

MANDATORY LOCAL HIRE ORDINANCE

Background:

Chapter 82 of the San Francisco Administrative Code establishes a mandatory local hiring requirement on public works or improvement projects advertised with an engineer's estimate of \$1,000,000 or more.

Requirements:

- 30% local hours overall by trade
- 50% local apprentice hours by trade
- “Local” is defined as a resident of City and County of San Francisco

Exemptions, Waivers, Penalties, & Corrective Actions:

- Trades that fall under 5% of total work hours at completion of the project are exempted from Local Hire requirements.
- A list of pre-determined Exempted Trades is available online: oewd.org/local-hire.
- Penalty amounts are equal to the journeyman or apprentice prevailing wage for the non-compliant trade multiplied by each hour that the trade is deficient.
- Corrective actions may be negotiated to resolve potential penalties.

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