



October 5, 2008

## San Francisco Employer Mandated Benefits

### The Commuter Benefits Ordinance

Effective September 21, 2008, San Francisco employers with 20 or more employees will be required to offer a transit program to all employees who work 10 or more hours per week.

While participation by employees is voluntary, San Francisco employers must offer a transit program to their employees no later than January 19, 2009. If an employer is found to be out of compliance, the employer will be subject to penalties that begin at \$100 for the first violation and increase to \$500 per violation.

### The Health Care Security Ordinance

After a series of court cases, in January 2008, the San Francisco Health Care Security ordinance went into effect. This ordinance requires employers to provide health care benefits:

- A private employer with 20 to 99 employees and a nonprofit with 50 or more employees are required to provide the equivalent of \$1.17 per hour of health care benefits on behalf of any employee who has been employed for 90 days and works more than 10 hours per week.
- A private employer with 100 or more employees are required to provide the equivalent of \$1.76 per hour of health care benefits on behalf of any employee who has been employed for 90 days and works more than 10 hours per week.

Employers can satisfy the Health Care Security Ordinance by providing a group health plan, by paying for health services, paying a third party (such as a health insurer) to provide services, by making contributions to Health Savings Accounts (HSA), or by paying into the Healthy San Francisco program.

For more information about:

Our San Francisco Employers Deal, <http://www.FlexToday.com/SF>

The San Francisco Health Security Ordinance, <http://www.healthysanfrancisco.org/>

The San Francisco Commuter Benefit Ordinance, <http://www.sfenvironment.org/>