

San Francisco HCSO 2020 Reporting Cancelled

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Due to the ongoing COVID-19 public health crisis, 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) has been cancelled.

The 2020 Annual Reporting Form would normally have been due by April 30, 2021. As reported in March 2021, the San Francisco Office of Labor Standards Enforcement (OLSE) announced that this deadline would be postponed until at least October 31, 2021, while the San Francisco Board of Supervisors considered relevant proposed legislation. On April 20, 2021, the Board of Supervisors passed legislation to cancel the 2020 employer reporting requirement altogether, and it was signed into law by San Francisco Mayor London Breed on April 30, 2021.

It is important to note that 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. For example, 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>.