



Newsletter

February 2022 Edition

Employee Updates

Celebrating Black History Month

February is Black History Month, a time to honor the culture, experiences, and contributions that Black and African American people have made to San Francisco and to our country. This year's theme: *Black Health and Wellness* provides us with an opportunity to recognize our Black health care workers who have worked to keep our communities safe throughout the pandemic. It also serves as a reminder about the importance of focusing on and elevating physical and mental wellness in the Black community.



Knowing of the past opens the door to the future. This Black History Month as we reflect on the contributions that Black Americans have made to society we also look to the future and continue our ongoing work to advance racial equity.

Check out some of the department events and spotlights celebrating Black History Month:

- Visit [SF Library's website](#) for book recommendations, workshops, and artist spotlights.
- [Click here](#) to watch the Port's video on African Americans Historic Contributions to San Francisco's Waterfront.
- Watch the [recorded panel discussion](#) of San Francisco health experts for a discussion around where Black communities are health-wise and what we can do collectively to move forward.
- [Click here to watch](#) Mayor Breed's message on Black History Month.

Happy Lunar New Year

February 1st marked the start of Lunar New Year. Lunar New Year is a time for families to come together to feast and welcome the happiness, prosperity, and good fortune that the year of the tiger brings.

San Francisco is home to one of the largest Lunar New Year parades outside of Asia. This year the Chinese New Year Parade will be held on February 19, 2022. For event information visit <https://chineseparade.com/>.



Additionally, the Asian Pacific American Heritage Foundation has compiled a list of community and cultural events in San Francisco to help you and your family celebrate the Lunar New Year at <https://apasf.org/>.

COVID-19 Updates

Booster Requirements in High-Risk Settings

The deadline for employees who work in health care facilities and other high-risk settings to be up-to-date with vaccination is **March 1, 2022**. Additionally, these employees are required to notify the City of their up-to-date vaccination status.

Employees who have questions about booster vaccination requirements, updating vaccination status, or exemptions can contact their department human resources representative or visit the [DHR COVID-19 webpage](#).

Boosters Recommended for All Eligible Employees

All employees are strongly encouraged to protect their health and get a COVID-19 booster.

You are eligible for a booster shot if:

1. It has been at least 5 months after completing your second dose of the Pfizer or Moderna vaccine.
2. It has been at least 2 months after receiving your J&J/Janssen vaccine.

All employees are encouraged to report their booster vaccination status through the Employee Portal. Detailed instructions on how to report your vaccination record can be found here: <https://sfemployeeportalsupport.sfgov.org/support/home>.

COVID-19 vaccines including boosters are free. Sign up for an appointment or find a drop-in site today.

- Check with your healthcare provider, [click here for more information](#)
- Make an appointment at a nearby pharmacy or vaccine site
- Go to: <https://sf.gov/get-vaccinated-against-covid-19>
- Text your ZIP code to 438829 or call 1-800-232-0233

Getting Boosted After a COVID Infection

Clarification has been provided on when a person may receive a vaccination or booster following a COVID-19 infection. The San Francisco Department of Public Health recommends that people get vaccinated or receive a booster dose as soon as possible at least 10 days but no more than 30 days after recovery from infection.

Masks are Required in the Workplace

While state and local changes have been made to indoor masking, requirements in the workplace have not changed. All city employees are still required to wear a mask while in the workplace regardless of vaccination status and consistent with the city's face mask policy. All visitors will also be required to continue to wear masks in city facilities regardless of vaccination status.

The city will continue to monitor data regarding COVID-19



cases and transmission with guidance from state and local health officials and will make adjustments to health and safety protocols as needed to ensure the safety of city staff and members of the public.

Get Free COVID-19 At-Home Tests

The federal government is sending every home in the U.S. four free at-home COVID-19 tests. Sign up to receive your free COVID-19 test kits here: <http://covidtests.gov> or by calling (800) 232-0233 to order a test.

Following new federal guidelines, San Francisco Health Services System (SF HSS) health plans will reimburse members for rapid antigen at-home test kits for COVID-19.

Visit <https://sfhss.org/testing> for additional details.



New COVID-19 Sick Leave

The City has issued an additional 80 hours of new paid sick leave for employees to use for specified COVID-19 related reasons. These reasons include among others, paid time off for school/childcare closures and supervision of remote/hybrid learning arrangements required due to school closures. Part-time and as-needed employees shall receive a prorated number of hours based on their average work hours over the past six months. This new allocation of leave satisfies requirements in the new state COVID-19 paid sick leave law.

These new balances can be used retroactive to January 1, 2022. This additional sick leave shall expire on September 30, 2022, but any leave commenced before the expiration date can continue. For additional questions please contact your department's human resource professional.

Employee Resources



Peer Mediation: Creating Healthier Work Environments

Conflict is a normal part of our everyday lives. With City employees spending at least 40 hours a week at work to keep San Francisco running, workplace conflicts are inevitable, but solvable.

Peer Mediation is a free, voluntary, non-punitive resource designed to help you and your colleague manage your differences and build a better working relationship. Sessions are mediated confidentially by a mediator from a pool of existing City employees professionally trained in conflict resolution. Our peer mediators will listen to you and ask questions to help you and your colleagues understand one another in a safe and structured environment.

Design your own solutions and create a more positive working environment for yourself and those around you. Speak to a mediator today by contacting dhrr-peer-mediation-program@sfgov.org.

Are you Ready for Tax Season?



Tax season is upon us! San Francisco has free tax services to help! With the SF Working Families Tax Credit you could get up to an extra \$250 cash back on your taxes when you file.

Find out if you qualify and learn where to get FREE tax services: FreeTaxHelpSF.org.

Working While Black: Healing Circle

This Healing Circle is a safe, private, non-judgmental place to share chronic and acute experiences of racial trauma. Mindfulness techniques will be practiced and resources provided. [Learn More!](#)

DATES/TIME: Every Tuesday through March 22, 2022 (12pm – 1pm)
[Click here to join the meeting](#) or dial +1-415-655-0003, 173.243.2.68
Meeting number: 2458 183 4943 Password: WWB365

Bridge to Excellence Scholarship Program

The Bridge to Excellence Scholarship Program provides up to 15 students from San Francisco public high schools with \$2,500 each in scholarship awards.

To be eligible for the scholarship, applicants must be a San Francisco Unified School District high school senior graduating in spring 2022 with a minimum cumulative GPA of 3.20. Applicants must demonstrate a significant financial need and be the first in their family to attend a four-year college.

The application window will be open until **Friday, March 18, 2022**. Interested students can apply here: tfaforms.com/4953150



Get Boosted! City Employee Booster Clinic

COVID-19 BOOSTER

EVENT FOR CITY EMPLOYEES



Stop by for your **free** COVID-19 booster. Your choice of the Pfizer and Moderna booster will be available.

WHEN
9:00 AM - 2:00 PM
Wednesday, February 23, 2022

WHERE
North Light Court, SF City Hall
1 Dr Carlton B Goodlett Pl

No appointment necessary.

SFMTA Equity Lab: Mobility Justice for Black Communities

You're invited to attend the SFMTA Office of Racial Equity and Belonging (OREB) Equity Lab: Mobility Justice for Black Communities. Equity Lab is a training series focused on racial equity, mobility justice and transportation equity training.

The interactive discussion will take place on Tuesday, February 22nd from 11:00 AM – 1:30 PM, and will explore promising approaches to advancing racial equity in departments.

[Click here for the event flyer and additional information.](#)

Well-Being Resources

Live Feel Be Better 2022

Skip the unrealistic goals and focus your attention all year on healthy habits that work best for you.



1. **Get Started:** Learn more about your health. Take an assessment through your [health plan](#).
2. **Set a Goal:** Develop a SMART goal that will help you focus on what matters most to you. Download [SMART Goal Worksheet](#) to develop a goal that works for you. Meet with a Lifestyle Coach for [one-on-one support](#) on goal setting. Topics to Explore with a Lifestyle Coach include how to stay motivated, quit smoking, portion control and healthy eating, and be more active.
3. **Get Support:** Join a program and tap into your health plan for additional support. All of the City health plans have support tools to help you prioritize your well-being.

Visit the [Using Your Benefits Page](#) to learn more about each of our health plan benefits!

A Better You, Everyday!

Mark your calendar to join food demos, healthy holiday seminars, and wellness coaching! Check out the below highlights:

- [Soul Line Dancing- ZSFG](#)
Weekly on Mondays (4:00pm - 4:30pm)
- [10 Min Self-Care Stretch Break](#)
Weekly on Thursdays (3:00pm - 3:10pm)
- [Self-Care and Self Compassion Webinar](#)
Tuesday, February 22, 2022 (12:00pm - 12:45pm)
- [Time Management Tools: To-do Lists, Calendars, Smartphones and More](#)
Wednesday, February 23, 2022 (12:30pm - 1:30pm)

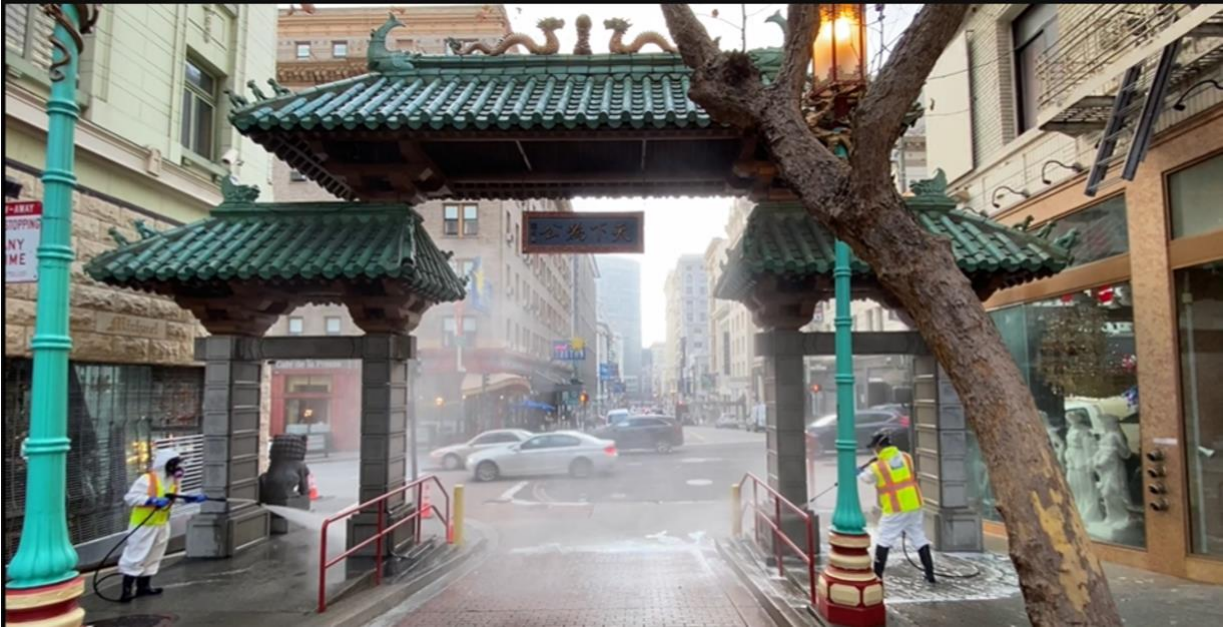
Visit the SFHSS Events Calendar to stay up to date on new offerings. Questions? Contact Well-Being at well-being@sfgov.org.

Department Spotlight

Department of Public Works

To welcome the Year of the Water Tiger, Public Works Street Cleaning Crews power washed the Dragon Gate at Grant and Bush streets, sprucing up the Broadway Tunnel, removing litter, and scrubbed away graffiti. The crews also steam cleaned the sidewalks and conducted a pothole-repair blitz throughout the neighborhood to provide smooth and safe roads for people who walk, bike, drive and take transit in Chinatown.

Great job Public Works!



Public Works' Street Cleaners power wash the iconic Dragon Gate at Grant and Bush streets at the southern edge of Chinatown.