



## Attention San Francisco Employers

We would like to make you aware that there are **other requirements** your company is subject to in addition to posting your City of San Francisco poster in a conspicuous location.

- All employers are also required by law to post state and federal labor law posters, and Poster Compliance Center publishes state and federal posters in multiple formats. If you need these posters, please go to <https://www.postercompliance.com/labor-law-posters/federal-state-1-year-compliance-plan/> to order, or call us at 800-322-3636.

- Per the Minimum Wage Ordinance, every employer must also provide each employee written notice of the employer's name, address, and telephone number at the time of hire.

For further information about the written notification requirement, go to <https://sfgov.org/olse/san-francisco-labor-laws-citywide> or call 415-554-6292.

- Per the Fair Chance Ordinance, every employer must provide a copy of the notice to applicants and employees prior to conducting a background check.

For further information about this notification requirement, go to <https://sfgov.org/olse/fair-chance-ordinance-fco%20> or call 415-554-5192.

- In addition, per the Lactation in the Workplace Ordinance, every employer must provide a copy of the Lactation Accommodation Policy to new employees at the time of hire and to any employee who asks about or requests pregnancy or parental leave. If the employer has an employee handbook, the policy should be included there as well.

For further information about these requirements, go to <https://sfgov.org/olse/lactation-workplace> or call 415-554-6406.

- The Formula Retail Employee Rights, Prevailing Wage, Minimum Compensation, Health Care Accountability, and Healthy Airport notices are included in the **San Francisco CA Specialty Posters**. Go to the following link to download a PDF of the poster: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

The five notices included in the **San Francisco CA Specialty Posters** are not required for general employers.

Depending on a company's industry, type of commerce, sector, location, or workforce, additional specialized notices may be required by federal, state, or local governments or agencies. Examples could include notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.