

## San Francisco HCSO & FCO 2019 Reporting Cancelled

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In response to the COVID-19 pandemic, the San Francisco Office of Labor Standards Enforcement (OLSE) has canceled the requirement for employers to submit the 2019 Annual Reporting Form for the San Francisco Health Care Security Ordinance (HCSO) and the Fair Chance Ordinance (FCO). This form would otherwise have been due by April 30, 2020 or face penalties of up to \$500 per quarter.

All other requirements of the HCSO and FCO remain in effect. Covered employers must continue to make health care expenditures on behalf of their covered employees, generally within 30 days of the end of each quarter. The deadline for expenditures in the first quarter of 2020 is April 30, 2020.

As a reminder, the official HCSO Notice should be posted in a conspicuous place at any workplace or job site where covered employees work. The updated 2020 Notice is available in 6 languages at:

<https://sfgov.org/olse/sites/default/files/Document/HCSO%20Files/2020%20HCSO%20Poster.pdf>