

San Francisco Local Hiring Policy for Construction Fact Sheet

- The effective date of the San Francisco Local Hiring Policy for Construction is March 25, 2011. Contracts first advertised for bid on or after March 25, 2011 are covered by the new ordinance.
- The mandatory participation level is 30% of all project hours within each trade to be performed by local residents, with no less than 15% of all project work hours within each trade to be performed by disadvantaged workers. All contractors, regardless of tier, are subject to these requirements.
- A local resident is defined as an individual who is domiciled within the City and County of San Francisco at least 7 days prior to commencing work on the project. An individual may have only one domicile, which is their principal residence and where they intend to return when they are absent.
- The mandatory participation level will increase annually over seven years up to a mandatory participation level of 50% of project work hours within each trade performed by local residents, with no less than 25% of all project hours within each trade performed by disadvantaged workers.
- At least 50% of the project work hours performed by apprentices within each trade shall be performed by local residents, with no less than 25% of project work hours performed by apprentices within each trade to be performed by disadvantaged workers.
- The local hiring ordinance applies to contracts for public work or improvement projects in excess of \$400,000.
- The ordinance establishes various consequences of non-compliance with the policy, including the authority of assessment of penalties against contractors that do not meet the local hiring requirements.
- The penalty for failing to meet the local hiring requirement shall be the amount equal to the journeyman or apprentice prevailing wage rate for the primary trade used by the contractor for each hour the contractor fell short.
- Contractors may request a conditional waiver from local hiring requirements on a project-specific basis for “specialized trades,” by receiving credit for local hiring on non-covered projects, or sponsoring new apprentices.
- A contractor may utilize the Office of Economic and Workforce Development’s CityBuild Referral Program if their preferred method of hiring does not enable them to meet the local hiring requirements of the policy.
- The Office of Economic and Workforce Development is charged with the enforcement of this policy.
- For more information and updates about the San Francisco Local Hiring Policy for Construction, please visit www.workforcedevelopmentsf.org
- Questions about the new policy can also be addressed by emailing Local.Hire.Ordinance@sfgov.org or by calling the Local Hire hotline at 415-701-4894.

