OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR

Labor Standards Fact Sheet

(Locally-Funded Projects)

Information and requirements for contractors and subcontractors bidding on public works contracts in the City and County of San Francisco:

- Pay workers the correct Prevailing Wage rates for each craft, classification and type of work performed. ***San Francisco Labor & Employment Code § 101.1, 103.1; CA Labor Code § 1773 and 1774; CCR 8 §16001.***
- Submit certified payroll reports and fringe benefit statements into the City's electronic payroll reporting system (LCP Tracker). ***San Francisco Labor & Employment Code § 103.3(e)(2)(A); CA Labor Code §1776.***
- Maintain Office of Labor Standards Enforcement (OLSE) daily sign-in sheets documenting all hours worked and the classifications of work performed. ***SF L.E.C. § 103.3(c)(3).***
- Display the OLSE Prevailing Wage poster on the jobsite in a prominent and accessible place, informing workers of Prevailing Wage requirements. ***SF L.E.C § 103.3(c)(4)***
- Furnish employees with itemized pay stubs and retain payroll records. ***SF L.E.C. § 103.3(e)(1) and (2); CA Labor Code §226.***
- Employ apprentices registered in a DIR-approved apprenticeship program and make apprenticeship training contributions. Submit DIR's apprentice certifications into LCP Tracker. ***CA Labor Code §1777.5;***
- Register with the DIR. ***CA Labor Code §1725.5***
- Comply with local labor laws including *Minimum Compensation Ordinance*, *Health Care Accountability Ordinance, Health Care Security Ordinance, Fair Chance Ordinance and miscellaneous Prevailing Wage Ordinances* where applicable. ***SF L.E.C. Art. 111, 21, 142, and 102.***
- For projects awarded under CM/GC or Design-Build contracting models: OLSE will use the bid advertisement date or contract date of the trade package, to calculate the applicable Prevailing Wage determination. **8 CCR *§ 16000; CA Public Works Manual.***

- All work is subject to compliance monitoring and enforcement by OLSE. ***SF L.E.C. § 103.3(c)(1).***
- OLSE Compliance Officers have the right to engage in random inspections of job sites and to have access to the employees of the contractor, employee time sheets, inspection logs, payroll records and employee paychecks. ***SF L.E.C. § 103.3(c)(2).***
- Failure to comply with Prevailing Wage regulations may result in penalties between $50 and $200 per day, per worker, and may lead to disqualification from public works with the City and County of San Francisco. ***SF L.E.C. § 103.3(c)(5); CA Labor Code Section §1775.***

Labor Standards Resources

The current Prevailing Wage rates are available on the Internet, from OLSE or the Awarding Department. For specific information about Prevailing Wage requirements, you can visit the websites listed below:

OLSE Website
https://www.sf.gov/information/prevailing-wage

DIR Prevailing Wage Rates
http://www.dir.ca.gov/OPRL/PWD/

Davis-Bacon Wage Rates
https://sam.gov/wage-determinations
Formula to search by WD: [State] + [year] + [0018]. Example: CA20240018

DIR Public Works Contractor Registration
https://www.dir.ca.gov/Public-Works/Contractor-Registration.html

DIR Public Works Manual
http://www.dir.ca.gov/dlse/PWManualCombined.pdf

Apprentice Wage Rates
https://www.dir.ca.gov/oprl/pwappwage/PWAppWageStart.asp

Apprenticeship Programs, Requirements & Forms
http://www.dir.ca.gov/DAS/PublicWorksForms.htm

Contractors State License Status
https://www2.cslb.ca.gov/OnlineServices/CheckLicenseII/CheckLicense.aspx

Information on laws for non-trade employees performing work on City Contracts
https://www.sf.gov/information/prevailing-wage-non-construction-workers

For more information, call OLSE at (415) 554-6573 or email prevailingwage@sfgov.org

GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR

2026 OLSE / LCPtracker Training Schedule

No fees or registration required

Payroll Reporting Training

Includes an overview of Prevailing Wage and Citywide PLA

2nd Tuesday of the Month

10:30 am to 12:00 pm – City Contractors & Subcontractors

For City Staff - upon request - please email prevailingwage@sfgov.org

Tuesday, January 13, 2026*	Tuesday, July 14, 2026*
Tuesday, February 10, 2026*	Tuesday, August 11, 2026*
Tuesday, March 10, 2026*	Tuesday, September 08, 2026*
Tuesday, April 14, 2026*	Tuesday, October 13, 2026*
Tuesday, May 12, 2026*	Tuesday, November 10, 2026*
Tuesday, June 09, 2026*	*No Training in December* 2026

*Live webinars will be conducted on Microsoft Teams.

On-Demand Webinar:

Available 24/7 & covers the basics of submitting certified payrolls.

Please visit OLSE's website for up-to-date information

https://www.sf.gov/take-payroll-training

For certified payroll reporting training questions, please contact Jimmy Hewitt by phone at (415) 554-6211 or email james.hewitt@sfgov.org.

San Francisco Labor Laws for City Contractors

Effective July 1, 2026

Labor Requirements per CCSF Contract

Minimum Compensation Ordinance (MCO)

Wages and Time Off Requirements

Covered Employers

- Applies to a company that has 5 or more employees, anywhere in the world AND subcontractors working on the City Contract

Covered Employees

- Any employee who works on a City contract for services

Employer Requirements

- **For-profit rate** is $22.01/hour
- **Non-profit rate** is $23.00/hour as of 1/1/26; $23.50* as of 7/1/26
- **Public Entities rate** is $23.00/hour as of 1/1/26; $25.00* as of 9/1/26
- 0.04615 hours of Paid Time Off (PTO) per hour worked (can be used as vacation or sick leave, and is vested and cashed out at termination)
- 0.03846 hours of Unpaid Time Off per hour worked – allowed without consequence
- Posting Requirements
- Employee must sign a "Know Your Rights" form

*Subject to budget approval

Contact the MCO unit: mco@sfgov.org and (415) 554-7903

Health Care Accountability Ordinance (HCAO)

Covered Employers

- If a non-profit with a grant contract, the contract is exempt from HCAO
- For a company that has > 20 workers (for profit)/ > 50 workers (nonprofit), anywhere in the world
- Applies to your subcontractors working on the City Contract

Covered Employees

- Any employee who works **at least 20 hours a week** on a City contract for services:

Employer Requirements

A) Offer a compliant health plan with no premium charge to the employee. See Minimum Standards*
OR
B) Pay $8.00** per hour to the Department of Public Health (DPH) – this is not a benefit to employees but a fee paid to be in compliance with the HCAO
OR
C) Pay $8.00** per hour to covered employee. N/A to SFO and San Bruno Jail locations. Employee must work outside of SF and work on a City contract outside of SF. See HCAO for more details

- Posting Requirements
- Employee must sign a "Know Your Rights" form

For more information, or to sign up for email updates on the MCO and HCAO, visit our website: SF.GOV/OLSE

*Current standards are attached and new standards, effective 1/1/27, can be found on www.sf.gov/olse-hcao. An employer's plan year that overlaps with the new standards 1/1/27, is still under the standards effective 1/1/26. Any subsequent contract effective on or after 1/1/27 must comply with the new standards. Questions regarding HCAO Standards, please contact DPH (628) 271-7517.

**Rate changes every July 1

Contact the HCAO unit: hcao@sfgov.org and (415) 554-7903

City and County Labor Laws for Companies Operating in the City & County of San Francisco

Health Care Security Ordinance (HCSO)

Covered Employers

- Employers with 20 or more workers worldwide

Covered Employees

- Any employee who works **an average of 8 hours a week in the City of San Francisco** (whether or not on a City contract) and is **not covered by the HCAO**

Employer Requirements

- As of 1/1/2026, spend $2.74* or $4.11* (depending on your size) per hour on their health care (e.g. health insurance, or a contribution to Healthy San Francisco)
  - Employee can only waive their rights:
    - By signing an official HCSO voluntary waiver, and
    - If they show they have insurance through another employer
- Posting Requirement

* Rate changes every January 1st

Contact the HCSO unit: hcso@sfgov.org and (415) 554-7892

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