



San Francisco HCSO 2020 Reporting Delayed

Issued date: 03/31/21

The San Francisco Office of Labor Standards Enforcement (OLSE) has postponed the requirement for employers to submit the 2020 Annual Reporting Form for the San Francisco Health Care Security Ordinance (HCSO) and the Fair Chance Ordinance (FCO) for a minimum of six months, at least until October 31, 2021. This form would otherwise have been due by April 30, 2021.

The San Francisco Board of Supervisors is currently considering proposed legislation that would cancel the 2020 employer reporting requirement altogether (as it did last year for the 2019 employer reporting requirement), due to the on-going COVID-19 public health crisis.

All other requirements of the HCSO 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 2021 is April 30, 2021.

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 2021 Notice is available in 6 languages at:

<https://sfgov.org/olse/sites/default/files/Document/HCSO%20Files/2021%20HCSO%20Poster%20Final.pdf>