



SAN FRANCISCO
CHAMBER OF COMMERCE *Where smart business starts.*

Vote No on Proposition F on November 7th

Businesses are burdened enough by regulations and red tape. No place else in the country has found it necessary to mandate sick leave with City Hall policing its use. Businesses large and small oppose the proposed mandatory sick leave ordinance because it imposes a mandate where the employers alone are responsible to cover the costs. This is just a disguised tax, killing jobs and economic growth in San Francisco.

This proposal will negatively impact employees!

Employee benefit policies are an important aspect of every employment relationship. But a local mandate on one piece of a benefits package is not the best way to provide employees with desired benefits.

Though the ordinance is being presented in the context of a fight for the low-income worker, it may actually have a negative impact on the employee's ability to choose his/her most desired benefits. One of the top priorities of most employees is a wage increase. The sponsors of the ordinance claim that they are trying to help low-income earners become financially stable. However, as a mandated benefit it prioritizes the importance of one benefit over wages or other benefits an employee may prefer.

This proposal will negatively impact our community!

We value what small businesses add to the culture of San Francisco and want to see new small businesses locate here and see existing businesses grow. In order to achieve those goals, San Francisco needs to offer flexibility and a welcoming regulatory environment.

The cumulative effect of this ordinance and other recently proposed or adopted regulations such as the health-care ordinance and local minimum wage sends a negative message to employers in this community, as these additional restrictions and regulations hit small businesses the hardest.

Small businesses are competing locally, regionally and globally. Increased regulations lead to increased costs and can take them out of the competitive market.

The Sick Leave Mandate may cause San Francisco employers to reduce existing employee benefits or cut available positions and hours of employment in order to pay for a mandated benefit which employees may not need or want. Ultimately, this could threaten job availability in San Francisco.

Will this proposal impact *my* business and *my* employees?

The ordinance would require that employees earn paid sick leave at the rate of 1 hour for every 30 hours worked after the first three months on the job. Employees who work in businesses with less than 10 employees could accumulate up to 40 hours of paid sick leave. All other employees could accumulate up to 72 hours of paid sick leave. There is no right to pay for, or roll over of, unused sick leave. Paid sick leave can be used for the employee's own physical or mental illness, injury, diagnosis or treatment as well as that of an employee's child, parent, spouse, sibling, grandparent, grandchild, legal guardian or ward, domestic partner or any other person designated annually by the employee.

Employers may require employees to give reasonable notification of an absence and may only take reasonable measures to verify that an employee lawfully used paid sick leave. Enforcement is allowed by the city, an aggrieved individual or any member of the public. Relief can be in the form of back wages, reinstatement and penalties. Employers shall maintain records documenting hours worked and paid leave taken for up to four years.

The ordinance applies to any company that has operations or does business within the city limits, regardless of the physical location of the business

Get Involved! Vote NO on Proposition F on November 7th

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