Engage PEO Client Alert: California

San Francisco Family Friendly Workplace Ordinance Takes Effect on July 12, 2022

What's New: Beginning July 12, 2022, San Francisco's Family Friendly Workplace Ordinance (FFWO) will require employers with 20 or more employees to provide flexible or predictable work arrangements to eligible employees with qualified caregiving obligations working in the City of San Francisco.

What It Means: The FFWO previously gave employees the right to request such arrangements but did not require employers to provide any specific outcome. However, with this amendment, the FFOW now requires employers to accommodate such requests for flexible or predictable work arrangements unless they will cause undue hardship to the employer. For example, an employee may request a modified schedule to work from 6:00 a.m. to 12:00 p.m. in order to be able to care for their children. However, if the requested schedule will cause a detrimental impact on the employer's ability to meet client demands (because of limited availability during normal business hours) or require the company to hire an additional employee to cover the afternoon hours, then it may be an undue hardship for the employer and may be sufficient grounds to deny the request.

What Employers Should Do: San Francisco employers should familiarize themselves with this law and implement policies and procedures that ensure compliance in their workplaces. Clients with questions or concerns about any of the content in this alert should contact their Engage HR Consultant.