

The background of the entire page is a large, faded version of the Labor Law Compliance Center logo. The logo is circular with a blue center containing the letters 'llcc' in yellow. A white ring around the center contains the text 'Labor Law Compliance Center' in a serif font. The outermost ring of the logo features a series of white stars on a blue background, reminiscent of the American flag.

# **Labor Law Compliance Center**

## **CALIFORNIA CITY ORDINANCES**

Labor Law Compliance Center  
[posters@laborlawcc.com](mailto:posters@laborlawcc.com)  
[www.laborlawcc.com](http://www.laborlawcc.com)  
(800) 801-0597



# California City Ordinance Postings

	Posting Name & ID	Posting Requirements	Published Date
01	Alameda Minimum Wage	All employers within the City of Alameda	07/24
02	Belmont Minimum Wage	All employers within the City of Blemont	01/25
03	Berkeley Minimum Wage	All employers within the City of Berkeley	07/24
04	Berkeley Fair Workweek	All employers within the City of Berkeley	01/24
05	Burlingame Minimum Wage	All employers within the City of Burlingame	01/25
06	Cupertino Minimum Wage	All employers within the City of Cupertino	01/25
07	Daly City Minimum Wage	All employers within Daly City	01/25
08	East Palo Alto	All employers within East Palo Alto	01/25
09	El Cerrito Minimum Wage	All employers within the City of El Cerrito	01/25
10	Emeryville Minimum Wage & Paid Sick Leave	All employers within the City of Emeryville	07/24



# California City Ordinance Postings

	Posting Name & ID	Posting Requirements	Published Date
11	Emeryville Service Charge	All employers using service charges within the City of Emeryville	07/15
12	Emeryville Fair Workweek	Retail Firms with 56 or more employees globally. Fast Food Firms with 56 or more employees globally and 20 or more employees in Emeryville	07/17
13	Foster City Minimum Wage	All employers within the City of Foster City	01/25
14	Fremont Minimum Wage	All employers within the City of Fremont	07/24
15	Half Moon Bay Minimum Wage	All employers within the City of Half Moon Bay	01/25
16	Hayward Minimum Wage	All employers within the City of Hayward	01/25
17	Los Altos Minimum Wage	All employers within the City of Los Altos	01/25
18	Los Angeles City Minimum Wage & Paid Sick Leave	All employers within the City of Los Angeles	07/24
19	Los Angeles City Fair Chance Ordinance	All employers within the City of Los Angeles	01/24
20	Los Angeles City Fair Work Week Ordinance	All employers within the City of Los Angeles	12/23



# California City Ordinance Postings

	Posting Name & ID	Posting Requirements	Published Date
21	Los Angeles County Minimum Wage	All employers within Unincorporated Los Angeles County	07/24
22	Los Angeles County Fair Chance Ordinance	All employers within Los Angeles County	09/24
23	Malibu Minimum Wage	All employers within the City of Malibu	07/24
24	Menlo Park Minimum Wage	All employers within the City of Menlo Park	01/25
25	Milpitas Minimum Wage	All employers within the City of Miltipas	07/24
26	Mountain View Minimum Wage	All employers within the City of Mountain View	01/25
27	Novato Minimum Wage	All employers within the City of Novato	01/25
28	Oakland Minimum Wage	All employers within the City of Oakland	01/25
29	Oakland Paid Sick Leave	All employers within the City of Oakland	03/15
30	Oakland Service Charge	All employers within the City of Oakland	03/15



# California City Ordinance Postings

	Posting Name & ID	Posting Requirements	Published Date
31	Palo Alto Minimum Wage	All employers within the City of Palo Alto	01/25
32	Pasadena Minimum Wage	All employers within the City of Pasadena	07/24
33	Petaluma Minimum Wage	All employers within the City of Petaluma	01/25
34	Redwood Minimum Wage	All employers within the City of Redwood	01/25
35	Richmond Minimum Wage	All employers within the City of Richmond	01/25
36	San Carlos Minimum Wage	All employers within the City of San Carlos	01/25
37	San Diego Minimum Wage	All employers within the City of San Diego	01/25
38	San Diego Sick Leave	All employers within the City of San Diego	01/25
39	San Jose Minimum Wage	All employers within the City of San Jose	01/25
40	San Jose Opportunity to Work	Employers with 36 or more Employees and who are subject to the San Jose Business License Tax or who maintain a facility in San Jose	03/17



# California City Ordinance Postings

	Posting Name & ID	Posting Requirements	Published Date
41	San Leandro Minimum Wage	All employers within the City of San Leandro	07/20
42	San Mateo County Minimum Wage	All employers within the City of San Mateo County	01/25
43	San Mateo City Minimum Wage	All employers within the City of San Mateo	01/25
44	Santa Clara Minimum Wage	All employers within the City of Santa Clara	01/25
45	Santa Monica Minimum Wage	All employers within the City of Santa Monica	07/24
46	Santa Monica Paid Sick Leave	All employers within the City of Santa Monica	01/17
47	Santa Monica Service Charge	All employers using service charges within the City of Santa Monica	07/16
48	Santa Rosa Minimum Wage	All employers within the City of Santa Rosa	01/25
49	Sonoma Minimum Wage	All employers within the City of Sonoma	01/25
50	South San Francisco Minimum Wage	All employers within the City of South San Francisco	01/25



# California City Ordinance Postings

	Posting Name & ID	Posting Requirements	Published Date
51	Sunnyvale Minimum Wage	All employers within the City of Sunnyvale	01/25
52	West Hollywood Minimum Wage	All employers within the City of West Hollywood	01/25
53	West Hollywood Hotel Minimum Wage	All employers within the City of West Hollywood	07/24





# Official Notice

## City of Alameda Minimum Wage Rate

**\$17.00\***

**Per Hour Effective July 1, 2024**

Beginning July 1, 2024, an employee who performs **at least two (2) hours** of work in a particular workweek **within the geographic boundaries of the City of Alameda** must be paid wages of not less than **\$17.00 per hour**. This minimum wage rate applies equally to all employees, regardless of the size of the employer.

The minimum wage requirement is set forth in the City of Alameda's Minimum Wage Ordinance, Alameda Municipal Code Chapter 4-60. Tips may not be counted toward payment of the minimum wage. The implementation schedule of the Minimum Wage Ordinance is as follows:

<u>Minimum Wage</u>	<u>Effective Date</u>
\$17.00/hour	July 1, 2024
Adjusted Annually by the Consumer Price Index (CPI-W)	July 1, 2025

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance and/or may file a complaint with the City's Base Reuse and Economic Development Department. The City will investigate possible violations, will have access to payroll records, and may enforce violations of the minimum wage requirements by ordering payment of back wages unlawfully withheld and penalties.

You should contact the City if you believe you are not being paid the minimum wage.

**If you have questions, need additional information, please visit/contact:**

City of Alameda, Base Reuse and Economic Development Department, 950 West Mall Square, Room 205, Alameda CA, 94501

Phone: 510-747-6890, Email: [minimumwage@alamedaca.gov](mailto:minimumwage@alamedaca.gov), Website: [alamedaca.gov/minimumwage](http://alamedaca.gov/minimumwage)

*\*The State's required minimum wage may be higher in some instances.*

**Post where employees can read easily. Must provide notice in English and employee's preferred language if requested. Violators subject to penalties.**

يتعلق هذا الإشعار بزيادة الحد الأدنى لمعدل الأجور إلى 17.00 دولارًا للساعة، وذلك اعتبارًا من 1 يوليو 2024. هذا الإشعار متوفر باللغة العربية.

本通知是关于从2024年7月1日起将最低工资提高到每小时17.00美元。本通知有中文版本。

본 공고는 2024년 7월 1일부로 시간당 최저 임금이 \$17.00로 인상된다는 내용에 관한 것입니다. 본 공고는 한국어로도 제공됩니다.

Esta notificación se refiere a un aumento del salario mínimo a \$17.00 por hora, el cual entrará en vigencia el 1.º de julio de 2024. Este aviso está disponible en español.

Thông báo về việc tăng mức lương tối thiểu lên \$17,00/giờ, có hiệu lực từ ngày 1/7/2024. Thông báo có bằng tiếng Việt.

Ang paunawang ito ay tungkol sa isang pagtaas ng pinakamababang sahod sa \$17.00 kada oras na epektibo sa Hulyo 1, 2024. Ang paunawang ito ay mayroong pagsasalin sa Tagalog.

CAOR01E



**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







POST WHERE EMPLOYEE MAY READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -

# OFFICIAL NOTICE

THE CITY OF BELMONT MINIMUM WAGE RATE IS

# \$18.30

PER HOUR  
EFFECTIVE JANUARY 1, 2025

Beginning **January 1, 2025**, employers who are subject to the Belmont Business License Tax OR who maintain a facility in Belmont must pay to each employee who performs at least two (2) hours of work per week in Belmont, minimum wages not less than **\$18.30 per hour**.

The minimum wage requirement set forth in the City of Belmont Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage will be adjusted annually beginning on January 1 of each year, in accordance with the Ordinance.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Belmont. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the Ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

**If you have questions, need additional information, or believe you are not being paid correctly, please contact:**

City of Belmont  
Housing & Economic Development  
One Twin Pines Lane  
Belmont, CA 94002  
(650) 637-2971  
[econdev@belmont.gov](mailto:econdev@belmont.gov) | [www.belmont.gov/minwage](http://www.belmont.gov/minwage)





PLEASE POST WHERE EMPLOYEES CAN READ EASILY  
VIOLATORS SUBJECT TO PENALTIES

Health, Housing &  
Community Services

# OFFICIAL NOTICE

To employers and employees working in the City of Berkeley

## Berkeley Minimum Wage

<b>\$18.07</b> Per hour effective July 1, 2023	<b>\$18.67</b> Per hour effective July 1, 2024	<b>\$18.67 + CPI</b> Per hour effective July 1, 2025
--	--	--

**Future increases:** Beginning on July 1, 2019, and then on July 1 of each year, the Minimum Wage will increase by the prior calendar year's increase, if any, in the Consumer Price Index (CPI) for urban wage earners and clerical workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.

Tips and/or gratuities cannot be used to achieve the minimum wage rate. Additional regulations related to the collection and distribution of "Service Charges" for food service and hospitality businesses, effective October 1, 2016. (BMC Section 13.99.050)

**Paid Sick Leave - BMC Section 13.100** – Each employee shall earn one hour of paid sick leave for every thirty (30) hours worked and may use paid sick leave after 90 calendar days. Employers provide accrued paid sick leave in payroll records.

**Berkeley Family Friendly and Environment Friendly Workplace Ordinance BMC - Section 13.101** – Each employee has the right to ask for a flexible or predictable work schedule. Employers must respond in writing within 21 days to any written request.

Employee's rights under the City's labor ordinances are protected from retaliation. An employee or any other person may report to the City any suspected violation of the labor standard ordinances. The City will investigate possible violations, access payroll records and enforce corrective action to violations of the labor standard requirements.


**If you have questions, please contact your employer or the City of Berkeley:**

**Health, Housing, and Community Services Department**  
**2180 Milvia Street, 2nd Floor Berkeley, CA 94704**  
**(510) 981-5400 or TDD: (510) 981-6903**  
**Email: HHCSMWO@berkeleyca.gov**

*Language Interpretation Available*

CAOR03E



  
**Labor Law Compliance Center**  
**(800) 801-0597**  
[www.laborlawcc.com](http://www.laborlawcc.com)





PLEASE POST WHERE EMPLOYEES CAN READ EASILY  
VIOLATORS SUBJECT TO PENALTIES

# OFFICIAL NOTICE

## Berkeley Fair Workweek Ordinance

Operational on January 12, 2024. For complete requirements of the Fair Workweek Ordinance, please refer to Berkeley Municipal Code Chapter 13.102.

**Advance Notice of Work Schedules:** Employers must provide each employee with an initial estimate of the employee’s work schedule in writing on or before their first day of work. Employers must provide employees with at least 14 days’ notice of their work schedules.

**Offer of Work to Existing Employees:** Before hiring new employees, including temporary workers, employers must first offer additional hours to existing part-time employees who 1) are qualified to do the additional work, 2) have worked for the employer for more than two weeks, and 3) whose schedules do not conflict with the additional hours. To accept an offer of additional hours, employees must notify the employer in writing within 24 hours of the offer.

**Right to Rest:** Employees have the right to decline work hours that occur less than 11 hours after the end of the previous shift. Employees who agree in writing to work hours with less than 11 hours rest must be paid 1.5 times their regular rate of pay for any hours worked less than 11 hours following the end of a previous shift.

**Right to Request a Flexible Work Arrangement:** Employees have the right to request a flexible or modified work schedule. Employers may accept, modify, or decline the employee’s request.

**Predictability Pay:** Employees have the right to decline any previously unscheduled hours with less than 14 days’ notice before the first day of any new schedule. When employees voluntarily agree to such changes or when an employer subtracts hours or cancels shifts, employees are owed predictability pay. Predictability pay is subject to some exceptions, including for employee-initiated schedule changes.

**When a Covered Employer makes a schedule change  
with less than 14 days’ notice but more than 24 hours’ notice to the employee**

Employer subtracts hours or cancels shifts	Employee must receive 1 hour of predictability pay
Employer adds hours or shifts	
Employer moves shifts to another date or time	

**When a Covered Employer makes a schedule change  
with less than 24 hours’ notice to the employee**

Employer subtracts hours or cancels shifts	Employee must receive 4 hours of predictability pay or the number of cancelled or reduced hours in the employee’s scheduled shift, whichever is less
Employer adds hours or shifts	Employee must receive 1 hour of predictability pay
Employer moves shifts to another date or time	

Employee rights under the City’s labor ordinances are protected from retaliation. An employee or any other person may report to any suspected violation of the labor standard ordinances. The City will investigate possible violations, access payroll records and enforce corrective action to violations of the labor standard requirements.

**If you have questions, please contact your employer or the City of Berkeley:**  
Health, Housing, and Community Services Department  
2180 Milvia Street, 2nd Floor Berkeley, CA 94704  
(510) 981-5400 or TDD: (510) 981-6903  
Email: HHCSMWO@berkeleyca.gov

Language Interpretation Available

CAOR04E



Labor Law Compliance Center  
(800) 801-0597  
www.laborlawcc.com







# CITY OF BURLINGAME

---

**POST WHERE EMPLOYEES MAY READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -**

## OFFICIAL NOTICE

***THE CITY OF BURLINGAME MINIMUM WAGE RATE IS***

**\$17.43**

**per hour**

**Effective January 1, 2025**

Beginning **January 1, 2025**, employers who are subject to the City of Burlingame Business License Tax **OR** who maintain a facility in the City of Burlingame must pay to each employee who performs at least two (2) hours of work per week in the City of Burlingame minimum wages not less than \$17.43 per hour.

The minimum wage requirement set forth in the City of Burlingame Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). Each year, the City will adjust the minimum wage based on the US Department of Labor's Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint. The City of Burlingame contracts with the City of San Jose's Office of Equality Assurance for enforcement of its Minimum Wage Ordinance.


The Office of Equality Assurance will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of San Jose's Office of Equality Assurance at:

Office of Equality Assurance  
200 East Santa Clara Street, Fifth Floor  
San Jose CA 95113  
Telephone: **408-535-8430**  
E-Mail: [MyWage@sanjoseca.gov](mailto:MyWage@sanjoseca.gov)

**CAOR05E**



  
**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





- POST WHERE EMPLOYEES CAN READ EASILY -  
- VIOLATORS SUBJECT TO PENALTIES -

# OFFICIAL NOTICE

## Minimum Wage Rate

**\$18.20 Per Hour**

**CUPERTINO MINIMUM WAGE**  
**Effective Date: January 1, 2025**

Beginning **January 1, 2025**, employers who are subject to the Cupertino Business License Tax or who maintain a facility in Cupertino must pay to each employee who performs at least two (2) hours of work per week in Cupertino wages of not less than **\$18.20 per hour**.

The minimum wage requirement set forth in the Cupertino Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips **not** included), regardless of immigration status. Each year, the City will adjust the minimum wage based on the US Department of Labor's Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the California Labor Commissioner's Office. The California Labor Commissioner's Office will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

For more information visit: [www.cupertino.org/wagewatch](http://www.cupertino.org/wagewatch). If you believe you are not being paid correctly, please contact your employer or the California Labor Commissioner's Office at:

California Labor Commissioner's Office  
100 Paseo de San Antonio, Room 120  
San José, CA 95113  
Phone: 408-277-1266

Email: [LaborComm.WCA.SJO@dir.ca.gov](mailto:LaborComm.WCA.SJO@dir.ca.gov)

CAOR06E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







CITY OF DALY CITY

POST WHERE EMPLOYEE MAY READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -

# OFFICIAL NOTICE

THE CITY OF DALY CITY MINIMUM WAGE RATE IS

**\$17.07**

per hour

**Effective January 1, 2025**

**Beginning January 1, 2025**, Daly City's local minimum wage of \$17.07 applies to all businesses within the geographic boundaries of Daly City and any employee working at least two (2) or more hours per week. The minimum wage applies to all companies that have employees who work in Daly City. An employer may not use tips, or fringe benefits such as health insurance, vacation, sick leave or other benefits to offset or use as a credit towards the employer's obligation to pay the City's minimum wage.

The minimum wage requirement set forth in the City of Daly City Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage will be adjusted annually beginning on January 1st of each year. Beginning January 1, 2025, it will be \$17.07, and annually thereafter the Daly City minimum wage will be adjusted based on the Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Daly City. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the Minimum Wage Ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld and penalties.


If you have questions, need additional information or believe you are not being paid correctly, contact your employers or the City Manager's Office at:

City of Daly City, City Manager's Office  
333 90th Street  
Daly City, CA 94015  
(650) 991-8127

[MinimumWage@dalycity.org](mailto:MinimumWage@dalycity.org)  
[www.dalycity.org/MinimumWage](http://www.dalycity.org/MinimumWage)

**CAOR07E**



  
**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





# CITY OF EAST PALO ALTO

---

**POST WHERE EMPLOYEE MAY READ EASILY  
VIOLATORS SUBJECT TO PENALTIES**

## **OFFICIAL NOTICE EAST PALO ALTO MINIMUM WAGE RATE IS**

# **\$17.45**

**per hour**

**Effective January 1, 2025**

Per the Chapter 5.10 of the East Palo Alto Municipal Code - MINIMUM WAGE ORDINANCE - Beginning January 1, 2021, when this ordinance took effect, employers must pay to each employee who performs at least two (2) hours of work per week in East Palo Alto.

Effective January 1, 2025, the minimum wage is no less than **\$17.45 per hour**.

The minimum wage requirement set forth in the East Palo Alto Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). Beginning January 1, and annually thereafter, the City will adjust the minimum wage based on the Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the Office of Economic Development. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the minimum wage ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld and penalties.

If you have questions, need additional information or believe you are not being paid correctly, contact your employer or the Office of Economic Development at:

East Palo Alto Office of Economic Development  
1960 Tate St, East Palo Alto, CA 94303  
Phone: (650) 853-3100  
Email: [CED@cityofepa.org](mailto:CED@cityofepa.org)

**Este folleto también está disponible en español.** This flyer is also available in Spanish.

*Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.*





- POST WHERE EMPLOYEES CAN READ EASILY -
- VIOLATORS SUBJECT TO PENALTIES -

## Official Notice

# EL CERRITO MINIMUM WAGE RATE

**\$18.34 Per Hour**  
**Effective Date: January 1, 2025**

Beginning January 1, 2025, an employee who performs **at least two (2) hours** of work in a particular workweek ***within the geographic limits of the City of El Cerrito*** must be paid wages of not less than **\$18.34 per hour**. This minimum wage rate applies equally to all employees, regardless of the size of the employer.

The minimum wage requirements set forth in the El Cerrito Minimum Wage Standards Ordinance, El Cerrito Municipal Code Chapter 6.95, apply to any employee (part-time or full-time) who performs work within the City of El Cerrito (tips may not be counted toward payment of the minimum wage). Starting in January 2020, the City will adjust the rate annually based on the Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. An employee or any other person may report to the City any suspected violation of the Minimum Wage Standards Ordinance. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties. Employees may also file a civil lawsuit against their employers for any violation of the Ordinance. The full ordinance is available online at [www.el-cerrito.org/wages](http://www.el-cerrito.org/wages).

This notice must be posted in accordance with the requirements of El Cerrito Municipal Code Section 6.95.060. If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of El Cerrito's Office of the City Manager:



City of El Cerrito  
Minimum Wage Compliance Program  
10890 San Pablo Avenue El Cerrito CA 94530  
Telephone: 510-215-4302  
E-Mail: [wages@ci.el-cerrito.ca.us](mailto:wages@ci.el-cerrito.ca.us)

*Language interpretation available by arrangement*

CAOR09E



Version 11/2021 English  
Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







# City of Emeryville New Labor Laws: Effective July 1, 2024

Administered by the City of Emeryville and specified by  
Emeryville Municipal Code (EMC) 5-37, adopted July 2015

## Minimum Wage

EMC 5-37.02

### All Businesses

Minimum Hourly Compensation:

**\$19.36**

**Effective  
July 1,  
2024**

## Paid Sick Leave

EMC 5-37.03

### Large Businesses

(56 or More Employees)

Minimum Number of Annual Paid Sick  
Leave Hours Available to Employees: \*\*

**72 hours**

### Small Businesses

(55 or Fewer Employees)

Minimum Number of Annual Paid Sick  
Leave Hours Available to Employees: \*\*

**48 hours**

### Employees Can File a Complaint With The City If They:

- Do Not Receive the Minimum Hourly Wage
- Do Not Receive Paid Sick Leave (PSL) or Notice to Designate PSL Person
- Experience Retaliation

**For More Information:** [minwage@emeryville.org](mailto:minwage@emeryville.org) (510) 596-4351

\*\* Accrual Methods May Vary

CAOR10E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







# THE CITY OF EMERYVILLE HAS NEW LABOR LAWS

Administered by the City of Emeryville and specified by Emeryville  
Municipal Code 5-37.

## SERVICE CHARGE LAW

**EFFECTIVE JULY 2, 2015**  
(EMC 5-37.04)

All separate designated amounts collected from customers described on receipts under terms, including but not limited to: "service charge", "delivery charge", or "portage charge"

### **MUST BE PAID**

in their entirety to the Hospitality Worker who  
**ACTUALLY PERFORM THE SERVICE.**

Examples: delivering food or beverage to hotel room or carrying luggage to room for hotel guests.

### **Who is a Hospitality Employer?**

Any business who owns, controls, or operates any part of a hotel, restaurant, or banquet facility within the geographic boundaries of the City of Emeryville.

### **Who is a Hospitality Employee?**

Any individual who works at least two (2) hours within a calendar week for a Hospitality Employer and performs activities that are billed as service charges.



**EMPLOYEES CAN FILE A COMPLAINT WITH THE CITY IF THEY:**

Do not receive written notice of distribution of service charges.\*

Do not receive service charges if hospitality worker.\*

Experience retaliation.\*

**\*FOR MORE INFORMATION**

**[minwage@emeryville.org](mailto:minwage@emeryville.org)**

**(510) 596-4316**

CAOR11E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





## Fair Workweek Ordinance Emeryville Municipal Code, Chapter 39 of Title 5

### Covered Employers:

**Retail Firms with 56 or more employees globally.  
Fast Food Firms with 56 or more employees globally and 20 or more employees in Emeryville.**

**Effective July 1, 2017**

### Advance Notice of Work Schedule



Employer must provide at least two weeks advance notice of schedules.

Before a new employee starts their employment, the employer provides good faith estimate of work schedule in writing.

### Right to Rest/"Clopenings"



Employers must pay time-and-a-half for any hours worked between closing and opening (clopening) shifts that are separated by less than 11 hours.

Employee has right to decline work if less than 11 hours after end of previous day's shift.

### Exceptions

Grace period for additions or subtractions of 10 minutes or less before and after shift starts and ends.

Employee initiated employee to employee shift swaps.

Employee works past scheduled shift end in order to complete a transaction.

Notice, Right to Decline, and Compensation for Schedule Changes exceptions are made for civil threats, utility failures, acts of nature or other causes out of employer's control.

### Notice, Right to Decline & Compensation for Schedule Changes



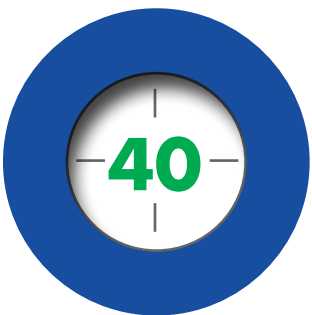
Employer must provide notice of any changes to schedules which are employer initiated.

Employee has right to decline any previously unscheduled hours if given less than 14 days' notice.

Employer must give Predictability Pay for changes made to the schedule:

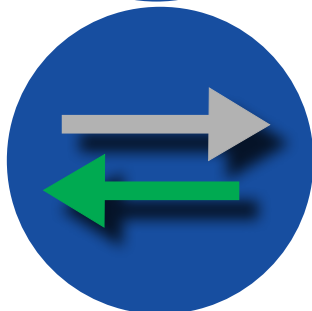
- Notice given less than 14 days but 24 hours or more = 1 hour pay
- Notice given less than 24 hours = 4 hours pay or number of hours in the scheduled shift, whichever is less.
- All other changes in less than 24 hours = 1 hour of pay

### Offer of Work to Existing Employees



Employer shall first offer additional hours to existing qualified part-time employees until they reach 35 hours of work in a calendar week, in at least 4 hour increments.

### Right to Request a Flexible Working Arrangement



Employee has a right to request additional shifts or hours, changes in start or end times, shift swaps, part time employment, etc.

This law applies to employees regardless of immigration status. Employers must comply with this law. Retaliation is illegal. The City of Emeryville provides language translations and interpretations upon request.

Contact Us

General Email: [fairworkweek@emeryville.org](mailto:fairworkweek@emeryville.org)

Phone: (510) 596-4351

CAOR12E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







# CITY OF FOSTER CITY

POST WHERE EMPLOYEE MAY READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -

## OFFICIAL NOTICE

*THE CITY OF FOSTER CITY MINIMUM WAGE RATE IS*

# \$17.39

per hour

**Effective January 1, 2025**

Beginning **January 1, 2025**, employers who are subject to the City of Foster City Business License Tax **OR** who maintain a facility in the City of Foster City must pay to each employee who performs at least two (2) hours of work per week in City of Foster City, a minimum wage not less than \$17.39 per hour.

The minimum wage requirement set forth in the City of Foster City Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage will be adjusted annually beginning on January 1st of each year.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Foster City. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the Minimum Wage Ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions, need additional information, or believe you are not being paid correctly, contact the City Manager Department at:

City of Foster City, City Manager Department  
610 Foster City Boulevard  
Foster City, CA 94404  
(650) 286-3220  
[minimumwage@fostercity.org](mailto:minimumwage@fostercity.org)  
[www.fostercity.org/minimumwage](http://www.fostercity.org/minimumwage)





Please post where employees can read easily; violators subject to penalties

# OFFICIAL BULLETIN

## Fremont Minimum Wage

Beginning July 1, 2024, an employee who performs work within the geographic limits of the City of Fremont must be paid wages not less than the minimum wage of \$17.30.

Effective Date (July 1)	Minimum Wage
2023	\$16.80
2024	\$17.30
2025	2024 Wage plus adjustment for inflation

The minimum wage requirements set forth in the Fremont Minimum Wage Ordinance, Fremont Municipal Code Chapter 5.30, apply to any employee (part-time or full-time) who performs work within the City of Fremont (tips may not be counted toward payment of the minimum wage). Employees of a non-profit corporation are exempt from the Minimum Wage Ordinance.

**Future increases:** On July 1 of each year, the minimum wage will increase by the prior calendar year's increase, if any, in the Consumer Price Index (CPI) for urban wage earners and clerical workers for the San Francisco-Oakland-Hayward, CA metropolitan statistical area. The annual increase is not to exceed 5%.

**Employee Rights:** Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. An employee or any other person may report to the City a suspected violation of the Minimum Wage Ordinance. The full ordinance is available online at [www.fremont.gov/business/minimum-wage](http://www.fremont.gov/business/minimum-wage).



If you have questions, contact your employer or the

City of Fremont:

[minwage@fremont.gov](mailto:minwage@fremont.gov) or 510-284-4000

CAOR14E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





**POST WHERE EMPLOYEES MAY READ EASILY  
VIOLATORS SUBJECT TO PENALTIES**

# OFFICIAL NOTICE

## HALF MOON BAY MINIMUM WAGE RATE IS

**\$17.47**  
**EFFECTIVE**  
**JANUARY 1, 2025**

Starting on **January 1, 2025**, Half Moon Bay's local minimum wage of **\$17.47** applies to all businesses within the geographic boundaries of Half Moon Bay and any employee working at least two or more hours per week. The minimum wage applies to all companies with employees working in Half Moon Bay. An employer may not use tips, or fringe benefits such as health insurance, vacation, sick leave, or other benefits to offset or use as credit towards the employer's obligation to pay the City's minimum wage.

Employees who assert their rights to receive the City's minimum wage are protected from retaliation. The City will investigate possible wage violations and require payroll records access. The City will enforce minimum wage ordinance violations by ordering employee reinstatement, payment of back wages unlawfully withheld, penalties, and fines.

If you need additional information or believe you are not being paid correctly, contact your employer or the City of Half Moon Bay at:

**City of Half Moon Bay** 501 Main Street, Half Moon Bay, CA, 94019  
minimumwage@hmbcity.com / 650-435-8261



**CAOR15E**



**Labor Law Compliance Center**  
(800) 801-0597  
www.laborlawcc.com





**Notice:** The Minimum wage rates listed below may be subject to change pending results from the State of California November ballot measures. Please refer to official state announcements for any updates or changes at [https://www.dir.ca.gov/dlse/faq\\_minimumwage.htm](https://www.dir.ca.gov/dlse/faq_minimumwage.htm)

**Please post where employees can read easily; violators subject to penalties**

# OFFICIAL BULLETIN

## Hayward Minimum Wage

**Beginning January 1, 2025, an employee who performs work within the geographic limits of the City of Hayward must be paid wages not less than the minimum wage stated below.**

Effective Date (January 1)	Small Employers (25 or fewer employees)	Large Employers (26 or more employees)
2025	\$16.50	\$17.36
2026	per State Law	\$17.36 + CPI

**The minimum wage requirements set forth in the Hayward Minimum Wage Ordinance apply to any employee (part-time or full-time) who performs work within the City of Hayward (tips may not be counted toward payment of the minimum wage).**

**Future Increases:** Beginning on January 1, 2025, and then on January 1 of each year, the minimum wage will increase by the prior calendar year’s increase, if any, in the Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-Hayward, CA metropolitan statistical area for large employers. For Small Employers, the minimum wage will match California State Law.

**Employee Rights:** Under the Ordinance, employees who assert their rights to receive the City’s minimum wage are protected from retaliation. An employee or any other person may report to the City or the California Labor Commissioner a suspected violation of the Minimum Wage Ordinance. The report will be investigated for possible violations and will require access to payroll records. The City or California Labor Commission will enforce violations of the minimum wage ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, penalties and fines.

If you have questions, contact your employer or visit this City of Hayward website for answers to frequently asked questions: [www.hayward-ca.gov/local-minimum-wage](http://www.hayward-ca.gov/local-minimum-wage)

You may also contact the City of Hayward at: Email: [Minimum.Wage@Hayward-ca.gov](mailto:Minimum.Wage@Hayward-ca.gov)

Phone: 510-583-5540

Updated October 23, 2024







POST WHERE EMPLOYEES CAN READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -

# OFFICIAL NOTICE

## Minimum Wage Rate

**\$18.20 Per Hour**

LOS ALTOS MINIMUM WAGE  
Effective Date: January 1, 2025

Beginning January 1, 2025, employers who are subject to the Los Altos Business License Tax or who maintain a facility in Los Altos must pay to each employee who performs at least two (2) hours of work per week in Los Altos wages of not less than \$18.20 per hour.

The minimum wage requirement set forth in the Los Altos Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips not included). Each year, the City will adjust the minimum wage based on the US Department of Labor's Regional Consumer Price Index.


Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Los Altos. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions or need additional information, please contact the City of Los Altos at (650) 947-2700 or [info@losaltosca.gov](mailto:info@losaltosca.gov). If you believe you are not being paid correctly, please contact your employer or the City of Los Altos at:

City Managers Office  
1 N. San Antonio Road  
Los Altos, CA 94022  
Telephone: (650) 947-2700  
Email: [info@losaltosca.gov](mailto:info@losaltosca.gov)

**CAOR17E**



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





OFFICIAL NOTICE

Los Angeles Minimum Wage

Rate Effective July 1, 2024



\$17.28 PER HOUR

All Employers are required to pay Employees a new minimum wage according to the Los Angeles Minimum Wage Ordinance. The minimum wage rate will be adjusted every year according to Los Angeles Minimum Wage Ordinance Section 187.02. Certain exemptions and deferrals may be available.

Effective Date:	Employers with 26 or more Employees:	Employers with 25 or fewer Employees or approved Non-Profit Corporations with 26 or more Employees to pay a deferred rate:
7/1/2022	\$16.04	\$16.04
7/1/2023	\$16.78	\$16.78
7/1/2024	\$17.28	\$17.28

The Los Angeles Office of Wage Standards Ordinance grants authority to the Bureau of Contract Administration, Office of Wage Standards to investigate possible violations, inspect workplaces, interview employees, and review payroll records. The Office of Wage Standards will enforce the City’s Minimum Wage Ordinance for violations including but not limited to: 1) failure to pay the Los Angeles minimum wage; 2) failure to comply with notice, posting, and payroll records requirements; and 3) retaliation. The Los Angeles Municipal Code (LAMC) Section 188.04 protects Employees from any discrimination or retaliation for exercising their rights to receive the City’s minimum wage.

Los Angeles Paid Sick Leave

Effective July 1, 2017

All Employers will be required to provide paid sick leave according to the Los Angeles Minimum Wage Ordinance. The paid sick leave will be provided to all Employees who work at least two hours in a particular week in the City of Los Angeles for the same Employer for 30 days or more within a year.

Entitlement	
Front-Loading	At least 48 hours provided either at the beginning of each year of employment, calendar year, or 12-month period; OR -
Accrual	One (1) hour of paid sick leave for every thirty (30) hours worked.
72-Hour Cap	Accrued unused paid sick leave shall carry over to the following year of employment and may be capped at a minimum of 72 hours; however, an Employer may choose no cap or a higher cap.
Separation from Employment	An Employer is not required to provide compensation to an Employee for accrued or unused sick days at separation from employment.
Reinstatement	If an Employee is rehired within a year of separation from employment, previously accrued and unused paid sick leave shall be reinstated.

Usage	
When	An Employee may use paid sick leave beginning on the 90th day of employment.
How	An Employer shall provide paid sick leave upon the oral or written request of an Employee for themselves, a family member, or for any individual related by blood or affinity. Qualified use of time can be found in LAMC Section 187.04(G).
	The use of paid sick leave may be limited to 48 hours leave annually.

Los Angeles Municipal Code Section 187.06 protects Employees from any discrimination or retaliation for exercising their rights to receive the City’s paid sick leave.

For more information, please contact the Office of Wage Standards at 1-844-WAGESLA (924-3752) or email [wagesla@lacity.org](mailto:wagesla@lacity.org) or visit <http://wagesla.lacity.org/>.





**CITY OF LOS ANGELES**  
CALIFORNIA



**KAREN BASS**  
MAYOR

**NOTICE TO APPLICANTS & EMPLOYEES  
FAIR CHANCE INITIATIVE FOR HIRING ORDINANCE**

This Employer is subject to the Fair Chance Initiative for Hiring Ordinance (FCIHO) (LAMC 189.00).

**THESE ARE YOUR RIGHTS...**

**1. Employers cannot inquire about or seek information about an Applicant's Criminal History until after a Conditional Offer of Employment has been made to the Applicant\*.**

✓ This includes job solicitations and applications or during any conversations and interviews.

**2. If an Employer decides to rescind an offer of employment based on information discovered during the criminal background check, the Employer is required to perform an Individualized Assessment.**

- ✓ Individualized Assessment - a written assessment that effectively links the specific aspects of the Applicant's Criminal History with risks inherent in the duties of the Employment position sought by the Applicant.
- ✓ If the offer is rescinded, the Applicant must receive:
  - Written notification,
  - Copy of the Individualized Assessment, and
  - Copies of any documentation used in the Employer's decision.

**3. The Applicant has the right to the Fair Chance Process.**

- ✓ The Applicant has the opportunity to provide information or documentation to an Employer regarding the accuracy of his/her Criminal History or Criminal History Report or that should be considered in the Employer's assessment, such as evidence of rehabilitation or other mitigating factors.
- ✓ The Employer is required to hold the job open for at least five (5) days from the date notification of a rescinded offer of employment to allow an Applicant to submit such documentation, and, the Employer is required to review any documentation in order to reassess their decision.

FOR ADDITIONAL INFORMATION OR ASSISTANCE, CALL:

City of Los Angeles  
Department of Public Works  
Office of Wage Standards  
1149 S. Broadway, Suite 300  
Los Angeles, CA 90015

Phone: (844) WagesLA – Email: [WagesLA@lacity.org](mailto:WagesLA@lacity.org)

\*Note: Not all applicants/employees are covered under the FCIHO. Please see the ordinance (LAMC 189.00) for more details.

**CAOR19E**



**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







# FAIR WORK WEEK

LA

## OFFICIAL NOTICE



Employers of retail businesses with 300+ employees globally are required to provide fair work week employment standards for workers according to the City of Los Angeles Fair Work Week Ordinance. These requirements apply to Employees who work at least two hours in a particular week for a covered Employer in the City of Los Angeles.

The Fair Work Week Ordinance is effective April 1, 2023. For complete requirements of the Fair Work Week Ordinance, please refer to Los Angeles Municipal Code Chapter XVIII Art. 5 Sec. 185 and Art. 8 Sec. 188.

## EMPLOYEE RIGHTS



### GOOD FAITH ESTIMATE

Employer shall provide each new Employee with a written Good Faith Estimate of Employee's Work Schedule before hiring. For existing Employees, the estimate must be provided within ten (10) days of an Employee's request.



### REST BETWEEN SHIFTS

Employee is not required to work a Shift that starts less than 10 hours from their last Shift without their written consent. Employee receives premium pay of time-and-a-half for the Shift following the insufficient rest period.



### SHIFT COVERAGE

Employee is not required to find coverage for missing a Shift or partial Shift for reasons protected by law.



### ADVANCE NOTICE

Employee must receive written notice of Work Schedule at least 14 calendar days before the start of the work period.

Employee may decline any hours, Shifts or work location changes made after the advance notice deadline.



### REQUEST PREFERENCES

Employee may request a preference for hours, times, or work locations. Employer may accept or decline the request, with written notification of the reason for denial.



### SHIFT PRIORITY

Additional work hours must be offered to current Employees before Employer can hire new workers.



### PREDICTABILITY PAY

Employee is entitled to Predictability Pay for Employer-initiated changes to Work Schedules made less than 14 days before the start of the work period. Subject to certain exceptions, Employees do not give up their right to Predictability Pay when they voluntarily agree to such changes.

Employer-initiated Change	Predictability Pay
Increase in hours that exceed 15 minutes	One (1) hour at the Employee's regular rate of pay
Change to the date, time, or location (but no change in hours)	One (1) hour at the Employee's regular rate of pay
Reduction of hours by at least 15 minutes	Hours not worked at one-half the Employee's regular rate of pay
On-call shift, when the employer does not call the employee to perform work	Hours not worked at one-half the Employee's regular rate of pay

The Los Angeles Office of Wage Standards Ordinance grants authority to the Bureau of Contract Administration, Office of Wage Standards to conduct investigations and impose penalties and administrative fines for violations of the Fair Work Week Ordinance.



Los Angeles Municipal Code Ch. XVII Art. 5 Sec. 185.12 and Art. 8 Sec. 188.04 protect Employees from any discrimination or retaliation for exercising their rights to receive a fair work week.



For more information, please contact the Office of Wage Standards at 1-844-WAGESLA (924-3752) or email [wagesla@lacity.org](mailto:wagesla@lacity.org) or visit <http://wagesla.lacity.org/>.





THIS ORDINANCE COVERS EMPLOYEES WORKING IN UNINCORPORATED  
LOS ANGELES COUNTY, REGARDLESS OF IMMIGRATION OR WORK STATUS.

COUNTY OF LOS ANGELES MINIMUM WAGE ORDINANCE

This ordinance took effect July 1, 2016.

This ordinance applies to employees who perform at least two hours of work in a particular week within unincorporated areas of Los Angeles County. Employers are required to pay the minimum wage set forth below for all hours worked.



This poster must be displayed in a conspicuous and accessible place at job sites, in English, Spanish, and the primary language used by the employer to communicate with employees regarding employees' work functions, if other than English or Spanish.

Los Angeles County Code Chapter 8.100 - Minimum Wage

JULY 1, 2024\*

\$17.27 PER HOUR

\*Beginning in 2022, and continuing each year thereafter, on January 1 the CEO shall determine the adjusted rates which shall take effect on July 1 of that year.

Previous Wage Rates

- July 1, 2023 ... \$16.90 per hour (All employers)
- July 1, 2022 ... \$15.96 per hour (All employers)
- July 1, 2021 ... \$15.00 per hour (All employers)
- July 1, 2020 ... \$15.00 per hour for large employers with 26 or more employees
- July 1, 2020 ... \$14.25 per hour for small employers with 25 or less employees

Los Angeles County Code Chapter 8.100 & 8.101 - Retaliation is Illegal

You have the right to:

- File a complaint
- Inform any person of their potential rights
- Assert your rights under this law

Retaliation includes but is not limited to:

- Firing you
- Reduction in your pay
- Discrimination against you
- Threats against you or immediate family members

Note: An employer may take disciplinary actions against an employee for cause; however, there is a presumption of retaliation if an employer is unable to show cause.

Los Angeles County Code Chapter 8.101 - Notice to Employees

Initial Compensation Disclosure Statement

At the time of hire, your employer must give you a written statement disclosing the following:

- The employer's name, business name, physical and mailing address of the main office, email address and the employer's phone number
- Your rate(s) of pay and payday
- If applicable, your employer's tip policy
- Your pay basis (hourly, weekly, commission)
- The formula by which the rate of pay can be determined
- Deductions taken from your paycheck each pay period
- Any additional information required by law

Pay Statement

Each payday, your employer must provide you with information required by California Labor Code 226(a):

- Gross and net wages earned
- Deductions taken
- Total hours worked by the employee
- Number of piece-rate units earned (for piece-rate workers)
- Pay basis (hour, shift, day, week, commission)
- Inclusive date of the period for which the employee is paid
- Applicable hourly rates in effect during the pay period and corresponding number of hours worked at each hourly rate
- Name and address of the employer
- Name of the employee; and either the last four digits of the employees' Social Security Number or the employee ID number

Los Angeles County Code Chapter 8.101 - Your Rights are Protected

You Have a Right to File a Complaint

You may file a complaint with the Department of Consumer and Business Affairs' Office of Labor Equity for alleged violations of the Minimum Wage Ordinance. Complaints must be filed within three years after the occurrence of the alleged violation.

You Have a Right to Sue

Any employee, entity, or any other person acting on behalf of the public and whose rights under this law have been violated may bring a civil action in a court of law against an employer who violates the Minimum Wage Ordinance.

(800) 593-8222

Email: wagehelp@dca.lacounty.gov  
Website: workers.lacounty.gov



LOS ANGELES COUNTY  
CONSUMER &  
BUSINESS AFFAIRS

320 West Temple Street, Room G-10  
Los Angeles, California 90012

CAOR21E



Scan the QR code for more information and to check if you are located in unincorporated Los Angeles County



Labor Law Compliance Center  
(800) 801-0597  
www.laborlawcc.com







# COUNTY OF LOS ANGELES FAIR CHANCE ORDINANCE FOR EMPLOYERS

(LOS ANGELES COUNTY CODE CHAPTER 8.300. EFFECTIVE SEPTEMBER 3, 2024)

The Ordinance prohibits employers from asking individuals about their criminal history until after a conditional job offer has been made and requires employers to engage in a Fair Chance process before taking adverse actions such as taking back job offers, denying promotions, or terminating employment due to criminal history.

**Filing a Complaint.** You may file a complaint with the DCBA, OLE for a violation of the FCOE within one year of the violation.

**(800) 593-8222**

Website: [workers.lacounty.gov](http://workers.lacounty.gov)  
Email: [fairchance@dcba.lacounty.gov](mailto:fairchance@dcba.lacounty.gov)



## LA COUNTY CODE CHAPTER 8.300 FAIR CHANCE ORDINANCE

This ordinance applies to any employer that employs 5 or more employees who perform or will perform at least 2 hours of work per week in the unincorporated areas of Los Angeles County. Certain ordinance requirements do not apply to job positions where an employer is required by any state, federal or local law to conduct criminal background checks.

### **Consideration of Criminal History by Employers.**

Employers cannot ask applicants about their criminal history, including on a job application, during an interview, or through a criminal background check, until after a conditional job offer has been made.

Employers cannot consider criminal history information older than 7 years (with limited exceptions for positions relating to minors, dependents, or persons 65 years or older, or positions involving public funds/benefits). Employers also cannot consider the following information at any time: arrests not followed by a conviction (except for unresolved arrests); participation in a pretrial or posttrial diversion program or a deferral of judgment program; convictions that have been sealed, dismissed, expunged, pardoned or statutorily eradicated; juvenile court information; non-felony convictions for marijuana possession that are 2 or more years old; infractions, unless driving is part of the job duties; and decriminalized conduct.

**Job Postings.** Employers cannot include language in job postings that discourage individuals with criminal history from applying. Phrases such as **"No Felons,"** or **"Must Have a Clean Background"** are prohibited.

## LA COUNTY CODE CHAPTER 8.300.050 FAIR CHANCE PROCESS

**Fair Chance Process.** An employer must take the following steps before making a final decision to take back a job offer or take any other adverse actions against an applicant or employee based on criminal history:

- Make a written individualized assessment of whether the person's criminal history has a direct, adverse and negative bearing on their ability to perform the job duties.
- Provide the applicant or employee: 1) written notice of its preliminary decision (Preliminary Notice of Adverse Action), 2) a copy of the Initial Individualized Assessment and criminal background report, and 3) information on how the applicant may respond by submitting evidence of errors on the criminal background check and/or evidence of rehabilitation or mitigating circumstances.
- Provide the applicant or employee at least 5 business days to respond to the Preliminary Notice of Adverse Action, and if they make a written request, an additional 10 business days.
- Conduct a written Second Individualized Assessment considering the applicant or employee's response to the preliminary notice.
- Provide written notice of any final decision to withdraw a job offer or other adverse action (Final Notice of Adverse Action), a copy of the second individualized assessment, and information on the right to file a complaint with the Los Angeles County Department of Consumer & Business Affairs ("DCBA"), Office of Labor Equity ("OLE") for violation of the Fair Chance Ordinance for Employers ("FCOE").

**Right to Sue.** You may file your own civil lawsuit against an employer under the FCOE. You are advised to consult an attorney on this process. Before filing a civil lawsuit, you must file an intent-to-sue notice with the DCBA, OLE.

**Employer Posting Requirement.** This poster must be displayed in a conspicuous and accessible place at every workplace or job site and must be made available in English and any other languages spoken by at least 10 percent of the employer's workforce.



LOS ANGELES COUNTY  
CONSUMER &  
BUSINESS AFFAIRS  
OFFICE OF LABOR EQUITY





This ordinance covers employees working in the City of Malibu, regardless of immigration or work status

# CITY OF MALIBU MINIMUM WAGE

Effective July 1, 2024

In compliance with Malibu Municipal Code Section 5.36.040

This ordinance applies to employees who perform at least two hours of work in a particular week within the Malibu city limits. Employers are required to pay the minimum wage set forth below for all hours worked. This poster should be displayed in a conspicuous and accessible place at job sites in the primary language used by the employer to communicate with employees regarding employees' work functions.

## MINIMUM WAGE - ALL EMPLOYERS *Malibu Municipal Code Section 5.36*

EFFECTIVE JULY 1, 2024

**\$17.27 per hour \***

\* Includes 2.2% cost of living increase based on the US Bureau of Labor Statistics Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers, not seasonally adjusted, in the Los Angeles-Long Beach-Anaheim statistical region.

The City of Malibu adopted its Minimum Wage Ordinance in 2016 (Malibu Municipal Code Section 5.36). Beginning in 2022, the Minimum Wage for all employers in Malibu shall increase annually based on the Consumer Price Index for Urban Wage Earners and Clerical Workers for the Los Angeles-Long Beach-Anaheim region. The adjusted rates shall take effect on July 1.

## NOTICE TO EMPLOYEES *California Labor Code Section 2810.5*

**Employers must give employees written information about their job and pay**

### Initial Compensation Disclosure Statement:

At the time of hire, your employer must give you a written statement disclosing the following:

- The employer's name, business name, physical and mailing address of the main office, email address and the employer's phone number
- Your rate(s) of pay and pay day
- Your pay basis (hourly, weekly, commission)
- The formula by which the rate of pay can be determined
- Any additional information required by law

### Pay Statement:

Each pay day, your employer must provide you with information required by California Labor Code 226(a):

- Gross and net wages earned
- Deductions taken
- Total hours worked by the employee
- Number of piece-rate units earned (for piece-rate workers)
- Pay basis (hour, shift, day, week, commission)
- Inclusive date of the period for which the employee is paid
- Applicable hourly rates in effect during the pay period and corresponding number of hours worked at each hourly rate
- Name and address of the employer
- Name of the employee; and either the last four digits of the employee's SSN or the employee ID number

*California Labor Code Section 98.7*

## YOUR RIGHTS ARE PROTECTED

**You may be entitled to compensation for any violation of this law by your employer**

### You Have a Right to File a Complaint:

You may file a complaint with the Malibu City Attorney or California State Labor Commissioner for alleged violations of the Minimum Wage Ordinance.

Complaints must be filed within three years after the occurrence of the alleged violation.

### You Have a Right to Sue:

Any employee, entity, or other person acting on behalf of the public, and whose rights under this law have been violated, may bring a civil action in a court of law against any employer who violates the Minimum Wage Ordinance.

*Malibu Municipal Code Section 5.36.080*

## RETALIATION IS ILLEGAL

**It is illegal for an employer to retaliate against you for exercising your rights**

### You Have the Protected Right to:

- File a complaint
- Inform any person of their potential rights
- Assert your rights under this law

### These Actions are Prohibited if Done to Retaliate Against You for Exercising Your Rights:

- Fire you
- Reduce your pay
- Discriminate against you
- Threaten you or any of your immediate family members



**City of Malibu**  
23825 Stuart Ranch Road, Malibu, CA 90265-4861  
(310) 456-2489 | [MalibuCity.org/MinimumWage](https://www.malibucity.org/MinimumWage)



**State of California Labor Commissioner**  
320 W. Fourth Street, Suite 450, Los Angeles, CA 90013  
(213) 620-6330



**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](https://www.laborlawcc.com)

CAOR23E



# LOCAL MINIMUM WAGE ORDINANCE

City Manager's Office  
701 Laurel St., Menlo Park, CA 94025  
tel 650-330-6620  
[menlopark.gov/minimumwage](http://menlopark.gov/minimumwage)



POST WHERE EMPLOYEE MAY READ EASILY –  
VIOLATORS SUBJECT TO PENALTIES

## OFFICIAL NOTICE MENLO PARK MINIMUM WAGE IS

# \$17.10

**PER HOUR**

## EFFECTIVE JANUARY 1, 2025

On September 24, 2019, the City Council approved a local minimum wage ordinance effective January 1, 2020. Section 5.76.030 of the local minimum wage law provides annual inflation protection adjustments in January of each year, capped at 3%, using the Consumer Price Index for the San Francisco area. The January 1, 2025, inflation protection adjustment increases the local minimum wage from \$16.70 to \$17.10 per hour.

- Requires that all employers in Menlo Park pay a minimum per hour wage to employees working more than 2 hours per week
- Applies to all employers in Menlo Park, excluding federal, state, county and public school district employers
- No provision for a phased implementation based on the number of employees

The City shall take any appropriate enforcement action to secure employer compliance:

- May issue an administrative citation with a daily fine for each day or portion thereof and for each employee or person as to whom the violation occurred or continued
- May issue an administrative compliance order

It shall be unlawful for an employer or any other party to discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the local minimum wage ordinance.

For more information or to report a potential violation, please contact the City Manager's Office.

CAOR24E



CMO rev 20221107  
**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







-POST WHERE EMPLOYEES CAN READ EASILY-  
-VIOLATORS SUBJECT TO PENALTIES-

# OFFICIAL NOTICE

## Minimum Wage Rate

**\$17.70 Per Hour**

## MILPITAS MINIMUM WAGE

**Effective Date: July 1, 2024**

Beginning **July 1, 2024**, employers who are subject to the Milpitas business license requirement or who maintain a business facility in Milpitas must pay to each employee who performs at least two (2) hours of work per week in Milpitas wages of not less than **\$17.70 per hour**.

The minimum wage requirement set forth in the Milpitas Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips **not** included). Effective July 1 of every year, the City adjusts the minimum wage based on the Bay Area Consumer Price Index as published by the U.S. Department of Labor.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Milpitas. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of San Jose at:

City of San Jose  
200 E Santa Clara Street  
5th Floor  
San Jose, CA 95113  
**(408) 535-8430**  
Email: [mywage@sanjoseca.gov](mailto:mywage@sanjoseca.gov)



# Milpitas Minimum Wage Ordinance

## Milpitas Workers – Know Your Rights

- Beginning July 1, 2024, employees who work at least two (2) hours or more per week in Milpitas for a covered employer have the right to be paid a wage rate of \$17.70 per hour.
- It is against the law for an employer to discriminate or take adverse action against an employee for exercising their right under the Ordinance.
- Covered employees are entitled to these rights regardless of immigration status.

## What to do if you are not receiving \$17.70 per hour?

If you believe you are not receiving a wage rate of \$17.70 per hour, contact:

City of San Jose  
200 E Santa Clara Street  
5th Floor,  
San Jose, CA 95113  
**(408) 535-8430**  
Email: [mywage@sanjoseca.gov](mailto:mywage@sanjoseca.gov)

You will be asked to provide:

- Your name, mailing address and phone number
- Name, address and phone number of the company where you work
- Manager or owner's name
- Type of work you perform
- How and when you are paid (example: cash or check, every week)

Any additional information you can provide such as copies of pay stubs, personal records of hours worked or other information regarding your employer's pay practices are helpful.

All services are free and confidential. Please remember that your employer cannot terminate you or in any other manner discriminate against you for filing a complaint with the City of Milpitas.







City of  
**Mountain View**

**POST WHERE EMPLOYEE MAY READ EASILY  
VIOLATORS SUBJECT TO PENALTIES**

# **OFFICIAL NOTICE**

**MOUNTAIN VIEW MINIMUM WAGE RATE IS**  
per hour

**\$19.20**

**EFFECTIVE JAN. 1, 2025**

Beginning Jan. 1, 2025, employers who are subject to the Mountain View Business License Tax OR who maintain a facility in Mountain View must pay to each employee who performs at least two (2) hours of work per week in Mountain View, minimum wages not less than \$19.20 per hour.

The minimum wage requirement set forth in the Mountain View Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). Beginning January 1, 2019, and annually thereafter, the City will adjust the minimum wage based on the Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City Manager's Office. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the minimum wage ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld and penalties.

If you have questions, need additional information or believe you are not being paid correctly, contact your employer or the City Manager's Office at:

Mountain View City Manager's Office  
500 Castro St., PO Box 7540  
Mountain View, CA 94039-7540  
Phone: 650-903-6301 Email: [MinWage@mountainview.gov](mailto:MinWage@mountainview.gov)

Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.

**CAOR26E**



**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







**CITY OF NOVATO**  
CALIFORNIA

PLEASE POST WHERE EMPLOYEES CAN READ EASILY  
VIOLATORS SUBJECT TO PENALTIES

# CITY OF NOVATO OFFICIAL NOTICE

## NOVATO MINIMUM WAGE RATE

<b>\$17.27</b> per hour <b>Very Large Business</b> <b>(100+ employees)</b>	<b>\$17.00</b> per hour <b>Large Business</b> <b>(26-99 employees)</b>	<b>\$16.42</b> per hour <b>Small Business</b> <b>(1-25 employees)</b>
--	--	---

**New Wage Effective Date: January 1, 2025**

In accordance with the Novato Minimum Wage Ordinance in Novato Municipal Code Chapter 2-30, every employer shall pay to each employee who performs more than two hours of work in a particular week within the geographic boundaries of the City of Novato wages of no less than the hourly rates shown in this notice. The rate will be adjusted annually on January 1, according to the schedule below. Certain exemptions are available as specified in Novato Municipal Code Chapter 2-30.

City of Novato Minimum Wage			
Implementation Date	Very Large Business (100+ employees)	Large Business (26-99 employees)	Small Business (1-25 employees)
July 1, 2020	\$15.00	\$14.00	\$13.00
January 1, 2021	\$15.24	\$15.00	\$14.00
January 1, 2022	\$15.77	\$15.53	\$15.00
January 1, 2023	\$16.32	\$16.07	\$15.53
January 1, 2024	\$16.86	\$16.60	\$16.04
<b>January 1, 2025</b>	<b>\$17.27</b>	<b>\$17.00</b>	<b>\$16.42</b>
CPI Adjustment	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)	San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)

You should contact your employer if you believe you are not being paid correctly. Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may bring a civil action against their employers for any violation of the Ordinance.

If you have questions about the City of Novato's minimum wage ordinance, need additional information, or to download this notice in Spanish, please visit [novato.org/minimumwage](http://novato.org/minimumwage). You can also contact the City Clerk at [city@novato.org](mailto:city@novato.org) or call (415) 899-8902.

Please note that there may be minimum wage laws set by the State of California that are different and in addition to this ordinance, which also apply generally and to specific business types, such as fast food workers and healthcare workers. It is the responsibility of all employers to comply with prevailing wage laws set by the State of California and by this ordinance.

**CAOR27E**



**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







## OFFICIAL NOTICE

# OAKLAND MINIMUM WAGE

# \$16.89 PER HOUR

Rate Effective Date: January 1, 2025

---

Beginning January 1, 2025, employees who perform at least two (2) hours of work **in a workweek and** within the geographic limits of the City of Oakland **must** be paid wages of not less than **\$16.89 per hour**.

Oakland's minimum wage requirement, pursuant to Measure FF and set forth in the Oakland Municipal Code section 5.92.020, applies to any employee (part-time or full-time) who performs work within the City of Oakland. Each year, the minimum wage will increase, effective January 1, by an amount corresponding to the prior calendar year's increase, if any, in the Consumer Price Index for urban wage earners and clerical workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.

Under Section 5.92 et seq., employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of this law and may seek remedies in the form of back pay, reinstatement and/or injunctive relief. Employees may also file a complaint with the City's Department of Workplace and Employment Standards. The City will investigate possible violations and will have access to payroll records. Employers who violate Section 5.92 et seq. will be liable for civil penalties for each violation up to a maximum of \$1,000.00 per violation.

- If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the Department of Workplace and Employment Standards at: Department of Workplace and Employment Standards 250 Frank H. Ogawa Plaza, Suite 3341, 3<sup>rd</sup> Floor, Oakland, CA 94612 Telephone: 510-238-6258 or E-Mail: [minwageinfo@oaklandca.gov](mailto:minwageinfo@oaklandca.gov).







# **OFFICIAL NOTICE**

## **OAKLAND PAID SICK LEAVE**

Effective Date: March 2, 2015

---

Pursuant to Measure FF and Oakland Municipal Code section 5.92.030, all employers must provide paid sick leave to each employee (part-time, full-time, and temporary) who performs at least two (2) hours of work in a particular workweek and within the geographic limits of the City of Oakland. Employees begin accruing paid sick leave on March 2, 2015 for employees working for an employer on or before that date. Employees who are hired after March 2, 2015 may not use any paid sick leave until after ninety (90) calendar days of employment.

Employees accrue one (1) hour of paid sick leave for every thirty (30) hours worked in the City of Oakland. Employees of employers for which fewer than ten (10) persons (including full-time, part-time, and temporary employees) work for compensation during any given week may have up to forty (40) hours of accrued paid sick leave saved at any time. Employees of other employers may have up to seventy-two (72) hours of accrued paid sick leave at any time. Employers may provide greater sick leave benefits than that mandated by Section 5.92.030. An employee's accrued paid sick leave will carry over from year to year but is not paid out at the time of separation of employment. Employees may use their accrued paid sick leave for their own medical care or to aid or care for a family member or designated person.

Under Section 5.92 et seq., employees who assert their rights to paid sick leave are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of this law and may seek remedies in the form of back pay, reinstatement and/or injunctive relief. Employees may also file a complaint with the City's Department of Workplace and Employment Standards. The City will investigate possible violations and will have access to payroll records. Employers who violate Section 5.92 et seq. will be liable for civil penalties for each violation up to a maximum of \$1,000.00 per violation.

- If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of Oakland's Department of Workplace and Employment Standards at: Department of Workplace and Employment Standards 250 Frank H. Ogawa Plaza, Suite 3341, 3<sup>rd</sup> Floor, Oakland, CA 94612 Telephone: 510-238-6258 or E-Mail: [minwageinfo@oaklandca.gov](mailto:minwageinfo@oaklandca.gov).





CITY OF OAKLAND

## **OFFICIAL NOTICE**

# **OAKLAND SERVICE CHARGE LAW**

Effective Date: March 2, 2015

---

Pursuant to Measure FF and Oakland Municipal Code section 5.92.040, Hospitality Employers who collect service charges from customers must pay the entirety of those charges to the hospitality workers who performed those services for which the charge was collected. A Hospitality Employer is a business who owns, controls, or operates any part of a hotel, restaurant, or banquet facility within the City of Oakland. A hospitality worker is any individual who works for a Hospitality Employer and who performs a service for which a Hospitality Employer imposes a service charge.

A service charge includes all separately designated amounts collected by a Hospitality Employer from customers that are for service performed by hospitality workers or are described in such a way that customers might reasonably believe that the amounts are for those services, including without limitation to charges designated as a “service charge,” “delivery charge,” or “portage charge.” Any tip, gratuity, money, or part of any tip, gratuity or money that has been paid or given to or left for the hospitality worker by a customer over and above the actual amount due for services rendered or for goods, food, drink or articles sold or served to the customer are excluded from Section 5.92.040.

Under Section 5.92 et seq., employees who assert their rights under Oakland’s Service Charge law are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of this law and may seek remedies in the form of back pay, reinstatement and/or injunctive relief. Employees may also file a complaint with the City’s Department of Workplace and Employment Standards. The City will investigate possible violations and will have access to payroll records. Employers who violate Section 5.92 et seq. will be liable for civil penalties for each violation up to a maximum of \$1,000.00 per violation.

- If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of Oakland’s Department of Workplace and Employment Standards at: Department of Workplace and Employment Standards 250 Frank H. Ogawa Plaza, Suite 3341, 3<sup>rd</sup> Floor, Oakland, CA 94612 Telephone: 510-238-6258 or E-Mail: [minwageinfo@oaklandca.gov](mailto:minwageinfo@oaklandca.gov).





## OFFICIAL NOTICE

# Minimum Wage Rate \$18.20 Per Hour

### **PALO ALTO MINIMUM WAGE | EFFECTIVE DATE: JANUARY 1, 2025**

Palo Alto employers are required to pay any employees the City's Minimum Wage for all hours worked in Palo Alto. Beginning **January 1, 2025**, the City's Minimum Wage is **\$18.20 per hour**.

The minimum wage requirement applies to all employees who work two (2) hours per week within Palo Alto. The City adjusts the minimum wage on January 1 of each year, based on the Bay Area Consumer Price Index as published by the U.S. Department of Labor.

Under the City of Palo Alto Minimum Wage Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Palo Alto. The City will investigate possible violations, gain access to payroll records, and will enforce violations of the minimum wage requirement by ordering reinstatement of employees, payment of back wages unlawfully withheld, and apply penalties.

If you have questions, need additional information, or believe you are not being paid correctly, contact your employer or the City of Palo Alto at:

**City of Palo Alto**  
**250 Hamilton Ave.**  
**Palo Alto, CA 94301**  
**650-329-2671**

[complianceofficer@cityofpaloalto.org](mailto:complianceofficer@cityofpaloalto.org)

<http://www.cityofpaloalto.org/minimumwage>

Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.



CITY OF  
**PALO ALTO**

[CityofPaloAlto.org](http://CityofPaloAlto.org)

**CAOR31E**



**Labor Law Compliance Center**  
**(800) 801-0597**  
[www.laborlawcc.com](http://www.laborlawcc.com)





- POST WHERE EMPLOYEES CAN READ EASILY -  
- VIOLATORS SUBJECT TO PENALTIES -

# OFFICIAL NOTICE

## Minimum Wage Rate

# \$17.50 Per Hour

## PASADENA MINIMUM WAGE

Effective Date: July 1, 2024

Beginning **July 1, 2024**, employers must pay employees wages of not less than **\$17.50 per hour** (in addition to any tips received) to each employee. The minimum wage requirement set forth in the Pasadena Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week in Pasadena.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City's Department of Planning and Community Development. The City will investigate possible violations and, where appropriate, will obtain payroll records as provided by law, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties. In addition, any business that violates the provisions of the Pasadena Minimum Wage Ordinance is subject to criminal prosecution.

Pasadena employers must comply with all relevant laws. If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer, the City of Pasadena, or the City's contract service provider: National Day Laborer Organizing Network. The State of California also has minimum wage laws. Starting April 1, 2024, the minimum wage set by the State for all "national fast-food chain" establishments is \$20.00 per hour. California's fast-food worker's minimum wage applies to all national fast-food chain establishments within the geographical boundaries of Pasadena and supersedes the local minimum wage rate if the employer meets the definition of "national fast-food chain." For more information about California's minimum wage for fast-food workers please visit the California Department of Industrial Relations at [Dir.Ca.Gov/Dlse/Minimum\\_Wage.htm](http://Dir.Ca.Gov/Dlse/Minimum_Wage.htm).

City of Pasadena  
Planning and Community Development Dept.  
Minimum Wage Enforcement  
Code Compliance Manager Jon Pollard  
(626) 744-6831  
Email: [jpollard@cityofpasadena.net](mailto:jpollard@cityofpasadena.net)  
Website: [bit.ly/3o3SHMh](http://bit.ly/3o3SHMh)



National Day Laborer Organizing Network  
Minimum Wage Outreach,  
Education and Training  
Coordinator – Julieta Aragon  
500 N. Lake Avenue, Pasadena, 91101  
(626) 440-1031  
Email: [julieta@ndlon.org](mailto:julieta@ndlon.org)

**Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.**

CAOR32E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





POST WHERE EMPLOYEES CAN READ. VIOLATORS SUBJECT TO PENALTY.  
OFFICIAL NOTICE



# MINIMUM WAGE

EFFECTIVE JANUARY 1, 2025

# \$17.97/HOUR

**THIS WAGE APPLIES TO ALL EMPLOYERS REGARDLESS  
OF SIZE, UNLESS EXEMPT BY LAW.**

---

Employers must pay employees no less than the Petaluma minimum wage for work performed within the Petaluma city limits. Tips and/or benefits cannot offset this wage.

Employees may assert their rights to receive the Petaluma minimum wage and are protected from retaliation. If you believe you are not being paid correctly, contact your employer or the City of Petaluma ([minimumwage@cityofpetaluma.org](mailto:minimumwage@cityofpetaluma.org)).

Employees 14 to 17 years of age may be paid a Learners Wage of \$15.30 for the first 160 hours of work performed in an occupation where they have no experience.

---

## LEARN MORE

**PETALUMA MINIMUM WAGE ORDINANCE:** [petaluma.municipal.codes/Code/8.35](https://petaluma.municipal.codes/Code/8.35)

**WEB PAGE:** [cityofpetaluma.org/minimumwage](https://cityofpetaluma.org/minimumwage)

**CITY CONTACT INFO:** [econdev@cityofpetaluma.org](mailto:econdev@cityofpetaluma.org) | 707.778.4484



CAOR33E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





**POST WHERE EMPLOYEES MAY READ EASILY**  
**VIOLATORS SUBJECT TO PENALTIES**

# OFFICIAL NOTICE

REDWOOD CITY MINIMUM WAGE RATE IS

**\$18.20** per hour

**Effective January 1, 2025**

**Starting on January 1, 2025**, Redwood City's local minimum wage of \$18.20 applies to all businesses within the geographic boundaries of Redwood City and any employee working at least two or more hours per week. The minimum wage applies to all companies that have employees who work in Redwood City. An employer may not use tips, or fringe benefits such as health insurance, vacation, sick leave or other benefits to offset or use as a credit towards the employer's obligation to pay the City's minimum wage.

Employees who assert their rights to receive the City's minimum wage are protected from retaliation. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the minimum wage ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, penalties, and fines.

If you need additional information or believe you are not being paid correctly, contact your employer, or the City of Redwood City at:



**City of Redwood City, City Manager's Office**

**Email:** [LocalMinimumWage@redwoodcity.org](mailto:LocalMinimumWage@redwoodcity.org)

**Call:** (650) 780-7300

**Visit:** City Hall, 1017 Middlefield Road, Redwood City, CA. 94063







PLEASE POST WHERE EMPLOYEES CAN READ EASILY  
VIOLATORS SUBJECT TO PENALTY



# OFFICIAL NOTICE

## Richmond Minimum Wage

Effective January 1, 2025

**\$17.77 Per Hour**

The minimum wage requirement set forth in the Richmond Minimum Wage Ordinance 11-14 N.S., codified in Richmond Municipal Code Chapter 7.108, applies to adult and minor employees who work two (2) or more hours a week for a covered Employer. Each year, the City will adjust the minimum wage as stated in the Minimum Wage Ordinance until January 1, 2019, when it will increase to \$15 per hour. However, beginning on January 1, 2020 and each year thereafter, the minimum wage shall increase by an amount corresponding to the prior year's increase according to the Department of Labor's Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the Employment and Training Department. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements.


Please note, the City Council amended the ordinance in July 2017 and eliminated certain exemptions relating to intermediate wages, small businesses, government grants and businesses that deliver goods and services outside of Richmond. The amended ordinance is available online at [www.richmondworks.org](http://www.richmondworks.org).

If you have any questions or need additional information, please contact:

City of Richmond  
Employment and Training Department  
330 25th Street  
Richmond, CA 94804  
E-mail: [twalker@richmondworks.org](mailto:twalker@richmondworks.org)  
Website: [www.richmondworks.org](http://www.richmondworks.org)

**CAOR35E**



  
Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





- POST WHERE EMPLOYEES CAN READ EASILY -  
- VIOLATORS SUBJECT TO PENALTIES -

# OFFICIAL NOTICE

## Minimum Wage Rate

**\$17.32 per hour**

**SAN CARLOS MINIMUM WAGE**  
**Effective Date: JANUARY 1, 2025**

Beginning **January 1, 2025**, employers who are subject to the San Carlos Business Registration Tax or who maintain a facility in San Carlos must pay to each employee who performs at least two (2) hours of work per week in San Carlos wages not less than **\$17.32 per hour** (tips **not** included).

Each January 1, the prior minimum wage shall be increased by the Consumer Price Index for San Francisco-Oakland-San Jose, as determined by the United States Department of Labor, at a maximum amount of 3.5% of the prior year's increase.

Under the City of San Carlos Minimum Wage Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a complaint with the City's enforcement provider for any violation of the Ordinance. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties. Employees also have the right to file a civil lawsuit against their employers for any violation of the Ordinance.

If you have questions or need additional information, please contact your employer or the City of San Carlos at:


City of San Carlos City Manager's Office  
600 Elm Street, San Carlos, CA 94070  
Phone: (650) 802-4212  
Email: [citymanager@cityofsancarlos.org](mailto:citymanager@cityofsancarlos.org)

If you believe you are not being paid correctly, violations may be reported to:  
City of San Jose Office of Equality Assurance  
200 East Santa Clara Street, 5th Floor, San Jose, CA 95113  
Phone: (408) 535-8430  
Email: [mywage@cityofsanjoseca.gov](mailto:mywage@cityofsanjoseca.gov)

**Additional Ordinance details and resources are available at**  
**[www.cityofsancarlos.org/minimumwage](http://www.cityofsancarlos.org/minimumwage)**

CAOR36E



  
**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)



**POST WHERE EMPLOYEES CAN EASILY READ  
VIOLATORS ARE SUBJECT TO PENALTIES**

# **OFFICIAL NOTICE**

## **SAN DIEGO MINIMUM WAGE**

# **\$17.25** PER HOUR

Rate Effective Date: January 1, 2025

---

Beginning January 1, 2025, employees who perform at least two (2) hours of work in one work week within the geographic boundaries of the City of San Diego must be paid wages of not less than \$17.25 per hour for all hours worked within the City's geographic boundaries.

San Diego's Earned Sick Leave and Minimum Wage Ordinance, San Diego Municipal Code Chapter 3, Article 9, Division 1, apply to adult AND minor employees who work two (2) or more hours in any work week within the City's geographic boundaries. Note: tips do not count towards payment of the minimum wage.

Employers may not retaliate against employees for asserting any rights provided by this Ordinance. Employees may file a civil lawsuit against their employers for any violation of this Ordinance or may file a complaint with the City of San Diego's Minimum Wage Enforcement Office. The City may take any reasonable steps necessary to investigate possible alleged violations. The City is entitled to all legal and equitable relief to remedy any violation of the Ordinance, including the ability to award penalties of up to \$1,000 per violation, back wages, liquidated damages, reinstatement and other injunctive relief.

If you have questions, need additional information, or believe your employer has violated any provision of this law, please contact your employer, visit the City of San Diego Minimum Wage Enforcement Office website at <https://www.sandiego.gov/compliance/minimum-wage> or contact the City of San Diego's Minimum Wage Program at (619) 235-5912 or via email at [SDMinWage@sandiego.gov](mailto:SDMinWage@sandiego.gov).

October 2024





**POST WHERE EMPLOYEES CAN EASILY READ  
VIOLATORS ARE SUBJECT TO PENALTIES**

# **OFFICIAL NOTICE**

# **SAN DIEGO EARNED SICK LEAVE**

Effective Date: July 11, 2016

---

Beginning July 11, 2016, all employers must provide paid earned sick leave to each employee (including temporary and part-time employees) who performs at least two (2) hours of work within the geographical boundaries of the City of San Diego.

The earned sick leave requirements set forth in San Diego's Earned Sick Leave and Minimum Wage Ordinance, San Diego Municipal Code Chapter 3, Article 9, Division 1, applies to adult AND minor employees who work two (2) or more hours in one workweek within the City's geographic boundaries. Employers must either provide employees no less than 40 hours of earned sick leave at the beginning of each benefit year or one (1) hour of earned sick leave for every thirty (30) hours worked by the employee within the geographic boundaries of the City of San Diego. Employers may cap employee's total accrual of earned sick leave at 80 hours. Existing employees begin to accrue earned sick leave on July 11, 2016. Employees hired after July 11, 2016 begin to accrue sick leave on their employment start date. Employees are entitled to use accrued earned sick leave beginning July 11, 2016 or after the ninetieth (90) day of employment, whichever is later. Employees may use earned sick leave for all the reasons described in Section 39.0106(a) of the Ordinance, which includes, but is not limited to, time for their own medical care or for the medical care of a family member.

An employer may not retaliate against an employee for asserting any rights provided in this Ordinance. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of San Diego's Minimum Wage Enforcement Office. The City may take any reasonable steps necessary to investigate alleged violations. The City is entitled to all legal and equitable relief to remedy any violation of the Ordinance, including the ability to award penalties of up to \$1,000 per violation, back wages, liquidated damages, reinstatement and other injunctive relief.

If you have questions, need additional information, or believe your employer has violated any provision of this law, please contact your employer, visit the City of San Diego Minimum Wage Enforcement Office website at <https://www.sandiego.gov/compliance/minimum-wage> or contact the City of San Diego's Minimum Wage Program at (619) 235-5912 or email at [SDMinWage@sandiego.gov](mailto:SDMinWage@sandiego.gov).



# Official Notice: Minimum Wage



Effective January 1, 2025 the San Jose minimum wage rate is \$17.95 per hour

## Workers

You qualify if you work 2 or more hours per week.

You can't be fired for making a complaint.

Tips don't count toward minimum wage.

Your immigration status doesn't matter.

The City will enforce minimum wage violations.

## Employers

Post this notice where workers can see it.

Document all hours of work performed, and keep records for 4 years.

Provide each employee at time of hire with the employer's name, address, and phone number.

It is unlawful to retaliate toward an employee exercising their minimum wage rights.

## To submit a complaint, you will need to provide:

- Your name, mailing address, and phone number
- Your employer's name, address, and phone number
- The name of your manager or supervisor
- The type of work you perform
- How and when you are paid (example: cash or check, every week)

### Office of Equality Assurance

5th Floor, 200 E Santa Clara St.

[MyWage@sanjoseca.gov](mailto:MyWage@sanjoseca.gov)

(408) 535 - 8430



Scan for more



CAOR39E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





Covered Employers must post this Notice

# OFFICIAL NOTICE

## SAN JOSE OPPORTUNITY TO WORK ORDINANCE

**Effective Date: March 13, 2017**

Beginning **March 13, 2017**, Employers with 36 or more Employees and who are subject to the San Jose Business License Tax **or** who maintain a facility in San Jose must offer additional work hours to existing qualified part-time Employees before hiring new Employees including subcontractors or the use of temporary staffing services.

The City will investigate possible violations and can order violators to pay penalties. Employers may not punish Employees who exercise their rights under this Ordinance or who cooperate with the City in enforcement.

If you have questions, need additional information, or believe your Employer has not offered additional work hours and you would like to file a confidential complaint, please contact the City of San Jose Office of Equality Assurance at:

Office of Equality Assurance  
200 East Santa Clara Street, Fifth Floor  
San Jose CA 95113  
Telephone: **408-535-8430**  
E-Mail: [opportunitytowork@sanjoseca.gov](mailto:opportunitytowork@sanjoseca.gov)







**- POST WHERE EMPLOYEES CAN READ EASILY -  
- VIOLATORS SUBJECT TO PENALTIES -**

# OFFICIAL NOTICE

**Minimum Wage Rate**  
**\$15.00 per hour**

**SAN LEANDRO MINIMUM WAGE**  
**Effective Date: July 1, 2020**

Beginning July 1, 2020, employers who operate a business or non-profit organization in San Leandro must pay each employee a wage of not less than \$15.00 per hour, with limited exceptions. This requirement applies to all San Leandro employers that are subject to the adopted San Leandro Minimum Wage Ordinance, regardless of the number of employees.

The implementation schedule of the Minimum Wage Ordinance is as follows:

<b><u>Minimum Wage</u></b>	<b><u>Effective Date</u></b>
<b>\$12/hour</b>	<b>July 1, 2017</b>
<b>\$13/hour</b>	<b>July 1, 2018</b>
<b>\$14/hour</b>	<b>July 1, 2019</b>
<b>\$15/hour</b>	<b>July 1, 2020</b>

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City's Department of Finance. The City may investigate possible violations, will have access to payroll records, and may enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

You should contact your employer if you believe you are not being paid correctly. If you have questions about the City of San Leandro's minimum wage ordinance, or need additional information, please visit:

**CAOR41E**



**Labor Law Compliance Center**  
**(800) 801-0597**  
**[www.laborlawcc.com](http://www.laborlawcc.com)**







POST WHERE EMPLOYEE MAY READ EASILY  
-VIOLATORS SUBJECT TO PENALTIES-

## OFFICIAL NOTICE

THE UNINCORPORATED AREAS OF SAN MATEO  
COUNTY MINIMUM WAGE RATE IS FOR:

# \$17.46 PER HOUR

### Effective January 1, 2025

Beginning **January 1, 2025**, employers who maintain a facility in the **unincorporated areas** of San Mateo County must pay to each employee who performs at least two (2) hours of work per week in **unincorporated** San Mateo County, minimum wages not less than \$17.46 per hour.

The minimum wage requirement set forth in the County of San Mateo Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week in businesses located in **unincorporated areas**. The minimum wage will be adjusted annually beginning on January 1 of each year. Tips are not included in the hourly wage.

Under the Ordinance, employees who assert their rights to receive the **unincorporated** County's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the State Labor Commissioner <https://www.dir.ca.gov/dlse/>.

If you have questions, need additional information, please visit:

**SMCGOV.ORG/MINWAGE**







# City of San Mateo

**POST WHERE EMPLOYEE MAY READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -**

## **OFFICIAL NOTICE**

***THE CITY OF SAN MATEO MINIMUM WAGE RATE IS***

# **\$17.95**

**per hour**

**Effective January 1, 2025**

Beginning **January 1, 2025**, employers who are subject to the City of San Mateo Business License Tax **OR** who maintain a facility in the City of San Mateo must pay to each employee who performs at least two (2) hours of work per week in City of San Mateo, minimum wages not less than \$17.95 per hour.

The minimum wage requirement set forth in the City of San Mateo Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage will be adjusted annually beginning on January 1st of each year.


Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of San Mateo. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the Minimum Wage Ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions, need additional information, or believe you are not being paid correctly, contact your employer or the City Manager's Office at:

City of San Mateo, City Manager's Office  
330 W. 20<sup>th</sup> Avenue  
San Mateo, CA 94403  
(650)522-7009  
[MinimumWage@cityofsanmateo.org](mailto:MinimumWage@cityofsanmateo.org)  
[www.cityofsanmateo.org/MinimumWage](http://www.cityofsanmateo.org/MinimumWage)

**CAOR43E**



  
**Labor Law Compliance Center**  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





**- POST WHERE EMPLOYEES CAN READ EASILY -  
- VIOLATORS SUBJECT TO PENALTIES -**

# OFFICIAL NOTICE

## Minimum Wage Rate

**\$18.20 Per Hour**

## **SANTA CLARA MINIMUM WAGE**

**Effective Date: January 1, 2025**

Beginning January 1, 2025, employers who are subject to the Santa Clara Business License Tax or who maintain a facility in Santa Clara must pay to each employee who performs at least two (2) hours of work per week in Santa Clara wages of no less than \$18.20 per hour.

The minimum wage requirement set forth in the Santa Clara Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips not included). The City adjusts the minimum wage annually based on the Regional Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint. The City of Santa Clara contracts with the City of San Jose's Office of Equality Assurance for enforcement of its Minimum Wage Ordinance. The Office of Equality Assurance will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

### **General Information**

For general information regarding the Santa Clara Minimum Wage Ordinance, visit [santaclaraca.gov/minimumwage](https://santaclaraca.gov/minimumwage), call the City Manager's Office: **408-615-2210** or email: [minimumwage@santaclaraca.gov](mailto:minimumwage@santaclaraca.gov).



POST WHERE EMPLOYEES CAN READ EASILY – VIOLATORS SUBJECT TO PENALTIES

# OFFICIAL NOTICE

## Santa Monica Minimum Wage

\$ **17.27** per hour

**Rate Effective Dates: July 1, 2024-June 30, 2025**

In accordance with the Santa Monica Minimum Wage Ordinance in Santa Monica Municipal Code Chapter 4.62, every employer shall pay to each employee (including temporary and part-time employees) who performs at least two hours of work in a particular work week within the geographic limits of the City of Santa Monica wages of not less than the amounts shown in this notice. The rate will be adjusted annually on July 1 according to the schedule below. Certain exemptions and deferrals are available.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance. The City can investigate possible violations, and can enforce the minimum wage requirements. Violations of the minimum wage law include, but are not limited to:

FAILURE TO  
PAY THE  
SANTA MONICA  
MINIMUM WAGE

FAILURE TO  
COMPLY WITH NOTICE,  
POSTING, AND  
RECORDS REQUIREMENTS

RETALIATION

**FOR MORE INFORMATION, PLEASE CONTACT THE CITY OF SANTA MONICA:**

(310) 458-8281 • [minimum.wage@santamonica.gov](mailto:minimum.wage@santamonica.gov) • [santamonica.gov/minimum-wage](http://santamonica.gov/minimum-wage)



HONEST WORK. FAIR PAY.  
Santa Monica's Minimum Wage

CAOR45E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





## OFFICIAL NOTICE

# Santa Monica Paid Sick Leave

Effective Date: January 1, 2017

Starting **January 1, 2017**, employers are required to provide paid sick time to their employees who work within Santa Monica city limits in accordance with Santa Monica's Paid Sick Leave provisions in Municipal Code Section 4.62.025.

Employers with 26  
or more employees

72 hours

Employers with 25  
or fewer employees

40 hours

Employees are eligible for paid sick leave if they perform at least two hours of work in a particular work week within the geographic limits of the City of Santa Monica, and qualify as an employee entitled to payment of a minimum wage from any employer under the California Labor Code and wage orders published by the California Industrial Welfare Commission. Employees can use sick leave consistent with the California Healthy Workplaces, Healthy Families Act of 2014.

Paid sick leave will begin to accrue at the start of an employee's employment. Employees can use accrued paid sick leave after the first 90 days of employment or consistent with the employer's policies, whichever is sooner.

For every 30 hours worked, an employee shall accrue one hour of paid sick leave. Employers may choose to provide greater sick leave benefits. An employee's accrued paid sick leave carries over from year to year (calendar year, fiscal year, or year of employment) up to the accrual limit shown above, except that no accrual or carryover is required if the employer provides the full amount of leave required at the start of each calendar year, fiscal year, or year of employment.

Under the Ordinance, employees who assert their rights to receive paid sick leave are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Paid Sick Leave provisions. The City can investigate possible violations, and can enforce the paid sick leave requirements. Available remedies include but are not limited to reinstatement of employees, payment of paid sick leave unlawfully withheld, and monetary penalties.

**FOR MORE INFORMATION, PLEASE CONTACT THE CITY OF SANTA MONICA:**

(310) 458-8281 • [minimum.wage@santamonica.gov](mailto:minimum.wage@santamonica.gov) • [santamonica.gov/minimum-wage](http://santamonica.gov/minimum-wage)



HONEST WORK. FAIR PAY.  
Santa Monica's Minimum Wage

CAOR46E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)





# OFFICIAL NOTICE

## Santa Monica Service Charge Law

Effective Date: July 1, 2016

Starting **July 1, 2016**, employers using service charges must abide by regulations in the Minimum Wage Ordinance, Municipal Code Section 4.62.040. This means that employers must:

- Pay all revenue collected as a **service charge** to the workers who generally performed the services for which the charge was collected (can include back-of-house)
- Pay any revenue collected as a **health-care related surcharge** to the employee through (i) depositing into segregated accounts controlled by the employee or (ii) paying to the employee in wages
- Inform employees of service charge distribution
- Keep records of service charge distribution

Employers may pay service charge revenue to employees whose primary role is not supervisory or managerial. Employers must also provide clear and conspicuous notice to customers of any service charges and their use.

Employers will distribute amounts collected for hotel banquets or hotel-catered meetings, hotel room service, or hotel portage service to the employees directly providing the service. Employers that had an existing practice of pooling and distributing service charges prior to the Minimum Wage effective date may continue with this practice.

Under the Ordinance, employees who assert their rights to receive service charge revenue are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the service charge provisions. The City can investigate possible violations, and can enforce the service charge requirements. Available remedies include but are not limited to reinstatement of employees, payment of service charges unlawfully withheld, and monetary penalties.

**FOR MORE INFORMATION, PLEASE CONTACT THE CITY OF SANTA MONICA:**

(310) 458-8281 • [minimum.wage@santamonica.gov](mailto:minimum.wage@santamonica.gov) • [santamonica.gov/minimum-wage](http://santamonica.gov/minimum-wage)



HONEST WORK. FAIR PAY.  
Santa Monica's Minimum Wage

CAOR47E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







## OFFICIAL NOTICE

### 2025 SANTA ROSA MINIMUM WAGE RATE

	Santa Rosa	California
January 1, 2024	\$17.45	\$16.00
<b>January 1, 2025</b>	<b>\$17.87</b>	\$16.50
2026 and beyond	+ CPI-W	

### SANTA ROSA MINIMUM WAGE ORDINANCE NO. ORD-2019-014

**Section 10-45.010** – Defines, among other terms, Employee as a person who, in a particular week, performs at least two hours of work within the geographic boundaries of the City of Santa Rosa. Employer is defined to include all entities with employees, unless exempt by law.

**Section 10-45.030** – Minimum Wages – provides that effective July 1, 2020, Employers with 26 or more Employees shall pay them a wage of no less than \$15 per hour, and Employers with 25 or fewer Employees shall pay them \$14 per hour. Effective January 1, 2021, Employers with 25 or fewer Employees shall pay them \$15 per hour. On January 1, 2021, and annually thereafter, the minimum wage all Employers must pay will be adjusted by a CPI index.

**Section 10-45.070** – Enforcement – provides for a three-year statute of limitations for aggrieved persons to seek remedies, a private right of action, administrative enforcement, and remedies for violations.

### EMPLOYEE RESOURCES

California Department of Industrial Relations – Labor Commissioner’s Office  
(707) 576-2362 | [dir.ca.gov/dlse](http://dir.ca.gov/dlse) | 50 D Street, Suite 360, Santa Rosa, CA 95404

*The City of Santa Rosa does not discriminate on the basis of disability in the admissions or access to or treatment of or employment in its programs or activities. Disability-related aids or services, including printed information in alternate formats, to enable persons with disabilities are available by contacting Economic Development at (707) 543-3080. This information can also be accessed via the Internet at [SRCity.org/MinimumWage](http://SRCity.org/MinimumWage).*







- POST WHERE EMPLOYEES CAN EASILY READ -
- VIOLATORS SUBJECT TO PENALTIES -

# City of Sonoma OFFICIAL NOTICE

## SONOMA MINIMUM WAGE RATE

**\$18.02** per hour  
Large Employers

**\$16.96** per hour  
Small Employers

***Effective Date: January 1, 2025***

In accordance with the Sonoma Minimum Wage Ordinance in Sonoma Municipal Code (SMC) Chapter 2.80, every employer shall pay to each employee who performs at least two hours of work in a particular workweek within the geographic limits of the City of Sonoma wages of not less than the amounts shown in this notice.

The rate will be adjusted annually on January 1 according to the schedule below.

Certain exemptions are available as specified in SMC Chapter 2.80.

Minimum Wage for Large Employers (26 or more Employees)	
January 1, 2020	\$13.50
January 1, 2021	\$15.00
January 1, 2022	\$16.00
January 1, 2023	\$17.00
January 1, 2024	\$17.60
January 1, 2025	\$18.02*

Minimum Wage for Small Employers (25 or fewer Employees)	
January 1, 2020	\$12.50
January 1, 2021	\$14.00
January 1, 2022	\$15.00
January 1, 2023	\$16.00
January 1, 2024	\$16.56
January 1, 2025	\$16.96*

You should contact your employer if you believe you are not being paid correctly.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation.

Employees may bring a civil action against their employers for any violation of the Ordinance.

If you have questions about the City of Sonoma's minimum wage ordinance, need additional information, or to download this notice in English or Spanish, please visit [www.sonomacity.org/wages](http://www.sonomacity.org/wages).

You can also contact the City Clerk at [cityhall@sonomacity.org](mailto:cityhall@sonomacity.org) or call (707) 938-3681.

CAOR49E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







# CITY OF SOUTH SAN FRANCISCO

POST WHERE EMPLOYEES MAY READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -

## OFFICIAL NOTICE

*THE CITY OF SOUTH SAN FRANCISCO MINIMUM WAGE RATE IS*

# \$17.70 per hour

Effective January 1, 2025

Beginning January 1, 2025, employers who are subject to a City of South San Francisco Business License must pay each employee who performs at least two (2) hours of work per week in the City of South San Francisco, minimum wages not less than \$17.70 per hour.

The minimum wage requirement set forth in the City of South San Francisco Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage is adjusted annually beginning on January 1st of each year.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of South San Francisco. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the Minimum Wage Ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have any questions, need additional information, or believe you are not being paid correctly, contact your employer or the City Manager's Office at:

City of South San Francisco  
City Manager's Office  
400 Grand Avenue  
South San Francisco, CA 94080  
(650) 877-8502

MinimumWage@ssf.net

[www.ssf.net/MinimumWage](http://www.ssf.net/MinimumWage)

Rev. 11/01/24- This notice supersedes all past notices.

CAOR50E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







**POST WHERE EMPLOYEES CAN READ EASILY  
- VIOLATORS SUBJECT TO PENALTIES -**

# OFFICIAL NOTICE

## **Sunnyvale Minimum Wage Rate** **\$19.00 Per Hour**

**Effective Date: January 1, 2025**

Beginning **January 1, 2025**, employers who are subject to the Sunnyvale Business License Tax **or** who maintain a facility in Sunnyvale must pay to each employee who performs at least two (2) hours of work per week in Sunnyvale wages of not less than **\$19.00 per hour**.

The minimum wage requirement set forth in the Sunnyvale Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips **not** included). Each year, the City will adjust the minimum wage based on the US Department of Labor's Bay Area Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Sunnyvale. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions, contact the City of Sunnyvale at 408-730-7902 or [minimumwage@sunnyvale.ca.gov](mailto:minimumwage@sunnyvale.ca.gov). If you believe you are not being paid correctly, please contact your employer or the Office of Equality Assurance at:

Office of Equality Assurance  
200 East Santa Clara Street, Fifth Floor  
San Jose CA 95113  
Telephone: **408-535-8430**  
Email: [mywage@sanjoseca.gov](mailto:mywage@sanjoseca.gov)

CAOR51E



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)







# CITY OF WEST HOLLYWOOD MINIMUM WAGE EFFECTIVE JANUARY 1, 2025

ADMINISTERED BY THE CITY OF WEST HOLLYWOOD AND SPECIFIED BY WEST HOLLYWOOD MUNICIPAL CODE (WHMC) CHAPTER 5.130 ADOPTED NOVEMBER 15, 2021

## OFFICIAL NOTICE

Post in a Conspicuous Place at any Workplace or Job Site. Violators Shall be Subject to Penalties.

### WEST HOLLYWOOD MINIMUM WAGE

RATE EFFECTIVE DATES: JANUARY 1, 2025 – DECEMBER 31, 2025

**\$19.65**  
**PER HOUR**

FOR NON-HOTEL WORKERS

### LEAVE PROVISIONS

EFFECTIVE: JULY 1, 2022

**96 HOURS**

**COMPENSATED TIME OFF**

**80 HOURS**

**UNCOMPENSATED TIME OFF**

PART-TIME EMPLOYEES SHALL ACCRUE COMPENSATED AND UNCOMPENSATED LEAVE ON A PRO-RATA BASIS

**EMPLOYEES CAN FILE A COMPLAINT WITH LOS ANGELES COUNTY DEPARTMENT OF CONSUMER AND BUSINESS AFFAIRS:**

- DO NOT RECEIVE THE MINIMUM HOURLY WAGE
- DO NOT RECEIVE COMPENSATED LEAVE OR UNCOMPENSATED LEAVE
- EXPERIENCE RETALIATION



**WEHO.ORG/WAGE • (800) 593-8222 • WHWAGE@DCBA.LACOUNTY.GOV**

CAOR52E



**Labor Law Compliance Center**  
(800) 801-0597  
www.laborlawcc.com







# CITY OF WEST HOLLYWOOD MINIMUM WAGE EFFECTIVE JULY 1, 2024

THE LAW PROTECTS HOTEL WORKERS FROM THREATENING BEHAVIOR  
ADMINISTERED BY THE CITY OF WEST HOLLYWOOD: SPECIFIED BY WEST HOLLYWOOD  
MUNICIPAL CODE (WHMC) CHAPTER 5.130 ADOPTED NOVEMBER 15, 2021 AND CHAPTER  
5.127 ADOPTED AUGUST 2, 2021

## OFFICIAL NOTICE

Post in a Conspicuous Place at any Workplace or Job Site. Violators Shall be Subject to Penalties.

### MINIMUM WAGE

RATE EFFECTIVE DATES:  
JULY 1, 2024 - JUNE 30, 2025

**\$19.61**  
PER HOUR

### LEAVE PROVISIONS

**96 HOURS**  
COMPENSATED TIME OFF  
**80 HOURS**  
UNCOMPENSATED TIME OFF

PART-TIME EMPLOYEES SHALL ACCRUE COMPENSATED  
AND UNCOMPENSATED LEAVE ON A PRO-RATA BASIS

### CLEAN ROOMS WORKLOAD

LESS THAN 40 ROOMS  
**4,000 SQ. FT.**  
PER 8 HOUR WORKDAY

40 OR MORE ROOMS  
**3,500 SQ. FT.**  
PER 8 HOUR WORKDAY

### OTHER PROVISIONS

- PROTECT HOTEL WORKERS FROM VIOLENT OR THREATENING CONDUCT
- PROVIDE FAIR COMPENSATION FOR WORKLOAD
- RIGHT OF HOTEL WORKER RECALL
- HOTEL WORKER RETENTION

EMPLOYEES CAN FILE A COMPLAINT WITH LA COUNTY DCBA IF THEY:

- DO NOT RECEIVE THE MINIMUM HOURLY WAGE
- DO NOT RECEIVE COMPENSATED LEAVE OR UNCOMPENSATED LEAVE
- EXPERIENCE RETALIATION



WEHO.ORG/WAGE • (800) 593-8222 • WHWAGE@DCBA.LACOUNTY.GOV  
CAOR53E



Labor Law Compliance Center  
(800) 801-0597  
www.laborlawcc.com

