



Office of Labor Standards Enforcement

City & County of San Francisco

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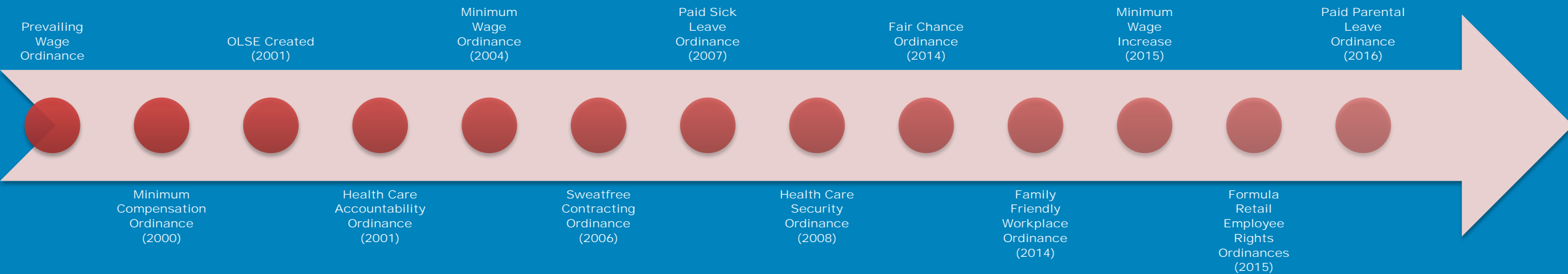
May 24, 2016

A scenic view of the Golden Gate Bridge in San Francisco, California, spanning across the Golden Gate Strait. The bridge's iconic orange-red towers and suspension cables are visible against a clear blue sky. The water of the bay is a deep blue, and the distant hills and city skyline are visible on the horizon.

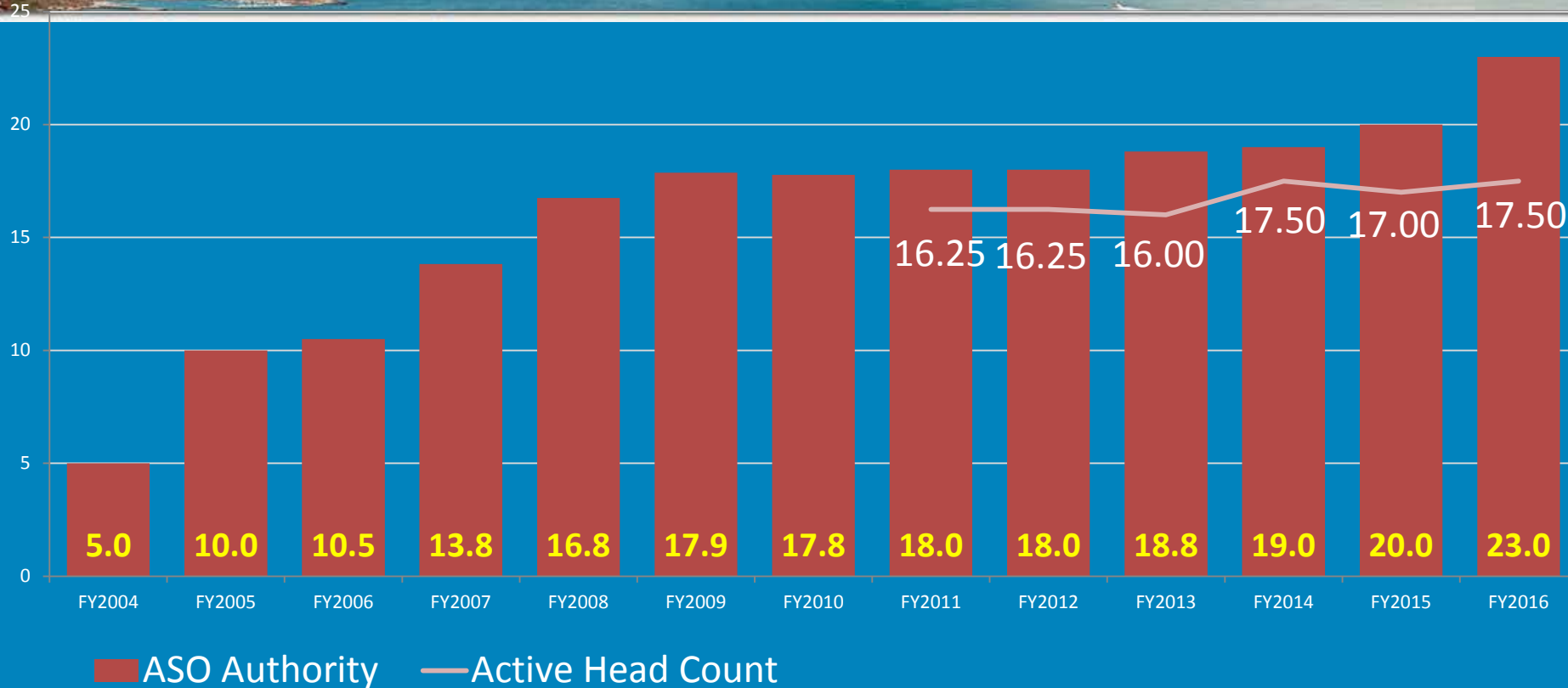
SF Office of Labor Standards Enforcement Overview

- OLSE Director → appointed by Mayor
- OLSE enforces **local labor laws** adopted by SF voters & the SF Board of Supervisors.
- OLSE Laws
 - city-wide
 - **specific to entities doing business with SF (contractors, lessees)**

SF Office of Labor Standards Enforcement Timeline of Laws (2000 – present)



SF Office of Labor Standards Enforcement Budgeted Positions & Active Head Count, FY03-16



A scenic view of the Golden Gate Bridge in San Francisco, California, with the bridge's towers and suspension cables visible on the left side. The background shows the blue water of the bay and distant hills under a clear sky.

Formula Retail Employee Rights Ordinances (FREROs)

Articles 33F & 33G, S.F. Police Code

Hours & Retention Protections (33F)

Predictable Scheduling & Fair Treatment (33G)

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Formula Retail Employee Rights Ordinances (FREROs)

Hours & Retention Protections

Covered Employers.

- Formula Retail Establishments (FREs), SF Planning Code
- (“Brick & Mortar”) | Property Service Contractors
- 40+ Locations Worldwide
- 20+ Employees in SF

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Formula Retail Employee Rights Ordinances (FREROs)

Hours & Retention Protections

Offering Additional Hours to Existing Part-Time EEs.

- “Qualified” → “Reasonably Determined” by ER
- Additional Work → “Same or Similar”
- Up to 35 Hours/No Overtime Requirement
- Four Hour Rule

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Formula Retail Employee Rights Ordinances (FREROs)

Hours & Retention Protections

Employee Retention (Change in Control).

- 90 Day Retention Policy (6 Month+ EEs)
- Notice Requirements
 - Post
 - Provide to EEs



Formula Retail Employee Rights Ordinances (FREROs)

Predictable Scheduling & Fair Treatment

Advance Notice of Schedule.

- 14-Day Advance Notice of Schedule
- New EEs → Good Faith Written Estimate
Minimum Number of Scheduled Shifts
Days/Hours of Shifts

The background of the slide features a scenic view of the Golden Gate Bridge in San Francisco, extending from the left side towards the center. The bridge's iconic orange-red towers and suspension cables are visible against a clear blue sky. In the distance, the bay and hills are visible under a bright, sunny sky.

Formula Retail Employee Rights Ordinances (FREROs)

Predictable Scheduling & Fair Treatment

Predictability Pay for Schedule Changes.

- Employer-Required Schedule Changes | Regular Hourly Rate
- < 7 Days' Notice: 1 Hour | < 24 Hrs: 2 to 4 Hours
- “Required” → “Pressure or Coerce”
- Exceptions → EE-requested Schedule Changes

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Formula Retail Employee Rights Ordinances (FREROs)

Predictable Scheduling & Fair Treatment

Equal Treatment for Part-Time/Full-Time EEs.

- Same “starting hourly wage” → Equal Skill/Responsibility
- Same Access to Paid/Unpaid Time Off
- Promotion Eligibility

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Formula Retail Employee Rights Ordinances (FREROs)

Enforcement

OLSE Final Rules. March 1, 2016

Education & Outreach.

Community Collaborative/Contract

Employer Roundtables, Mailings

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Formula Retail Employee Rights Ordinances (FREROs) Enforcement

Complaints.

Enforcement.

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Formula Retail Employee Rights Ordinances (FREROs)

Inquiries.

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(415) 554-6461

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Questions?

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