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September 16, 2020

### New San Francisco COVID-19–Related Employment Protections Ordinance

The City and County of San Francisco recently enacted an emergency Ordinance, the text of which is available [here](#), effective September 11, 2020, which prevents all employers from taking adverse employment actions (e.g., firing, threatening to fire, disciplining, or in any manner discriminating) against employees and independent contractors (collectively "Workers," as defined in the Ordinance) related to absences caused by COVID-19. The Ordinance is effective for 60 days through November 10, 2020 (unless extended) and applies to any Worker who has tested positive for COVID-19 or is isolating or quarantining, or has previously isolated or quarantined, due to COVID-19 symptoms or exposure (a "COVID-19 Absence"). The Ordinance prevents adverse actions during or within 90 days of a COVID-19 Absence. Read full post on [Coronavirus \(COVID-19\): Guidance for Businesses](#).

## **Authors**

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