and must be eligible for partial wage replacement under the Paid Family Leave (PFL) program to bond with a new child. Special eligibility rules apply to employees who have fluctuating weekly hours or have been on unpaid leave.
Covered Employers	Applies to nongovernmental employers with 20 or more employees and at least one working in San Francisco, including part-time, seasonal, and temporary employees, regardless of where they work.
Contribution Rates & Funding	The benefit is fully funded and covered by San Francisco employers. However, to be eligible to receive Supplemental Compensation, an employee may be required to allow their employer to apply up to two weeks of unused vacation time, according to the terms and provisions of SF PPLO. An employer may not use an employee's sick time to cover the cost of Supplemental Compensation.
Reasons for Leave	Bonding with a newly born child, adopted minor child, or fostered minor child.
Weekly Benefits	San Francisco's Paid Parental Leave Ordinance (PPLO) requires employers to supplement California Paid Family Leave (PFL) benefits so employees on parental leave receive full pay, subject to an annual cap. State PFL benefits are determined using an employee's base period, which generally covers the first four of the previous five full calendar quarters worked before the leave begins. The State Paid Family Leave wage replacement rate is 60% or 70%, subject to a maximum benefit amount, with the higher percentage for those employees earning 30% or less of the California average wage.
Timing of Benefits	Begins on the first day of leave. There no elimination period.
Maximum Leave Benefit	The PPLO benefit rate and duration hinge on the state plan's terms. Maximum PFL duration is eight weeks to bond with a new child.
Voluntary Plan	The PPLO exempts employers that offer at least eight weeks of fully paid parental leave during a 12-month period for new child bonding. This exemption applies even if the employer's paid leave program offsets PFL benefits.
Interacting with Other Laws	Employees must first apply for and receive California Paid Family Leave before seeking San Francisco Paid Parental Leave benefits.
Additional Resources	For more information, visit the San Francisco Office of Labor and Standards, Paid Parental Leave Ordinance or visit the Employment Development Department . To learn more please visit our State Paid Leave Interactive Map .