2021 COVID-19 Supplemental Paid Sick Leave
Effective March 29, 2021

Covered Employees in the public or private sectors who work for employers with more than 25 employees are entitled to up to 80 hours of COVID-19 related sick leave from January 1, 2021 through September 30, 2021, immediately upon an oral or written request to their employer. If an employee took leave for the reasons below prior to March 29, 2021, the employee should make an oral or written request to the employer for payment.

A covered employee may take leave if the employee is unable to work or telework for any of the following reasons:

- Caring for Yourself: The employee is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer with jurisdiction over the workplace, has been advised by a healthcare provider to quarantine, or is experiencing COVID-19 symptoms and seeking a medical diagnosis.
- Caring for a Family Member: The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school or place of care is closed or unavailable due to COVID-19 on the premises.
- Vaccine-Related: The covered employee is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms.

Paid Leave for Covered Employees

- 80 hours for those considered full-time employees. Full-time firefighters may be entitled to more than 80 hours, caps below apply.
  - For part-time employees with a regular weekly schedule, the number of hours the employee is normally scheduled to work over two weeks.
  - For part-time employees with variable schedules, 14 times the average number of hours worked per day over the past 6 months.
- Rate of Pay for COVID-19 Supplemental Paid Sick Leave: Non-exempt employees must be paid the highest of the following for each hour of leave:
  - Regular rate of pay for the workweek in which leave is taken
  - State minimum wage
  - Local minimum wage
  - Average hourly pay for preceding 90 days (not including overtime pay)
- Exempt employees must be paid the same rate of pay as wages calculated for other paid leave time.

Not to exceed $511 per day and $5,110 in total for 2021 COVID-19 Supplemental Paid Sick leave.

Retaliation or discrimination against a covered employee requesting or using COVID-19 supplemental paid sick leave is strictly prohibited. A covered employee who experiences such retaliation or discrimination can file a claim with the Labor Commissioner’s Office. Locate the office by looking at the list of offices on our website (http://www.dir.ca.gov/dlse/DistrictOffices.htm) using the alphabetical listing of cities, locations, and communities or by calling 1-833-526-4636.

This poster must be displayed where employees can easily read it. If employees do not frequent a physical workplace, it may be disseminated to employees electronically.
CALIFORNIA LAW PROHIBITS DISCRIMINATION AND HARASSMENT IN SHELTERS

California's fair housing laws apply in all shelters, including emergency, overnight, and transitional shelters. The Department of Fair Employment and Housing enforces laws that protect you from illegal discrimination and harassment in shelters based on your actual or perceived:

- Ancestry, national origin
- Citizenship *
- Disability, mental or physical
- Familial status
- Gender identity, gender expression
- Genetic information
- Immigration status *
- Marital status
- Military and veteran Status
- Primary language *
- Race, color
- Religion
- Sex, gender
- Sexual orientation
- Source of income

SEXUAL HARASSMENT: Sexual harassment is unlawful whether it occurs between shelter staff and residents, or between residents. Sexual harassment includes demands for sex or sexual acts in order to stay at a shelter. Sexual harassment also includes other unwelcome sexual conduct that makes it hard to keep living in or feel comfortable in a shelter. A victim of sexual harassment can be any gender. Shelters have a duty to prevent sexual harassment from occurring between program participants.

PROTECTIONS BASED ON SEXUAL ORIENTATION, GENDER IDENTITY, AND GENDER EXPRESSION: It is unlawful to discriminate against or harass individuals in shelters based on their sexual orientation, gender identity, or gender expression. This includes individuals who identify as transgender and those who identify as non-binary. Shelters must determine your eligibility for housing regardless of your sexual orientation or gender identity. They must grant you and your family equal access to programs and facilities consistent with your gender identity. Shelters may not ask you for information about your anatomy (your body), or for physical or medical evidence of your gender identity. Shelters should take non-discriminatory steps to address the privacy and safety concerns of all residents.

PEOPLE WITH DISABILITIES: Shelters must ensure that people with disabilities are not discriminated against in any programs or services. People with disabilities must be able to physically access a shelter. People with disabilities may request a reasonable accommodation to rules and policies that will allow them to live in, use, and enjoy a shelter equally as others without a disability.

IMMIGRATION STATUS, CITIZEN STATUS, PRIMARY LANGUAGE, NATIONAL ORIGIN: Homeless shelters must ensure no person is treated differently when accessing shelter services based on immigration status, citizenship status, primary language, or national origin. All Californians are protected under California's fair housing civil rights laws to be free from discrimination and harassment.

If you think you have been a victim of discrimination based on a protected class, file a complaint. A DF EH complaint must be filed within one year from the date of the last act of discrimination.

If you have a disability that requires a reasonable accommodation, the DF EH can assist you by taking your intake by phone or, for individuals who are Deaf or Hard of Hearing or have speech disabilities, through the California Relay Service (711), or you can contact us below.

TO FILE A COMPLAINT
Department of Fair Employment and Housing
Toll Free: (800) 864-1684
TTY: (800) 700-2320
www.dfeh.ca.gov

* Covered under the Unruh Civil Rights Act, which applies to most housing accommodations in California
STOP Human Trafficking
¡NO! a la trata de personas

If you or someone you know is being forced to engage in any activity and cannot leave—whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any other activity—

**text 233-733 (Be Free)**

or call the National Human Trafficking Hotline at 1-888-373-7888 or the California Coalition to Abolish Slavery and Trafficking (CAST) at 1-888-KEY-2-FRE(EDOM) or 1-888-539-2373 to access help and services.

Victims of slavery and human trafficking are protected under United States and California law.

The hotlines are:
- Available 24 hours a day, 7 days a week
- Toll-free
- Operated by nonprofit, nongovernmental organizations
- Anonymous and confidential
- Accessible in more than 160 languages
- Able to provide help, referral to services, training, and general information

Si a usted, o a alguien que conoce, lo están forzando a hacer algo y no lo dejan ir—ya sea sexo por dinero, trabajo de hogar, de campo agrícola, construcción, fábrica, en una tienda minorista o restaurante, o cualquier otra actividad—envíe un

**texto 233-733 (Be Free)**

o llame a la Línea Nacional Contra la Trata de Personas (National Human Trafficking Hotline) al 1-888-373-7888 o a la Coalición de California para la Abolición de la Esclavitud y la Trata de Personas (California Coalition to Abolish Slavery and Trafficking, CAST) al 1-888-KEY-2-FRE(EDOM) o 1-888-539-2373 para obtener ayuda y servicios.

Las víctimas de esclavitud y trata de personas están protegidas bajo las leyes de California y los Estados Unidos.

Las líneas de ayuda:
- Están disponibles las 24 horas, 7 días a la semana
- Son gratis
- Están operadas por organizaciones no de gobierno y sin fines de lucro
- Son anónimas y confidenciales
- Prestan servicio en más de 160 idiomas
- Pueden brindarle ayuda, remisión a servicios, capacitación e información general
Operating Rules for Industrial Trucks

General Industry Safety Order 3664 Operating Rules
(Part (a))

(a) Every employer using industrial trucks or industrial tow tractors shall post and enforce a set of operating rules including the appropriate rules listed in Section 3650 (t).

State Panels (Conditional Notices)

General Industry Safety Order 3650 Industrial Trucks. General (Part (t))

(t) Industrial trucks and low tractors shall be operated in a safe manner in accordance with the following operating rules:

1. Only drivers authorized by the employer and trained in the safe operations of industrial trucks or industrial tow tractors pursuant to Section 3668 shall be permitted to operate such vehicles.

2. Stunt driving and horseplay are prohibited.

3. No riders shall be permitted on vehicles unless provided with adequate riding facilities.

4. Employees shall not ride on the forks of lift trucks.

5. Employees shall not place any part of their bodies outside the running lines of an industrial truck or between mast uprights or other parts of the truck where shear or crushing hazards exist.

6. Employees shall not be allowed to stand, pass, or work under the elevated portion of any industrial truck, loaded or empty, unless it is effectively blocked to prevent it from falling.

7. Drivers shall check the vehicle at the beginning of each shift, and if it is found to be unsafe, the matter shall be reported immediately to a foreman or mechanic, and the vehicle shall not be put in service again until it has been made safe. Attention shall be given to the proper functioning of tires, horn, lights, battery, controller, brakes, steering mechanism, cooling system, and the lift system for forklifts (forks, chains, cable, and limit switches).

8. No truck shall be operated with a leak in the fuel system.

9. Vehicles shall not exceed the authorized or safe speed, always maintaining a safe distance from other vehicles, keeping the truck under positive control at all times and all established traffic regulations shall be observed. For trucks traveling in the same direction, a safe distance may be considered to be approximately 3 truck lengths or preferably a time lapse of 3 seconds - passing the same point.

10. Trucks traveling in the same direction shall not be passed at intersections, blind spots, or dangerous locations.

11. The driver shall slow down and sound the horn at cross aisles and other locations where vision is obstructed. If the load being carried obstructs forward view, the driver shall be required to travel with the load raised.

12. Operators shall look in the direction of travel and shall not move a vehicle until certain that all persons are in the clear.

13. Trucks shall not be driven up to anyone standing in front of a bench or other fixed object of such size that the person could be caught between the truck and object.

14. Grades shall be ascended or descended slowly.

A. When ascending or descending grades in excess of 10 percent, loaded trucks shall be driven with the load engaged.

B. On all grades the load and load engaging means shall be tilted back if applicable, and raised only as necessary to clear the road surface.

C. Motorized hand and hand/riding trucks shall be operated on all grades with the load-engaging means downgraded.

15. The forks shall always be carried as low as possible, consistent with safe operations.

16. When leaving a vehicle unattended (the operator is over 25 feet (7.6 meters) from or out of sight of the industrial truck), the brakes are set, the mast is brought to the vertical position, and forks are left in the down position, either:

A. The power shall be shut off and, when left on an incline, the wheels shall be blocked; or

B. The power may remain on provided the wheels are blocked, front and rear.

17. When the operator of an industrial truck is dismounted and within 25 feet (7.6 meters) of the truck which remains in the operator’s view, the load engaging means shall be fully lowered, controls placed in neutral, and the brakes set to prevent movement.

Exception: Forks on fork-equipped industrial trucks may be in the raised position for loading and unloading by the operator if the forks are raised no more than 42 inches above the same level on which the industrial truck is located, the power is shut off, controls placed in neutral and the brakes set. If on an incline, the wheels shall be securely blocked. Whenever the forks are raised, the operator will remain in the seat of the industrial truck except when the operator is actively loading or unloading materials.

18. Vehicles shall not be run onto any elevator unless the driver is specifically authorized to do so. Before entering an elevator, the driver shall determine that the capacity of the elevator will not be exceeded. Once on an elevator, the industrial truck’s power shall be shut off and the brakes set.

19. Motorized hand trucks shall enter elevators or other confined areas with the load end forward.

20. Vehicles shall not be operated on floors, sidewalks, doors, or platforms that will not safely support the load.

21. Prior to driving onto trucks, trailers and railroad cars, their flooring shall be checked for breaks and other structural weaknesses.

22. Vehicles shall not be driven in and out of highway trucks and trailers at loading docks until such trucks or trailers are securely blocked or restrained and the brakes set.

23. To prevent railroad cars from moving during loading or unloading operations, the car brakes shall be set, wheel chocks or other recognized positive stops used, and blue flags or lights displayed in accordance with Title 49, CFR, Section 218.27 which is hereby incorporated by reference.

24. The width of one tire on the powered industrial truck shall be the minimum distance maintained from the edge by the truck while it is on any elevated dock, platform, freight car or truck.

25. Railroad tracks shall be crossed diagonally, wherever possible. Parking closer than 8 1/2 feet from the centerline of railroad tracks is prohibited.

26. Trucks shall not be loaded in excess of their rated capacity.

27. A loaded vehicle shall not be moved until the load is safe and secure.

28. Extreme care shall be taken when tilting loads. Tilting forward with the load engaging means elevated shall be prohibited except when picking up a load.

29. Elevated loads shall not be tilted forward except when the load is being deposited onto a storage rack or equivalent. When stacking or tiering, backward tilt shall be limited to that necessary to stabilize the load.

30. The load engaging device shall be placed in such a manner that the load will be securely held or supported.

31. Special precautions shall be taken in the securing and handling of loads by trucks equipped with attachments, and during the operation of these trucks after the loads have been removed.

32. When powered industrial trucks are used, the following provisions shall be complied with:

A. A device specifically designed for opening or closing doors shall be attached to the truck.

B. The force applied by the device to the door shall be applied parallel to the direction of travel of the door.

C. The entire door opening operation shall be in full view of the operator.

D. The truck operator and other employees shall be clear of the area where the door might fall while being opened.

33. If loads are lifted by two or more trucks working in unison, the total weight of the load shall not exceed the combined rated lifting capacity of all trucks involved.

34. When provided by the industrial truck manufacturer, an operator restraint system such as a seat belt shall be used.

Follow operating rules so that everyone is safe.

November 2018
STATE PANELS (Conditional Notices)

FARM LABOR CONTRACTOR — STATEMENT OF PAY RATES
(California Labor Code Section 1695(7))

Name of Farm Labor Contractor __________________________ License No. ________
Address ______________________________________________
Name of Grower _________________________________________
Address ______________________________________________

Description of Job
Crop __________________________________________ Beginning date of job ____________
Location of field ______________________________________

Kind of Work Wages
________________________________________________________ $ _______ per ________
________________________________________________________ $ _______ per ________
________________________________________________________ $ _______ per ________

DECLARACIÓN DE TASA DE COMPENSACIÓN
(Codico de trabajo de California Seccion 1695(7))

Nombre de Contratista __________________________ Número de Licencia ________
Dirección ____________________________________________
Nombre de Productor ________________________________
Dirección ____________________________________________

Descripción del Trabajo
Producto _____________________ Fecha de día primero de trabajo __________
Locación del campo ____________________________

CLASES O TIPOS DE ACTIVIDAD TASA DE SUELDO POR CADA TIPO
________________________________________ $ _______ cada ________
________________________________________ $ _______ cada ________
________________________________________ $ _______ cada ________

DLSE 445
07/2002

CA-CAP-DF 0721 PAGE 49
You may qualify for the California Earned Income Tax Credit (Cal EITC) depending on your annual earnings. The Cal EITC is a refundable state income tax credit available to low-income working individuals and families, and started with the 2015 calendar tax year. To determine the potential impact of your receipt of unemployment benefits on your California taxes, you will need to consult with the Franchise Tax Board (FTB) or your tax preparer.

The Cal EITC has no effect on eligibility for Medicaid, Supplemental Security Income, food stamps, or most other temporary assistance for those in need. Even if you do not owe state taxes, you must file a state tax return to receive the Cal EITC. For information regarding your eligibility for the Cal EITC, or to obtain the necessary forms to apply for this refundable tax credit, visit the FTB website at www.ftb.ca.gov and search EITC or contact the FTB at 1-800-852-5711.

The EDD is an equal opportunity employer program.
Auxiliary aids and services are available upon request to individuals with disabilities.
In California, all workers are protected by labor laws. You have the right to be treated fairly at your workplace no matter where you were born or whether you have papers to work. The Labor Commissioner’s Office is the state agency that enforces minimum labor standards to ensure you are not required to work under substandard, unlawful conditions. You may file a claim regardless of your immigration status and do not need a Social Security number or photo identification in order to file a claim or report a violation. You do not need a lawyer to file a wage claim and the Labor Commissioner’s Office will provide an interpreter in your language.

Misclassification of an employee as an independent contractor

A worker that is considered an “employee” as opposed to an “independent contractor” (sometimes referred to as a “10-99 worker”) is entitled to many workplace protections under State labor laws. A person is an “employee” if the conditions of work show an employment relationship applying special definitions stated in the law. Employees must be paid minimum wage, allowed meal and rest breaks, able to earn overtime and are entitled to sick leave, among other rights and protections. There is a general presumption that a person who performs services for a business is an employee.

A person who qualifies as an employee may be improperly treated as an independent contractor. Simply calling a worker an independent contractor does not make them one and an employee who is misclassified as an independent contractor is subject to the rights and protections of an employee. An employer may be responsible for owed wages, interest, damages, and may be subject to penalties due to the misclassified employee.

Generally speaking, the more control an employer has over how the employee works such as determining their rate of pay, their price list, what hours they work and when they work, or control other general working conditions, the more likely the worker is an employee and not an independent contractor.

Minimum wage, overtime compensation, meal periods, and rest periods

As of January 1, 2017 the minimum wage for employers with 25 or fewer employees is $10.00 an hour and $10.50 an hour for employers with 26 or more employees. If you are paid by piece rate, per hour, by commission, or paid by the day, your wages still have to equal at least minimum wage for all the hours you worked. The minimum wage will increase on January 1 of each year for the next several years.

Employers must pay overtime

Most workers in California must receive overtime pay of:
- 1.5 times the regular rate of pay for all hours worked over 8 a day.
- Double the regular pay for all hours worked over 12 a day.

If a worker works seven days in a workweek, the worker must be paid:
- 1.5 times the regular rate of pay for the first 8 hours on the seventh day, and
- Double the regular rate of pay for all hours worked over 8 hours on the seventh day.

Meals and rest breaks

Your employer must allow you to take a break for meals and rest. Most workers in California must receive an uninterrupted and duty free 30-minute unpaid meal period for every 5 hours worked. Also, a paid 10-minute rest period for every 4 hours worked. You may be entitled to a rest break even if you work less than 4 hours. An employer who fails to provide a duty-free meal period or rest break must pay an amount of one hour’s pay for each day that a meal or rest period is not provided.

Tip or gratuity distribution

- If a customer offers you a tip your employer cannot take any portion of it.
- If a tip pooling policy exists at the business and more than one worker assists a customer but the customer only tips one worker, that worker may be required to share that tip with the other worker if the policy requires it.
- All tips received by workers must be in addition to wages.
- Your employer cannot count your tips towards your hourly wage or your commission.
- Any tips paid on a credit card must be paid to you by the following pay day.
- Your employer cannot deduct any fees or charges from tips paid for by a credit card.

Business expense reimbursement

An employee is entitled to reimbursement for all expenses or losses incurred by the worker in the course of performing their job. For example, an employer cannot require an employee to buy certain tools, including instruments or a uniform, unless the employer pays for the tools or uniform.

Protection from retaliation

It is illegal for employers to retaliate against workers. Your boss cannot take any action to discipline, demote, punish, adversely change your working conditions, or fire you or your co-workers for reporting a labor law violation, a workplace safety hazard or exercising a right that is protected under State labor laws.

How to report violations of the law

If you wish to file a wage claim, report a labor law violation, complaint for retaliation, or if you have a question, you may contact the Labor Commissioner’s office. You can find office locations and phone numbers at www.dir.ca.gov/dlse or call 866-924-9757.

Notice required by California Business and Professions Code section 7353.4 & Labor Code section 98.10 (AB 2437, Chapter 357, Statutes of 2016)
STATE PANELS (Conditional Notices)

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 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.

Los Angeles County Code Chapter 8.100

Minimum Wage

<table>
<thead>
<tr>
<th>Large Employers (26 or more employees)</th>
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<tbody>
<tr>
<td><strong>$10.50 PER HOUR</strong></td>
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<tr>
<td>July 1, 2016</td>
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<tr>
<td><strong>$12.00 PER HOUR</strong></td>
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<tr>
<td><strong>$13.25 PER HOUR</strong></td>
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<tr>
<td><strong>$15.00 PER HOUR</strong></td>
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<th>Small Employers (25 or less employees)</th>
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* Beginning January 1, 2022, County’s Chief Executive Officer (CEO) will determine the adjusted rates of the minimum wage based on the Consumer Price Index, which will become effective on July 1, 2022.

Los Angeles County Code Chapter 8.101

Notice to Employees

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
- 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 pay check each pay period
- 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 employees SSN or the employee ID number

Confidential & Free Services

- Complaint investigation
- Education to workers and employers
- Resources and referrals
- Materials available in various languages

800-593-8222
wagehelp@dcba.lacounty.gov
www.dcba.lacounty.gov
06/14/16
### Los Angeles County Minimum Wage Ordinance - continued

<table>
<thead>
<tr>
<th>Los Angeles County Code Chapter 8.101</th>
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</thead>
<tbody>
<tr>
<td><strong>Your Rights Are Protected</strong></td>
<td><strong>Retaliation is Illegal</strong></td>
</tr>
<tr>
<td>You may be entitled to compensation for any violation of this law by your employer.</td>
<td>It is illegal for an employer to retaliate against you for exercising your rights.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>You Have a Right to File a Complaint:</strong></th>
<th><strong>You Have a Right to Sue:</strong></th>
<th><strong>These actions are prohibited if done to retaliate against you for exercising your rights:</strong></th>
</tr>
</thead>
</table>
| You may file a complaint with the Department of Consumer and Business Affairs’ Wage Enforcement Program for alleged violations of the Minimum Wage Ordinance. Complaints must be filed within three years after the occurrence of the alleged violation. | 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. | Fire you  
Inform any person of their potential rights  
Assert your rights under this law  
Fire you  
Reduce your pay  
Discriminate against you  
Threaten you or any of your immediate family members |

Note: Your employer may take disciplinary actions against you if there is cause to do so; however, there is a presumption of retaliation if your employer is unable to show cause.

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**Confidential & Free Services**

- Complaint investigation
- Education to workers and employers
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**800-593-8222**

wagehelp@dcba.lacounty.gov
www.dcba.lacounty.gov

06/14/16
OFFICIAL NOTICE

OAKLAND MINIMUM WAGE

$14.36 PER HOUR

Rate Effective Date: January 1, 2021

Beginning January 1, 2021, 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 $14.36 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, 3rd Floor, Oakland, CA 94612 Telephone: 510-238-6258 or E-Mail: minwageinfo@oaklandca.gov.
STATE PANELS (Conditional Notices)

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, 3rd Floor, Oakland, CA 94612 Telephone: 510-238-6258 or E-Mail: minwageinfo@oaklandca.gov.
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 “porterage 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, 3rd Floor, Oakland, CA 94612 Telephone: 510-238-6258 or E-Mail: minwageinfo@oaklandca.gov.
MUST POST WHERE EMPLOYEES CAN READ EASILY. VIOLATORS ARE SUBJECT TO PENALTIES.

OFFICIAL NOTICE

Oakland Hotel Worker’s Minimum Wage Rate
Effective January 1, 2021

$15.61 Per Hour
With Health Benefits

or

$20.82 Per Hour
Without Health Benefits

Beginning January 1, 2021, hotel employees (whether employed directly by a hotel or by a contractor of a hotel) working at hotels with 50 or more guest rooms or suites of rooms in the City of Oakland must be paid wages of not less than $15.61 per hour with health benefits, or $20.82 per hour without health benefits. Health benefits, for purposes of this requirement, consist of the payment of $5.21 per hour towards the provision of health care benefits for hotel employees and their dependents.

Oakland’s hotel minimum wage requirement, pursuant to Measure Z and set forth in Oakland Municipal Code (OMC) section 5.93.040, applies to any hotel employee who was hired to or did perform work an average of five hours per week for at least four weeks at one or more hotels within the City of Oakland. Each year, the hotel worker 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 OMC Section 5.93.060, hotel employees who assert their right to receive the City’s hotel minimum wage are protected from retaliation. If an employee believes a violation has occurred, the employee may file a complaint with the City’s Department of Workplace and Employment Standards. The City may investigate possible violations and will have access to payroll records. The City, City Attorney, anyone who is aggrieved by a violation of this law, or any entity a member of which is aggrieved by a violation of this law, or any other person or entity acting on behalf of the public as provided for under applicable state law, may bring civil action in a court and, upon prevailing, shall be entitled to all remedies available, including but not limited to back pay, reinstatement, and/or injunctive relief, and the payment of an additional sum as penalty in the amount of $50 to each employee or person whose rights under this Chapter were violated for each day that the violation occurred or continued, up to a maximum of $1,000.00 per employee or aggrieved person.

PLEASE NOTE: 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, 3rd Floor Oakland, CA 94612
Telephone: 510-238-6258
E-Mail: minwageinfo@oaklandca.gov
MUST POST WHERE EMPLOYEES CAN READ EASILY. VIOLATORS ARE SUBJECT TO PENALTIES.

OFFICIAL NOTICE

EFFECTIVE DECEMBER 23, 2018

HUMANE WORKLOAD REQUIREMENTS for OAKLAND HOTEL WORKERS

Pursuant to Measure Z, codified at Oakland Municipal Code (OMC) section 5.93.030, a hotel employer shall not require a room cleaner to clean rooms amounting to more than 4,000 square feet of floorspace, or more than the maximum floor space otherwise specified in the law in any one, eight-hour workday unless the hotel employer pays the room cleaner twice his or her regular rate of pay for all hours worked by the room cleaner during the workday. If a room cleaner works fewer than eight hours in a workday, the maximum floor space shall be reduced on a prorated basis. When a room cleaner during a workday is assigned to clean any combination of seven or more checkout rooms or additional bed rooms over six, the maximum floorspace to be cleaned shall be reduced by 500 square feet for each such checkout or additional bed room over six. These limitations apply to any combination of spaces, including guest rooms and suites, meeting rooms or hospitality rooms, and apply regardless of the furniture, equipment or amenities in any rooms.

In addition, a hotel employer shall not suffer or permit a hotel employee to work more than 10 hours in any workday unless the hotel employee consents. Consent must be written and signed by the hotel employee or communicated electronically through an account or number particular to the hotel employee. No consent is valid unless the hotel employer has advised the hotel employee in writing not more than 30 days preceding the consent that the hotel employee may decline to work more than 10 hours in any workday and that the hotel employer will not subject the hotel employee to any adverse action for declining. Such notice shall be provided in each language spoken by more than ten percent (10%) or ten (10) hotel employees at the hotel, whichever is less. An assignment in excess of 10 hours in a workday due to an emergency situation shall not violation this section. For purposes of this law, an “emergency situation” means an immediate threat to public safety or of substantial risk of property loss or destruction.

Under OMC section 5.92.050, hotel employees who assert their rights under Oakland’s Humane Workload standards are protected from retaliation. If employees believe a violation has occurred, employees may file a complaint with the City’s Department of Workplace and Employment Standards. The City will investigate possible violations and will have access to room cleaning records.

If you have questions or need additional information, please contact your employer or the City of Oakland’s Contracts and Compliance Division at:

Department of Workplace and Employment Standards
250 Frank H. Ogawa Plaza, Suite 3341, 3rd Floor Oakland, CA 94612
Telephone: 510-238-6258 or E-Mail: minwageinfo@oaklandca.gov
OFFICIAL NOTICE

EFFECTIVE DECEMBER 23, 2018

THE LAW PROTECTS HOTEL HOUSEKEEPERS AND EMPLOYEES FROM CRIMES AND THREATENING BEHAVIOR

Pursuant to Measure Z, codified in Oakland Municipal Code (OMC) section 5.93.020, this hotel is providing panic buttons to its housekeepers, room servers, and other hotel employees assigned to work in guest rooms or bathrooms without other employees present.

PLEASE NOTE - Employees have the right to:
✓ Report the occurrence of threatening behavior or violence by a guest or member of the public, including but not limited to assault, sexual assault, or sexual harassment.
✓ Be reassigned to a different floor or different work area.
✓ Receive paid time to contact the police and provide a police statement.
✓ Receive paid time to consult with a counselor or advisor.

No hotel employee may be disciplined for use of the panic button absent clear and convincing evidence the employee knowingly and intentionally made a false claim of emergency.

If you have questions or need additional information, please contact hotel management 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, 3rd Floor Oakland, CA 94612
Telephone: 510-238-6258 or E-Mail: minwageinfo@oaklandca.gov
CITY AND COUNTY OF SAN FRANCISCO

NOTICE TO EMPLOYEES – JULY 1, 2020

Health Care Accountability Ordinance

This employer is a contractor with the City and County of San Francisco. This contract agreement is subject to the Health Care Accountability Ordinance (HCAO). The HCAO requires your employer to provide health plan benefits to covered employees, make payments to the City for use by the Department of Public Health (DPH), or, under limited circumstances, make payments directly to employees. **If you work at least 20 hours per week on a City contract, you are a covered employee and your employer must choose one of the following options:**

1. PROVIDE YOU WITH A HEALTH PLAN THAT MEETS THE MINIMUM STANDARDS OUTLINED BY THE DIRECTOR OF PUBLIC HEALTH
   - Your employer cannot require you to contribute any amount towards the premiums for health plan coverage for yourself.
   - Coverage must begin no later than the first of the month that begins after 30 days from the start of employment on a covered contract.

OR

2. PAY $5.60 PER HOUR WORKED TO THE CITY & COUNTY OF SAN FRANCISCO
   - If you live within the City and County of San Francisco or work on a City contract within the City, the San Francisco Airport, or the San Bruno Jail, and your employer does not provide a health plan that meets the Minimum Standards, your employer must pay $5.60 hour for every hour you work (up to 40 hours a week) to the City and County of San Francisco.

OR

3. PAY AN ADDITIONAL $5.60 PER HOUR WORKED TO THE EMPLOYEE
   - If you live outside the City and County of San Francisco and work on a City contract located outside of the City, and not at the San Francisco Airport or at the San Bruno Jail and your employer does not provide a health plan that meets the Minimum Standards, your employer must pay you an additional $5.60/hour for every hour you work (up to 40 hours a week) to enable you to obtain health insurance coverage.

**IF YOU BELIEVE YOUR RIGHTS ARE BEING VIOLATED CONTACT THE OFFICE OF LABOR STANDARDS ENFORCEMENT AT (415) 554-7903.**

Office of Labor Standards Enforcement (OLSE)
City Hall, Room 430
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102
www.sfgov.org/olse/hcao
Businesses with 20+ Workers (and Nonprofits with 50+ Workers) Must Post This Notice.

OFFICIAL 2021 NOTICE

Health Care Security Ordinance (HCSO)

Businesses with a total of 20 or more workers worldwide (and nonprofit organizations with 50 or more workers worldwide) must spend a minimum amount on health care benefits for each of their “covered employees” – generally, those employees who work 8 or more hours per week in San Francisco and have been employed for more than 90 days.

Employers with 20-99 workers must spend at least $2.12 for each hour payable for each covered employee. Employers with 100+ workers must spend at least $3.18 for each hour payable for each covered employee. These expenditures must be made for each employee within 30 days following the end of each calendar quarter.

As long as they make the minimum required expenditures, employers may choose how they spend the money. For example, employers may pay for health insurance, make payments to the City’s health benefit program (called the City Option), etc.

The City may investigate possible violations of the Ordinance, and can order employers who violate the Ordinance to pay penalties and make payments for health care benefits. Employers may not punish employees who exercise their rights under the Ordinance or who cooperate with the City in enforcing the Ordinance.

If you have any questions or require additional information, please contact your employer or the City’s Office of Labor Standards Enforcement (OLSE) at (415) 554-7892 or HCSO@sfgov.org, or visit the OLSE website at www.sfgov.org/olse/hcso.

Los negocios con 20+ trabajadores (y las organizaciones sin fines de lucro con 50+ trabajadores) deben publicar este aviso

AVISO OFICIAL 2021

Ordenanza de Seguro para el Cuidado de la Salud en San Francisco (HCSO)

Los negocios con un total de 20 o más trabajadores en todo el mundo (y organizaciones sin fines de lucro con 50 o más trabajadores en todo el mundo) deben gastar una cantidad mínima en beneficios de cuidado de la salud médica para cada uno de sus “empleados cubiertos”, generalmente, aquellos empleados que trabajan 8 horas o más por semana en San Francisco y han estado empleados por más de 90 días.

Los empleadores con 20-99 trabajadores deben gastar al menos $2.12 por cada hora compensable a cada empleado cubierto. Los empleadores con más de 100 trabajadores, deben gastar al menos $3.18 por cada hora compensable a cada empleado cubierto. Estos desembolsos deben hacerse para cada empleado durante los primeros 30 días siguientes al final de cada trimestre natural.

Siempre y cuando realicen los desembolsos mínimos requeridos, los empleadores pueden elegir cómo gastar el dinero. Por ejemplo, los empleadores pueden pagar un seguro médico, hacer pagos al programa de la Ciudad de beneficios de la salud (eso se llama la Opción de la Ciudad) (“City Option”), etc.

La Ciudad podría investigar posibles incumplimientos de la Ordenanza, y puede ordenar a los empleadores que incumplan la Ordenanza a pagar multas y realizar pagos por beneficios de cuidado de la salud. Los empleadores no deben castigar a los empleados quienes hacen valer sus derechos en conforme a la Ordenanza o que cooperan con la Ciudad para hacer cumplir la Ordenanza.

Si tiene alguna pregunta o requiere información adicional, por favor póngase en contacto con su empleador o con la Oficina de Normas Laborales de la Cuidad(Office of Labor Standards Enforcement: OLSE) al (4150 554-7892 o HCSO@sfgov.org, o visite el sitio web de OLSE en www.sfgov.org/olse/hcso.
$16.32 per hour  
July 1, 2021

OFFICIAL NOTICE

Beginning July 1, 2021, all employers must pay all employees who work in San Francisco (including temporary and part-time employees) at least $16.32 per hour.

This minimum wage requirement applies to adult and minor employees who work two (2) or more hours per week. Some employees at government-subsidized non-profit organizations who are under 18 years of age or over 55 years of age are subject to a lower minimum wage rate of $14.44.

Employees who assert their rights to 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 by ordering payment of all unpaid wages and penalties.

For more information, contact the San Francisco Office of Labor Standards Enforcement (OLSE) at (415) 554-6292 or email mwo@sfgov.org.
Parity in Pay Ordinance - Employer Consideration of Salary History

- Employers may not inquire about a job applicant’s prior salary or wages.
- Employers may not consider salary history when determining whether to offer employment to an applicant, or what salary to offer.
- An applicant may choose to share salary history information voluntarily and without prompting. If the applicant does so, the employer may consider that information in determining the salary to offer that applicant.
- Employers may not disclose the salary history of a current or former employee to that person’s prospective employer without written permission from that employee.
- Employers may not retaliate against applicants who do not disclose salary history information.

For more information, contact the San Francisco Office of Labor Standards Enforcement (OLSE) at (415) 554-6469 or salaryhistory@sfgov.org.

Citad y Concedido de San Francisco
Prohibiciones sobre el uso del historial de salario en la contratación
Consideración del Empleador de la Historia Salarial

- Los empleadores no deben preguntar sobre el salario o sueldo anterior de un solicitante de empleo.
- Los empleadores no deben tener en cuenta el historial de salario a la hora de determinar si ofrecer empleo a un solicitante, o qué salario ofrecer.
- Un solicitante puede elegir compartir la información de historial de salario voluntariamente y sin recibir indicaciones. Si el solicitante lo hace, el empleador puede tener esa información en cuenta al determinar el salario que le ofrecerá al solicitante.
- Los empleadores no deben revelar el historial de salario de un empleado actual o anterior al posible empleador de esa persona sin el permiso por escrito de ese empleado.
- Los empleadores no pueden tomar represalias contra los solicitantes que no revelen información sobre su historial de salario.

Para obtener más información, comuníquese con la Oficina de Ejecución de las Normas Laborales (Office of Labor Standards Enforcement: OLSE) de San Francisco al (415) 554-6469 o envíe un correo electrónico a salaryhistory@sfgov.org.

雇用者不得考慮過往薪酬的法定條例

- 雇主不得查詢求職者以往的工資或時薪。
- 雇主不得將過去的薪酬歷史作為考慮是否提供求職者工作或薪資多寡。
- 求職者可以选择自愿提供过自己的薪酬历史，若求職者願意这样做，则雇主可以考虑用求职者过往的薪酬来决定是否提供薪酬给求職者和决定薪金多少。
- 未報現任或前任僱員的薪酬資料，雇主不得對現僱員的未來僱主透露其薪酬歷史。
- 雇主不得報復拒絕透露薪酬歷史的求職者。

欲獲取更多相關資訊，請聯絡勞工標準執行舊金山辦公室（OLSE），致電 (415) 554-6469 或來電 salaryhistory@sfgov.org。

Ordinansa ng Pagkakaparepareho ng Sahod
Pagsasaalang-alang ng mga Employer sa mga Nakaraan Sahod

- Hindi maaring magtanong ang mga employer sa aplikante sa trabaho tungkol sa nakaraan nitong mga sahod e kita.
- Hindi maaring kuusulang-alang ng mga employer ang mga nakaraan sahod sa paggasaaya kung isang ang trabaho sa aplikante, o kung magkakaroon sahod ang isang.
- Kaagad ng isang aplikante, maaring nitong kasalungan ito ng kasalungan ng nakaraan sahod na huli ang paggasaan ng sahod sa employer. Kaagad ng isang aplikante, maaring kuusulang-alang ng mga employer ang nasabing impormasyon sa paggasaan ng sahod na isang sa aplikante.
- Hindi maaring magpayag ang mga employer ang nakaraan sahod ng sinumang empleyado nila, sa kasulukuyan man o nakaraan, sa isang employer na nag-aalok ng trabaho dito ng walang kasalungan ng kasalungan. sa nasabing empleyado.
- Hindi maaring manghugot ang mga employer laban sa mga aplikante sa trabaho na hindi napasaan ng kasalungan nakaraan sahod.

Para sa karagdagang impormasyon, tawag po lamang ang San Francisco Office of Labor Standards Enforcement (OLSE) sa (415) 554-6469 o mag-email sa salaryhistory@sfgov.org.
California law requires that construction workers employed on City funded projects be paid not less than the prevailing wage rate.

To ensure Labor Standards compliance, the OLSE:

- Visits job sites and interviews workers regarding rates of pay and types of work performed.
- Investigates complaints to verify that workers receive prevailing wages including fringe benefits, travel and subsistence, holiday, overtime, and other required payments.
- Conducts audits by reviewing certified payroll records, fringe benefit statements, inspector’s logs, sign-in sheets, and pay check stubs to verify payment of prevailing wage and proper classification of work.
- Assesses penalties for non-submission of records or non-payment of prevailing wage.

For additional information, please visit the OLSE website at www.sfgov.org/OLSE and/or email us at prevailingwage@sfgov.org.

If you have any questions or would like to file a complaint, please call (415) 554-6573.
Si tiene alguna pregunta, o si desea presentar una queja, por favor llame al (415) 554-6573.
如果你有任何疑问或想提出投诉，请致电 (415) 554-6573.
Kung mayroon kayong katanungan o sa iyang mga pamamaraan ng reklamo, maaaring ipanggugalian sa (415) 554-6573.
Если у вас есть какие-либо вопросы, вы можете обратиться по телефону (415) 554-6573.
Nếu bạn có bất cứ câu hỏi nào hoặc muốn nộp đơn khiếu nại, xin hãy gọi (415) 554-6573.

Office of Labor Standards Enforcement • City Hall, Room 430 • 1 Dr. Carlton B. Goodlett Place • San Francisco, CA 94102
California Healthy Workplaces/Healthy Families Act & SF Paid Sick Leave Ordinance

Employees in San Francisco are entitled to paid sick leave under both California and local San Francisco law.

How Much Paid Sick Leave Do San Francisco EmployeesAccumulate?

- One hour of paid sick leave for every 30 hours worked
- Employees begin accruing sick leave on the 1st day of employment
- Employers with 10 or more employees must allow employees to accrue at least up to 72 hours.
- Employers with less than 10 employees may provide paid sick leave in different ways:
  - Allow employees to accrue up to at least 48 hours; or
  - Provide an “advancement” of 24 hours or 3 days of paid sick leave to comply with the State law “up-front option,” and later allow employees to accrue up to 40 hours to comply with SF law.

- Accrued paid sick leave carries over from year to year
- Amount of available paid sick leave must be listed on each paycheck or wage statement

When and How Can Employees Use Paid Sick Leave?

- Can start using paid sick leave on the 90th day of employment
- May use paid sick leave for an existing health condition or preventive care, or for specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking
- May use paid sick leave for employee's own care or care of a specified family member or designated person

ONE HOUR EARNED for every 30 WORKED

Licencia por enfermedad

- Su empleador está obligado a proporcionar por enfermedad corta
- Usted puede tomar licencia por enfermedad para cuidar de sí mismo o un miembro de la familia
- Su empleador no aguante la ley o si tiene alguna pregunta acerca de la ley, llame a la Oficina de Normas Laborales en San Francisco al 415-554-6271 o llame al Oficina del Comisionado Laboral del Estado de California a 1-800-952-5696
- La licencia por enfermedad se acumulan en razón de 1 hora de licencia por cada 30 horas trabajadas
- Su empleador no está autorizado a tomar represalias contra usted por denunciar una violación

Bayaad na Oras Para sa Pagkakasakit

- Kinakailangan magpakaloob ang mga employer ng bayad na oras para sa pagkakasakit
- Sa bawat 30 oras ng pagtatalatbahan, makakaloob kayo ng 1 bayad na oras para sa pagkakasakit
- Maaari iling gamit sa pag蕁ong upang maalagaan ang paniniwala ng pamilya
- Kung hindi tumatupad ang ining employer sa bayaad na oras, o kung mayroon kayong katawanan tungkol sa bayaad na oras, tumawag sa San Francisco OLSE sa 415-554-6271 o Labor Commissioner ng California sa 1-800-952-5696
- Ipinsa lubad sa paghihiagtang ng mga employer

Office of Labor Standards Enforcement
(415) 554-6271
For more information please visit www.sfgov.org/ols
State Panels (Conditional Notices)

City & County of San Francisco
Paid Parental Leave Ordinance

Notice of Rights for New Parents

If you take time off work to bond with a new child, you may be eligible for SF Paid Parental Leave supplemental compensation from your employer, in addition to your weekly benefit from the California Paid Family Leave program.

Are You Eligible?

- Did you start working for your employer 6 months (180 days) before taking bonding leave?
- Do you work a minimum of 8 hours per week & 40% of your hours in San Francisco?
- Are you receiving California Paid Family Leave benefits to bond with your new child?

Duration: Up to 6 weeks.
Employers with 20 or more employees worldwide are covered by this law.

Amount: California Paid Family Leave (PFL) benefits are 60% or 70% of weekly wages (up to a cap). SF employers pay the difference between your weekly benefit from the California PFL program and 100% of your normal gross weekly wages (up to the maximum).

For more information, visit www.sfgov.org/pplo or call (415) 554-4190.

Ordenanza de Licencia Paternal Pagada de San Francisco
Aviso de Derechos de Nuevos Padres

Si toma tiempo libre del trabajo para vincularse con un nuevo bebe, usted puede ser elegible para la remuneración suplementaria de la Licencia Paternal Pagada de SF de su empleador, además de su beneficio semanal del programa de Permiso Familiar Pagado de California.

¿Es usted elegible?

- ¿Comenzó a trabajar para su empleador 6 meses (180 días) antes de la licencia de vinculación?
- ¿Trabajas un mínimo de 8 horas por semana y el 40% de tus horas en San Francisco?
- ¿Estás recibiendo beneficios del Permiso Familiar Pagado de California para vincular con tu bebe?

Duración: Hasta 6 semanas.
Los empleadores con 20 o más empleados en todo el mundo están cubiertos por esta ley.

Cantidad: Los beneficios de Permiso Familiar Pagado de California (PFL) son 60% o 70% de los salarios semanales (hasta un tope máximo). Su empleador en SF paga la diferencia entre su beneficio semanal del programa de California PFL y el 100% de sus salarios semanales brutos normales (hasta un límite máximo).


Ordinansa ng San Francisco ukol sa Bayad na Oras para sa mga Bagong Magulang
Paunawa ng mga Karapatan ng mga Bagong Magulang

Nung kaya po ay mag-aaral kaya po sa linghang bilinggul na nagsasabi ang layang bagong anak, maaari kasi kung maaaring magbayad ng benepisyong dayag ang sahod muli sa inyong emplyer sa nila lamang ng San Francisco para sa mga bagong magulang (SF Paid Parental Leave supplemental compensation), bakod po lito sa linghang bilinggul na bagong lahi sa California (California Paid Family Leave program).

Sine ang maaring tumanggap ang nag-aaral na bagong anak?

- Nagtanggap na ba kung nagtrabaho po sa layang bilinggul na bagong anak?
- Nagtanggap na ba kung nag-aaral kaya po sa inyong emplyer?

Laon: Hanggang 6 na linggo.
Ang mga employeero na may 20 o higit pa nga mga employeero sa layang muna ay nasasakupan ng ordinsaryo lito.

Halaga: Ang mga benepisyong California Paid Family Leave (PFL) ay 60% o 70% ng inyong linghang sahod (may limitasyon). Ang kakaibang sa inyong malakas na linghang bilinggul na bagong muli sa California Paid Family Leave (PFL) ay babayani po sa inyong emplyer upang maaaring magbayad ang 100% ng inyong sahod (hanggang sa pinakamalaking halaga na matulungan).

Employers with 20+ Employees Must Post This Notice.

OFFICIAL NOTICE

San Francisco Family Friendly Workplace Ordinance

Employers with 20 or more employees must allow any employee who is employed within the geographic boundaries of the City, regularly works at least 8 hours per week, and has been employed by an employer for 6 months or more, to request a flexible or predictable working arrangement to assist with caregiving responsibilities for 1) a child or children under the age of 18, 2) a person or persons with a serious health condition in a family relationship with the employee, or 3) a parent of the employee, age 65 or older.

An employee’s request shall be in writing. Within 21 days of an employee’s request, an employer must meet with the employee regarding the request. The employer must respond to an employee’s request within 21 days of that meeting. An employer who grants the request shall confirm in writing. An employer who denies a request must provide a written response that includes a bona fide business reason for denial and notifies the employee of the right to request reconsideration.

An employer’s failure to follow the procedural, posting or documentation requirements or an employer’s denial of an employee rights under the law shall constitute a violation. It is unlawful for an employer to discharge, threaten to discharge, demote, suspend, or otherwise take adverse employment action against any person on the basis of Caregiver status, in retaliation for exercising rights protected under the Ordinance, or for cooperating with the City in enforcement. The City may investigate possible violations of the Ordinance, and order violators to pay penalties.

If you have any questions or require additional information, please contact your employer or the City’s Office of Labor Standards Enforcement (OLSE) at (415) 554-6424 or ffwo@sfgov.org, or visit the OLSE’s website at www.sfgov.org/olse.

Los empleadores con 20 empleados o más deben publicar este aviso.

AVISOFICIAL

Ordenanza de San Francisco de Lugar de Trabajo
Enfocado en la Familia

Los empleadores con 20 o más empleados deben permitir que cualquier empleado dentro de los límites geográficos de la Ciudad, que trabaje de forma regular al menos durante 8 horas por semana, y que haya sido empleado de un empleado durante 6 meses o más, solicite un horario de trabajo flexible o predecible para ayudar con las responsabilidades del cuidado de 1) un niño o niños menores de 18 años de edad, 2) una persona o varias personas que tengan una relación de parentesco con el empleado y que tengan una afección grave de salud, o 3) uno de los padres del empleado, que además tenga 65 años o más.

La solicitud de un empleado debe estar por escrito. En un plazo no mayor a 21 días desde la solicitud de un empleado, un empleador debe reunirse con el empleado para hablar sobre la solicitud. El empleador debe responder a la solicitud de un empleado en un plazo de 21 días desde la reunión. Un empleador que conceda la solicitud debe confirmarla por escrito. Un empleador que rechace una solicitud debe proporcionar una respuesta por escrito que incluya una razón comercial auténtica para la negación y que avise al empleado sobre su derecho de solicitar una reconsideración.

La falla por parte del empleador al no apearse a los requisitos de procedimiento, publicación o documentación, o la negación por parte de un empleador de los derechos de un empleado conforme a la ley, constituirán una infracción. Es ilegal que un empleador despidan, amenacen con despido, deje de tener, suspenda o emprenda cualquier otra acción adversa contra cualquier persona con base en su estado de Cuidador, en represalia por ejercer sus derechos protegidos conforme a la Ordenanza, o por cooperar con la Ciudad en la aplicación de la Ordenanza. La Ciudad puede investigar cualquier posible infracción a la Ordenanza, y ordenar que los infractores paguen sanciones.

Si usted tiene alguna pregunta o si requiere información adicional, por favor comuníquese con su empleador o a la Oficina de Normas Laborales (OLSE, por sus siglas en inglés) de la Ciudad al (415) 554-6424 o a ffwo@sfgov.org, o visite el sitio web de OLSE en www.sfgov.org/olse.
OFFICIAL NOTICE

Under the San Francisco Fair Chance Ordinance, employers must follow strict rules regarding criminal records. Employers 5 or more employees worldwide and all City contractors must comply.

• Employers MAY NOT ask about arrests or convictions on a job application.
• Employers MAY NOT conduct a background check or ask about criminal records until AFTER making a conditional offer of employment.
• Employers may only consider convictions that are directly related to the job, and may never consider 7 types of arrests or convictions, including convictions that are more than 7 years old (see www.sfgov.org/olse/fco).
• Before an employer rejects an applicant based on a background check, the employer must: notify the applicant and provide a copy of the background check; give the applicant 7 days to respond; reconsider based on evidence the applicant provides.

For more information, visit www.sfgov.org/olse/fco or call the San Francisco Fair Chance hotline at (415) 554-5192.

AVISO OFICIAL - Ordenanza de Oportunidades Equitativas de San Francisco

Correo donde los empleados pueden leer fácilmente. La falta de publicación de este aviso puede resultar en sanciones.

De conformidad a la Ordenanza de Oportunidades Equitativas de San Francisco, los empleadores deben seguir reglas estrictas con respecto a los antecedentes penales.

Los empleadores con 5 o más empleados en todo el mundo y todos los contratistas de la Ciudad deben cumplir con las reglas.

• Los empleadores NO DEBEN preguntar sobre arrestos o condenas en una solicitud de empleo.
• Los empleadores NO DEBEN realizar una revisión de antecedentes ni preguntar cerca de antecedentes penales hasta DESPUÉS de hacer una oferta condicional de empleo.
• Los empleadores sólo pueden considerar las condenas que estén directamente relacionadas con el trabajo, y nunca deben considerar 7 tipos de arrestos o condenas, incluyendo las condenas que tienen más de 7 años de antigüedad (véase www.sfgov.org/olse/fco).
• Antes de rechazar a un candidato en base a una verificación de antecedentes, el empleador debe: notificar al candidato y proporcionarle una copia de la verificación de antecedentes; darle al candidato 7 días para responder; reconsiderar en base a la evidencia que el candidato presente.

Para obtener más información visite www.sfgov.org/olse/fco o llame a la línea directa de Oportunidades Equitativas de San Francisco al (415) 554-5192.
OFFICIAL NOTICE

The San Francisco COVID-Related Employment Protections Ordinance prohibits employment discrimination on the basis of COVID-19 status.

Employers may not fire, threaten to fire, suspend, discipline, or in any other manner take an adverse action against an employee who is absent or unable to work, or who requests time off from work, because the employee tested positive for COVID-19 or is isolating or quarantining due to COVID-19 symptoms or exposure.

Further, employers may not rescind an offer to employ or contract with an applicant, or decide not to employ or contract with an applicant, who has tested positive for COVID-19 or is isolating or quarantining due to COVID-19 symptoms or exposure.

Employees who assert their rights are protected from retaliation. The City can investigate possible violations, shall have access to employer records, and can enforce the law by ordering reinstatement of employees, payment of lost wages, and payment of penalties.

If you have any questions, please contact the Office Labor Standards Enforcement (OLSE) at (415) 554-6077, email us at CEPO@sfgov.org, or visit www.sfgov.org/olse.

AVISO OFICIAL - Protecciones de Empleo Relacionadas con el COVID de San Francisco

Los empleadores deben publicar este aviso donde los empleados puedan leerlo fácilmente.

La Ordenanza de Protecciones de Empleo Relacionadas con el COVID de San Francisco prohíbe la discriminación laboral en base al status del COVID-19.

Los empleadores no deberán despender, amenazar con despender, suspender, disciplinar, ni de cualquier otra manera tomar una acción adversa contra un empleado que está ausente o no puede trabajar, o que solicita tiempo libre del trabajo porque el empleado dio positivo en la prueba de COVID-19 o está aislado o en cuarentena debido a los síntomas o a la exposición al COVID-19.

Además, los empleadores no pueden rescindir una oferta de empleo o contrato a un solicitante, ni decidir no emplear o contratar a un solicitante, que haya dado positivo en la prueba del COVID-19 o que esté aislado o en cuarentena debido a los síntomas o la exposición al COVID-19.

Los empleados que hagan valer sus derechos están protegidos contra represalias. La Ciudad puede investigar posibles violaciones, tendrá acceso a los registros del empleador, y puede hacer cumplir la ley ordenando la reinstalación de los empleados, el pago de salarios perdidos y el pago de multas.

Si usted tiene alguna pregunta, comuníquese con la Oficina de Normas Laborales (OLSE) al (415) 554-6077, envíen un correo electrónico a CEPO@sfgov.org, o conéctese a www.sfgov.org/olse.
正式通告 - 三藩市与新冠病毒相关的就业保护条例

雇主要将之贴在雇员容易看到的地方。

三藩市与新冠病毒相关的就业保护条例禁止就业歧视是基于新冠病毒的原因。

雇主不得因雇员的新冠病毒检测阳性、出现新冠病毒症状、或者因为接触和暴露在新冠病毒环境下被要求隔离的理由，解雇、威胁解雇、停职、处分或以任何其他方式对缺席或不能工作或要求休假的雇员采取不法行动。

此外，雇主不得对新冠病毒检测阳性、出现新冠病毒症状、或者因为接触和暴露在新冠病毒环境下被要求隔离的人撤销已提供的雇佣协定或已签订的合约，或决定不再雇佣或不再签订合同。

维护自己权益的雇员将受到法例的保护和免受报复。三藩市可以调查可能的违法行为，有权查阅雇主的记录，并可以通过命令让雇员复职、支付工资损失和罚款来执行法律。

如果您有任何疑问，请联系工标标准执行办公室 (OLSE)，
电话 (415) 554-6077，电子邮件 CEPO@sfgov.org，或访问网站 www.sfgov.org/olse

OPISYAL NA ABISO - Mga Proteksyon Ng San Francisco Sa Pagtatrabaho Na May Kaugnayan Sa COVID

Kailanganang Ipatunog ito ng mga Taga-employo Kung Saan Mas babasahin ng mga Employado

Ipinagbabawal ng Ordinansa ng San Francisco ukol sa mga Proteksyon sa Pagtatrabaho na may Kaugnayan sa COVID (San Francisco COVID-Related Employment Protections Ordinance) ang diskriminasyon sa trabaho batay sa pagkakaroon ng COVID-19.

Hindi puwedeng isesante, pagbantaang isesante, suspindihin, o disiplinahin, o sa anumang iba pang paraan ay gawan ng makasasaman ang aksiyon ang employado na lumibaan sa trabaho, o hindi kayang maig trabaho, o humiling ng panahon na hindi pumasok sa trabaho, dahil na-test ito na positibo sa COVID-19 o nakabukod o nakakuwantes nang dahil sa mga sintomas ng COVID-19, o pagkakalatad sa COVID-19.

Karagdagang dito, hindi puwedeng bawiin ng taga-employo ang alok na i-employo o kontratahin ang aplikante, o hindi puwedeng magdesisyon ang taga-employo na huwag nang i-employo o kontratahin ang aplikante na na-test na positibo sa COVID-19 o nakabukod o nakakuwantes nang dahil sa mga sintomas ng COVID-19 o pagkakalatad sa COVID-19.

Protektado mula sa pagganti ang mga employeadong igigiti ang kanilang mga karapatan. Puwedeng imbestigahan ng Lungsod ang posibilidad mga paglabag, at magkaparoon ito ng pamamaraan na makuha ang mga rekord ng taga-employo, at maipapatupad din ang batas sa pamamagitan ng pag-uutos ng muling pagbabalik sa mga employado sa trabaho, pagbabayad ng nawalanang sahod, at pagbebelay ng multa.

OFFICIAL NOTICE

Beginning on March 22, 2021, grocery and pharmacy retail stores with at least 500 employees worldwide, including at least 20 employees in San Francisco, must pay Hazard Pay to all employees whose base wage is less than $35 per hour.

Hazard Pay means a $5 per hour wage bonus in addition to an employee’s base wage for each hour worked. Note that employers may cap the total hourly wage (base wage + Hazard Pay) at $35 per hour. In addition, if an employer already provides Hazard Pay, the employer may reduce the amount of Hazard Pay required under this law by that amount.

These requirements also apply to janitorial and security contractors at covered grocery and pharmacy retail stores. Janitorial and security contractors of any size are covered.

The Hazard Pay requirement is in effect as authorized by the Board of Supervisors during the COVID-19 public health emergency. Employees who assert their rights are protected from retaliation. The City can investigate possible violations, shall have access to employer records, and can enforce the law by ordering reinstatement of employees, payment of lost wages, and payment of penalties.

If you have any questions, please contact the Office of Labor Standards Enforcement (OLSE) at (415) 554-6461, email us at HazardPay@sfgov.org, or visit www.sfgov.org/olse.

AVISO OFICIAL - Pago Por Riesgo Relacionado Con El COVID En San Francisco

Los empleadores deben publicar este aviso donde los empleados puedan leerlo fácilmente.

A partir del 22 de marzo de 2021, las tiendas de abarroses y farmacias con al menos 500 empleados en todo el mundo, incluidos al menos 20 empleados en San Francisco, deben pagar el Pago por Riesgo a todos los empleados cuyo salario base sea inferior a $35 por hora.

El Pago por Riesgo significa una bonificación salarial de $5 por hora, además del salario base del empleado, por cada hora trabajada. Tome en cuenta que los empleadores pueden limitar el salario total por hora (salario base + el pago por riesgo) a $35 por hora. Además, si un empleador ya proporciona el Pago por Riesgo, el empleador puede reducir la cantidad de Pago por Riesgo requerida bajo esta ley por esa cantidad.

Estos requisitos también se aplican a los contratistas de limpieza y seguridad en tiendas de abarroses y farmacias. Los contratistas de limpieza y seguridad de cualquier tamaño están cubiertos.

El requisito de Pago por Riesgo está en efecto según lo autorizado por el Consejo de Supervisores durante la emergencia de salud pública del COVID-19. Los empleados que hagan valer sus derechos están protegidos contra las represalias. La Ciudad podrá investigar posibles infracciones, tendrá acceso a los registros de los empleadores, y podrá hacer cumplir la ley ordenando la reintegración de los empleados, el pago de sueldo retenido ilegalmente, y el pago de multas.

Si usted tiene alguna pregunta, por favor comuníquese con la Oficina de Normas Laborales (OLSE) al (415) 554-6461, envíenos un correo electrónico a HazardPay@sfgov.org, o conéctese a www.sfgov.org/olse.
City & County of San Francisco
COVID-Related Hazard Pay

Employers Must Post Where Employees Can Read Easily

正式通告 - 三藩市新冠疫情冒险工作津贴
雇主必须张贴在雇员容易看到的地方。

从2021年3月22日开始，在全球有至少500名雇员（包括在三藩市至少拥有20名雇员）的超市和药房零售店，必须向所有基本工资低于每小时$35的雇员支付疫情工作津贴。

疫情工作津贴是指给予每小时基本工资低于$35的员工额外$5的补贴。但雇主可以将最高限额制定为每小时$35（基本工资+疫情工作津贴）。此外，如果雇主已经提供疫情工作补贴给员工，则该雇主可以在本法律规定的疫情工作津贴金额中减去那个金额。

这些规定也适用于被涵盖的超市和药房零售店的清洁和保安承包商，任何规模的清洁和保安承包商都包括在内。

市参事会在新冠疫情期间制定该疫情工作津贴条例。雇员维护自己权益将会受到保护免遭报复。市府可以调查可能的违规行为，可以查阅雇主记录并通过命令让雇员复职、支付工资损失和罚款来实行法律。

如果您有任何疑问，请联系工薪标准执行办公室（OLSE），电话（415）554-6461，或访问网站 www.sfgov.org/olse

OPISYAL NA ABISO - Mga Proteksiyon Ng San Francisco Sa Pagtatrabaho Na May Kaugnayan Sa COVID
Kailangan ikasili ito ng mga Taga-employo. Kung Saan Modalin Mababasa ng mga Employado

Simula sa Marso 22, 2021, kailangan nang magbayad ng mga groseriya at botika na may 500 empleyado o higit pa sa buong mundo, kasama na ang 20 o higit pang empleyado sa San Francisco, ng Hazard Pay (dagdag na bayad para sa panganib sa trabaho) sa lahat ng empleyado na ang batayang sahod (base wage) ay mas mababa pa sa $35 kada oras.

Nangangahulugan ay Hazard pay ng $5 kada oras na bonus sa sahod, na karagdagang sa batayang sahod ng empleyado para sa bawat oras ng trabaho. Tandaan na puwedeng lagyan ng cap o limitahan ang kabuuang orasan na sahod (batayang sahod o base wage + Hazard Pay) sa $35 kada oras. Bukod rito, kung nagkakaloob na ang taga-employo ng Hazard Pay, posibleng babaan ng taga-employo ang halaga ng dapat ibigay na Hazard Pay sa ilalim ng batas na ito tungo sa halagang iyon.

Ipinapahayag din ang mga kinakailangan sundin na patakarang ito sa mga janitorial (tagapaglinis) at security (panseguridad) na kontratista ng nasasakop na mga groseriya at botika. Sakop ang janitorial at security na kontratista anuman ang laki.

Ipatutupad ang mga kinakailangan sundin na patakarang sa Hazard Pay ayon sa pagbibigay-awtorisasyon ng Lupon ng mga Supervisor (Board of Supervisors) sa panahon ng COVID-19 na emergency sa pampublikong kalusugan. Protektado muli sa pagganti ang mga empleyadoong igigilang mga karapatan. Puwedeng imbestigahan ng Lungsod ang posibleng mga paglabag, magkakaron ito ng pamamaraan na maikua ang mga rekord ng taga-employo, at maipaputupad din ang batas sa pamamagitan ng pag-uutos ng muling pagbabalik sa empleyado sa trabaho, pagbabayad ng nawalan sa sahod, at pagbabayad ng multa.

Covered Employers must post this Notice

OFFICIAL NOTICE

Formula Retail Employee Rights Ordinances

Beginning on July 3, 2015, Formula Retail Establishments with at least 40 retail sales establishments worldwide and 20 or more employees in San Francisco must comply with the following requirements:

1. **Additional Hours** — Before hiring new employees, offer additional hours of work to qualified part-time employees who have performed similar work for the employer.

2. **Schedules and Predictability Pay** — Provide two weeks’ notice of work schedules and provide “predictability pay” if schedules change with less than 1 week’s notice, except when:
   a. another employee is absent and did not give the employer at least 7 days’ notice of the absence;
   b. another employee is fired or told to stay home as a disciplinary action;
   c. the employer requires the employee to work overtime;
   d. business operations cannot begin or continue (for reasons out of the Employer’s control); or
   e. the employee trades shifts or requests a schedule change.

3. **Pay for On-Call Shifts** — Provide pay for on-call shifts when the employee is not called into work.

4. **Equal Treatment for Part-Time Employees** — Provide part-time employees with the same starting hourly wage, access to time off, and eligibility for promotions as full-time employees who perform similar work.

5. **Retention** — Continue to employ all employees for 90 days if the store changes ownership, subject to certain conditions.

These requirements apply to **janitorial** and **security** contractors at covered Formula Retail Establishments.

The City may investigate possible violations, and can order violators to pay penalties and back wages. Employers may not punish employees who exercise their rights under these Ordinances or who cooperate with the City in enforcement. For more information about these requirements, visit www.sfgov.org/frero or contact the City’s Office of Labor Standards Enforcement (OLSE) at (415) 554-6461 or frero@sfgov.org.

You may file a confidential complaint.
OFFICIAL NOTICE

THE CITY OF SOUTH SAN FRANCISCO MINIMUM WAGE RATE IS

$15.24 per hour

Effective January 1, 2021

Beginning January 1, 2021, 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 $15.24 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) 829-8502
MinimumWage@ssf.net
www.ssf.net/MinimumWage
STATE PANELS (Conditional Notices)

Please Post Where Employees Can Read It Easily

CITY AND COUNTY OF SAN FRANCISCO

NOTICE TO EMPLOYEES – DECEMBER 8, 2020

Minimum Compensation Ordinance

This employer is a contractor with the City and County of San Francisco. This contract agreement is subject to the Minimum Compensation Ordinance (MCO). If under this contract agreement you perform any work funded under an applicable contract, you must be provided no less than the Minimum Compensation outlined below.

THESE ARE YOUR RIGHTS . . .

1. Minimum Hourly Compensation:
   - For contracts entered into or amended on or after October 14, 2007
     - For-Profit Rate is $18.24/hour effective 7/1/20
     - Non-profits is $17.05/hour effective 12/8/20
     - Public Entities is $17.25/hour effective 9/1/20
     - Rates subject to change; your employer must pay the then-current rate posted on the OLSE web site: www.sfgov.org/olse/mco
   - For contracts entered into prior to October 14, 2007
     - For work performed within the City Of S.F.: SF Minimum Wage ($16.07/hour effective 7/1/20)
     - For work performed outside of S.F.: $10.77/hour

2. Paid Days Off:
   - 12 paid days off per year for vacation, sick leave, or personal necessity
   - The paid days off for part-time employees are prorated based on hours worked

3. Unpaid Days Off:
   - 10 unpaid days off per year
   - Unpaid days off for part-time employees are prorated based on hours worked

IF YOU BELIEVE YOUR RIGHTS ARE BEING VIOLATED CONTACT THE OFFICE OF LABOR STANDARDS ENFORCEMENT AT (415) 554-7903.

Office of Labor Standards Enforcement (OLSE)
City Hall, Room 430
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102
www.sfgov.org/olse/mco
Official Notice
City of Alameda Minimum Wage Rate

$15.00
Per Hour Effective July 1, 2020

Beginning July 1, 2020, 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 $15.00 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:

<table>
<thead>
<tr>
<th>Minimum Wage</th>
<th>Effective Date</th>
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<tr>
<td>$15.00/hour</td>
<td>July 1, 2020</td>
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<tr>
<td>Adjusted Annually by the Consumer Price Index</td>
<td>July 1, 2022</td>
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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 Community Development Department. The City will investigate possible violations, will have access 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, Community Development Department
950 West Mall Square, 2nd Floor Alameda CA, 94501
Phone: 510-747-6897
Email: minimumwage@alamedaca.gov
Website: alamedaca.gov/minimumwage

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

公職员工年七月一日起時薪十五美元為最低時薪標準。法令規定，員工若認為沒有獲得法定之最低工資，可以向勞動局申訴。勞動局將調查違規行為，並要求違規者支付欠薪及處罰違規者。

如需更多資訊，請參訪以下網站：

City of Alameda, Community Development Department
950 West Mall Square, 2nd Floor Alameda CA, 94501
Phone: 510-747-6897
Email: minimumwage@alamedaca.gov
Website: alamedaca.gov/minimumwage

注意：勞動局會在相關場所張貼告示，並以英文及勞工所喜愛的語言通知。違規者需負起其應負之責任。

发布以汉语表述的通知，声明自 2020 年 7 月 1 日起生效的最低工资变化：提高至 15.00 美元。

2020년 7월 1일부터 최저임금이 $15.00로 인상됩니다는 내용의 공지는 한국어로 제공됩니다。

Este aviso sobre el aumento de salario mínimo a $ 15.00 a partir del 1 de julio de 2020 se encuentra disponible en español.

Ang paunawang ito sa pagtaas ng minimum na sahod sa $15.00 na magiging epektibo sa Hulyo 1, 2020 ay magagamit sa Tagalog.

Thông báo về việc tăng lương tối thiểu lên 15.00 USD áp dụng từ ngày 1 tháng 7 năm 2020, bản tiếng Việt.
OFFICIAL NOTICE
CITY OF BELMONT MINIMUM WAGE RATE IS

$15.90 per hour

EFFECTIVE JANUARY 1, 2021

Beginning January 1, 2021, 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 $15.90 per hour.

The minimum wage requirement set forth in the Belmont Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). Beginning January 1, 2021 the Belmont minimum wage will be $15.90; annually thereafter the Belmont 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 Belmont. The City contracts with the San Jose Office of Equality Assurance to 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, notify your employer or contact the San Jose Office of Equality Assurance at:

Office of Equality Assurance
200 East Santa Clara Street, 5th Floor
San Jose, CA 95113
Phone: (408) 535-8430
E-mail: mywage@sanjoseca.gov
www.belmont.gov/minwage
STATE PANELS (Conditional Notices)

PLEASE POST WHERE EMPLOYEES CAN READ EASILY
VIOLATORS SUBJECT TO PENALTIES

OFFICIAL NOTICE

To employers and employees working in the City of Berkeley

Berkeley Minimum Wage

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<td></td>
<td>$16.07</td>
<td>$16.32</td>
</tr>
<tr>
<td>Per hour effective</td>
<td>July 1, 2020</td>
<td>July 1, 2021</td>
</tr>
</tbody>
</table>

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 & Community Services Department
(510) 981-CITY/2489 or 311 from any landline in Berkeley
www.cityofberkeley.info/Labor
Email: Rules4work@cityofberkeley.info
Language Interpretation Available

2180 Milvia Street, Berkeley, CA 94704 • Tel: (510) 981-2489 or 311 from any Landline • TDD: (510) 981-6903 • Fax: (510) 981-5460
E-mail: Rules4work@cityofberkeley.info Website: http://www.CityofBerkeley.info/Labor
CUPERTINO MINIMUM WAGE

$15.65 PER HOUR

EFFECTIVE JANUARY 1, 2021

EMPLOYERS:
- Post official notice in the workplace informing employees of the rate and their rights
- Must document all hours worked and keep records for four years
- Retaliation against employees exercising their rights is unlawful

EMPLOYEES:
- Starting January 1, 2021 minimum wage in Cupertino is $15.65/hour.
- Minimum wage rate will be adjusted annually on January 1.
- Covered employees include anyone who performs 2 hours or more of work per week in Cupertino.
- Covered employees are entitled to these rights regardless of immigration status.
OFFICIAL NOTICE
THE CITY OF DALY CITY MINIMUM WAGE RATE IS
$15.00 per hour
Effective January 1, 2021

Beginning January 1, 2021, Daly City’s local minimum wage of $15.00 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, 2021, it will be $15.00, 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) 981-8127
MinimumWage@dalycity.org
www.dalycity.org/MinimumWage
OFFICIAL NOTICE

EAST PALO ALTO MINIMUM WAGE RATE

$15.00 per hour

EFFECTIVE JANUARY 1, 2021

Beginning January 1, 2021, employers who are subject to the East Palo Alto Business License Tax OR who maintain a facility in East Palo Alto must pay to each employee who performs at least two (2) hours of work per week in East Palo Alto, minimum wages not less than $15.00 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, 2022, 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 Street, East Palo Alto, CA 94303
Phone: (650) 853-5389
Email: 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 EMPLOYEE MAY READ EASILY
VIOLATORS SUBJECT TO PENALTIES
Official Notice

EL CERRITO MINIMUM WAGE RATE

$15.61 Per Hour
Effective Date: January 1, 2021

Beginning January 1, 2021, 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 $15.61 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.

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

Language interpretation available by arrangement
STATE PANELS (Conditional Notices)

City of Emeryville New Labor Laws:
Effective July 1, 2021
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:
$17.13

Effective
July 1, 2021

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 (510) 596-4351

**Accrual Methods May Vary
STATE PANELS (Conditional Notices)

THE CITY OF EMMERYVILLE 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 (510) 596-4316

CA-CAP-DF 0721 PAGE 84
STATE PANELS (Conditional Notices)

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

OFFICIAL BULLETIN

Fremont Minimum Wage

Beginning July 1, 2019, an employee who performs work within the geographic limits of the City of Fremont must be paid wages not less than the minimum wage stated below.

<table>
<thead>
<tr>
<th>Effective Date (July 1)</th>
<th>Small Employers (25 or Fewer Employees)</th>
<th>Large Employers (26 or More Employees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$11.00</td>
<td>$13.50</td>
</tr>
<tr>
<td>2020</td>
<td>$13.50</td>
<td>$15.00</td>
</tr>
<tr>
<td>2021</td>
<td>$15.00</td>
<td>$15.00 plus CPI</td>
</tr>
<tr>
<td>2022</td>
<td>Large Employer Level plus increases based on CPI</td>
<td></td>
</tr>
</tbody>
</table>

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: Beginning on July 1, 2022, 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-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 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. The full ordinance is available online at www.fremont.gov/minimumwage.

If you have questions, contact your employer or the City of Fremont: minwage@fremont.gov or 510-284-4000
STATE PANELS (Conditional Notices)

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

OFFICIAL NOTICE

Minimum Wage Rate
$15.65 Per Hour

LOS ALTOS MINIMUM WAGE
Effective Date: January 1, 2021

Beginning January 1, 2021, 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 $15.65 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. 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
CITY OF LOS ALTOS
MINIMUM WAGE ORDINANCE

Los Altos Workers - Know Your Rights

• Beginning January 1, 2021, employees who work at least two (2) hours or more per week in Los Altos for a covered employer have the right to be paid a minimum wage rate of $15.65 per hour.

• It is against the law for an employer to discriminate or take adverse action against an employee for exercising their rights under the City’s Minimum Wage Ordinance.

• Covered employees are entitled to these rights regardless of immigration status.

What to do if you are not receiving $15.65 per hour?

If you believe you are not receiving a wage rate of at least $15.65 per hour, contact:
Office of Equality Assurance
200 East Santa Clara Street, Fifth Floor
San Jose, CA 95113
Phone: (408) 535-8430
Email: 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 Office of Equality Assurance.

City of Los Altos
1 N San Antonio Road
Los Altos, CA 94022
losaltosca.gov
OFFICIAL NOTICE

Los Angeles Minimum Wage
Rate Effective July 1, 2021

$15.00 PER HOUR
Employers with 25 or fewer Employees

$15.00 PER HOUR
Employers with 26 or more Employees

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.

<table>
<thead>
<tr>
<th>Effective Date:</th>
<th>Employers with 26 or more Employees:</th>
<th>Employers with 25 or fewer Employees or approved Non-Profit Corporations with 26 or more Employees to pay a deferred rate:</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/2017</td>
<td>$12.00</td>
<td>$10.50</td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$13.25</td>
<td>$12.00</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$14.25</td>
<td>$13.25</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$15.00</td>
<td>$14.25</td>
</tr>
<tr>
<td>7/1/2021</td>
<td>$15.00</td>
<td>$15.00</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Front-Loading</th>
<th>At least 48 hours provided either at the beginning of each year of employment, calendar year, or 12-month period, OR -</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrual</td>
<td>One (1) hour of paid sick leave for every thirty (30) hours worked.</td>
</tr>
<tr>
<td>72-Hour Cap</td>
<td>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.</td>
</tr>
<tr>
<td>Separation from Employment</td>
<td>An Employer is not required to provide compensation to an Employee for accrued or unused sick days at separation from employment.</td>
</tr>
<tr>
<td>Reinstatement</td>
<td>If an Employee is rehired within a year of separation from employment, previously accrued and unused paid sick leave shall be reinstated.</td>
</tr>
</tbody>
</table>

Usage

<table>
<thead>
<tr>
<th>When</th>
<th>An Employee may use paid sick leave beginning on the 90th day of employment.</th>
</tr>
</thead>
<tbody>
<tr>
<td>How</td>
<td>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.</td>
</tr>
</tbody>
</table>

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 or visit http://wagesla.lacity.org/.
STATE PANELS (Conditional Notices)

THIS ORDINANCE COVERS EMPLOYEES WORKING IN THE CITY OF MALIBU, REGARDLESS OF IMMIGRATION OR WORK STATUS.

City of Malibu Minimum Wage Ordinance
This ordinance takes effect July 1, 2016. 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.

<table>
<thead>
<tr>
<th>Malibu Municipal Code Chapter 5.36</th>
<th>California Labor Code Section 2810.5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minimum Wage</strong></td>
<td><strong>Notice to Employees</strong></td>
</tr>
<tr>
<td><strong>Large Employers (26 or more employees)</strong></td>
<td><strong>Employers must give employees written information about their job and pay.</strong></td>
</tr>
<tr>
<td><strong>$10.50</strong> PER HOUR</td>
<td><strong>Initial Compensation Disclosure Statement:</strong></td>
</tr>
<tr>
<td><strong>July 1, 2016</strong></td>
<td>At the time of hire, your employer must give you a written statement disclosing the following:</td>
</tr>
<tr>
<td><strong>$12.00</strong> PER HOUR</td>
<td>• The employer’s name, business name, physical and mailing address of the main office, email address and the employer’s phone number</td>
</tr>
<tr>
<td><strong>July 1, 2017</strong></td>
<td>• Your rate(s) of pay and pay day</td>
</tr>
<tr>
<td><strong>$14.25</strong> PER HOUR</td>
<td>• Your pay basis (hourly, weekly, commission)</td>
</tr>
<tr>
<td><strong>July 1, 2019</strong></td>
<td>• The formula by which the rate of pay can be determined</td>
</tr>
<tr>
<td><strong>$15.00</strong> PER HOUR</td>
<td>• Any additional information required by law</td>
</tr>
<tr>
<td><strong>July 1, 2020</strong></td>
<td><strong>Pay Statement:</strong></td>
</tr>
<tr>
<td><strong>Small Employers (25 or less employees)</strong></td>
<td><strong>Each pay day, your employer must provide you with information required by California Labor Code 226(a):</strong></td>
</tr>
<tr>
<td><strong>$10.50</strong> PER HOUR</td>
<td>• Gross and net wages earned</td>
</tr>
<tr>
<td><strong>July 1, 2017</strong></td>
<td>• Deductions taken</td>
</tr>
<tr>
<td><strong>$12.00</strong> PER HOUR</td>
<td>• Total hours worked by the employee</td>
</tr>
<tr>
<td><strong>July 1, 2018</strong></td>
<td>• Number of piece-rate units earned (for piece-rate workers)</td>
</tr>
<tr>
<td><strong>$14.25</strong> PER HOUR</td>
<td>• Pay basis (hour, shift, day, week, commission)</td>
</tr>
<tr>
<td><strong>July 1, 2020</strong></td>
<td>• Inclusive date of the period for which the employee is paid</td>
</tr>
<tr>
<td><strong>$15.00</strong> PER HOUR</td>
<td>• Applicable hourly rates in effect during the pay period and corresponding number of hours worked at each hourly rate</td>
</tr>
<tr>
<td><strong>July 1, 2021</strong></td>
<td>• Name and address of the employer</td>
</tr>
<tr>
<td><strong>$15.00</strong> PER HOUR</td>
<td>• Name of the employee; and either the last four digits of the employees SSN or the employee ID number</td>
</tr>
</tbody>
</table>

* Beginning January 1, 2022, the City Manager of the City of Malibu will determine the adjusted rates of the minimum wage based on the Consumer Price Index, which will become effective on July 1, 2022.
## City of Malibu Minimum Wage Ordinance - continued

<table>
<thead>
<tr>
<th>California Labor Code Section 98.7</th>
<th>Malibu Municipal Code Section 5.36.080</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Your Rights Are Protected</strong></td>
<td><strong>Retaliation is Illegal</strong></td>
</tr>
<tr>
<td>You may be entitled to compensation for any violation of this law by your employer.</td>
<td>It is illegal for an employer to retaliate against you for exercising your rights.</td>
</tr>
</tbody>
</table>

### 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.

### 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

Note: Your employer may take disciplinary actions against you if there is cause to do so; however, there is a presumption of retaliation if your employer is unable to show cause.

---

**City of Malibu**
23825 Stuart Ranch Road
Malibu, CA 90265-4861
(310) 456-2489

**State of California Labor Commissioner**
320 W. Fourth Street, Suite 450
Los Angeles, CA 90013
(213) 620-6330
POST WHERE EMPLOYEE MAY READ EASILY – VIOLATORS SUBJECT TO PENALTIES

OFFICIAL NOTICE
MENLO PARK MINIMUM WAGE IS

$15.25 PER HOUR

EFFECTIVE JANUARY 1, 2021

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, 2021, inflation protection adjustment increases the local minimum wage from $15.00 to $15.25 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.
Minimum Wage Rate
$15.65 Per Hour

MILPITAS MINIMUM WAGE
Effective Date: July 1, 2021

Beginning July 1, 2021, 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 $15.65 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
Milpitas Minimum Wage Ordinance

Milpitas Workers – Know Your Rights

- Beginning July 1, 2021, 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 $15.65 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 $15.65 per hour?

If you believe you are not receiving a wage rate of $15.65 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

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.
OFFICIAL NOTICE
MOUNTAIN VIEW MINIMUM WAGE RATE IS

$16.30

per hour

Effective January 1, 2021

Beginning January 1, 2021, 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 $16.30 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

Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.
PLEASE POST WHERE EMPLOYEES CAN READ EASILY
VIOLATORS SUBJECT TO PENALTIES

CITY OF NOVATO
OFFICIAL NOTICE

NOVATO MINIMUM WAGE RATE

$15.24 per hour $15.00 per hour $14.00 per hour
Very Large Business (100+ employees) Large Business (26-99 employees) Small Business (1-25 employees)

New Wage Effective Date: January 1, 2021

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

<table>
<thead>
<tr>
<th>Implementation Date</th>
<th>Very Large Business (100+ employees)</th>
<th>Large Business (26-99 employees)</th>
<th>Small Business (1-25 employees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1, 2020</td>
<td>$15.00</td>
<td>$14.00</td>
<td>$13.00</td>
</tr>
<tr>
<td>January 1, 2021</td>
<td>$15.24</td>
<td>$15.00</td>
<td>$14.00</td>
</tr>
<tr>
<td>January 1, 2022</td>
<td>CPI</td>
<td>CPI</td>
<td>$15.00</td>
</tr>
<tr>
<td>January 1, 2023</td>
<td>CPI</td>
<td>CPI</td>
<td>CPI</td>
</tr>
<tr>
<td>CPI Adjustment</td>
<td>San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)</td>
<td>San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)</td>
<td>San Francisco-Oakland-Hayward CPI-W (no more than 3.5%)</td>
</tr>
</tbody>
</table>

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. You can also contact the City Clerk at city@novato.org or call 415.899.8902.
OFFICIAL NOTICE

Minimum Wage Rate

$15.65 Per Hour

PALO ALTO MINIMUM WAGE
Effective Date: January 1, 2021

Palo Alto employers are required to pay any employee the City’s Minimum Wage for all hours worked in Palo Alto. Beginning January 1, 2021, the City’s Minimum Wage is $15.65 per hour.

The minimum wage requirement set forth in Palo Alto’s Minimum Wage Ordinance applies to all employees who work two (2) hours per week within Palo Alto. Starting in 2020, the City will adjust the minimum wage each January 1 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 Palo Alto. 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, 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
http://www.cityofpaloalto.org/gov/topics/minimum_wage.asp

Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.
STATE PANELS (Conditional Notices)

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

OFFICIAL NOTICE

Minimum Wage Rate

$15.00 Per Hour

PASADENA MINIMUM WAGE

Effective Date: July 1, 2021

Beginning **July 1, 2021**, employers must pay employees wages of not less than **$15.00 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’s minimum wage rules were approved prior to the State of California taking action to increase the State Minimum Wage. While similarities exist, the requirements are different. 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.

City of Pasadena
Planning and Community Development Dept.
Minimum Wage Enforcement
Code Compliance Manager Jon Pollard
(626) 744-6831
Email: jpollard@cityofpasadena.net
Website: [http://ww5.chvofpasadena.net/planning/minimum-wage-ordinance/](http://ww5.chvofpasadena.net/planning/minimum-wage-ordinance/)

Employers are responsible for translating this notice into languages spoken by 5% or more of their employees.
$15.20/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).

Employees 14 to 17 years of age may be paid 85 percent of the minimum wage 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
WEB PAGE: cityofpetaluma.org/minimumwage
CITY CONTACT INFO: econdev@cityofpetaluma.org | 707.778.4484
POST WHERE EMPLOYEES MAY READ EASILY
VIOLATORS SUBJECT TO PENALTIES

OFFICIAL NOTICE

REDWOOD CITY MINIMUM
WAGE RATE IS

$15.62
per hour
Effective January 1, 2021

Starting on January 1, 2021, Redwood City’s local minimum wage of $15.62 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
Call: (650) 780-7300
Visit: City Hall, 1017 Middlefield Road, Redwood City, CA. 94063
OFFICIAL NOTICE

Richmond Minimum Wage

$15.21 Per Hour

beginning January 1, 2021

The minimum wage requirement set forth in the Richmond Minimum Wage Ordinance 11-04N.S. applies to adult and minor employees who work two (2) or more hours a week. Each year, the City adjusts the minimum wage as stated in the Minimum Wage Ordinance (beginning in 2018, the increase is in accordance with 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 by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have any questions or need additional information please contact the City of Richmond’s Employment and Training Department at:

330 25th Street
Richmond, CA 94804

E-mail: gbaker@richmondworks.org
Website: www.richmondworks.org
City of Richmond

Minimum Wage Ordinance

Your rights as an EMPLOYEE...

- As of January 1, 2021 the minimum wage in the City of Richmond will be $15.21 per hour for employees who, in a calendar week, performs at least two (2) hours of work for an Employer.

- 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 this ordinance.

- The minimum wage rate will be adjusted every January as described in section 7.108.040 of the Minimum Wage Ordinance.

- The Minimum Wage established in this ordinance shall apply to the Welfare-to-Work programs under which persons must perform work in exchange for receipt of benefits. Participants in Welfare-to-Work Programs shall not, during a given benefits period, be required to work more than a number of hours equal to the value of all cash benefits received during that period, divided by the minimum wage.

If you have any questions or concerns please email or visit the:

Employment and Training Department
330 25th Street
Richmond, CA 94804
E-mail: gbaker@richmondworks.org

For a copy of the Minimum Wage Ordinance please visit: www.richmondworks.org
STATE PANELS (Conditional Notices)

POST WHERE EMPLOYEES CAN EASILY READ
VIOLATORS ARE SUBJECT TO PENALTIES

OFFICIAL NOTICE
SAN DIEGO MINIMUM WAGE

$14.00 PER HOUR

Rate Effective Date: January 1, 2021

Beginning January 1, 2021, 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 $14.00 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/treasurer/minimum-wage-program or contact the City of San Diego’s Minimum Wage Program at (619) 615-1565 or email at SDMinWage@sandiego.gov.
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/treasurer/minimum-wage-program or contact the City of San Diego’s Minimum Wage Program at (619) 615-1565 or email at SDMinWage@sandiego.gov.

The City of SAN DIEGO

December 2016
OFFICIAL NOTICE

Minimum Wage Rate
$15.45 per hour

SAN JOSE MINIMUM WAGE
Effective Date: January 1, 2021

Beginning January 1, 2021, employers who are subject to the San Jose Business License Tax or who maintain a facility in San Jose must pay to each employee who performs at least two (2) hours of work per week in San Jose wages of not less than $15.45 per hour.

The minimum wage requirement set forth in the San Jose 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’s Office of Equality Assurance. 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’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: SJMWO@sanjoseca.gov
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@sjoe.ca.gov
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:

<table>
<thead>
<tr>
<th>Minimum Wage</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>$12/hour</td>
<td>July 1, 2017</td>
</tr>
<tr>
<td>$13/hour</td>
<td>July 1, 2018</td>
</tr>
<tr>
<td>$14/hour</td>
<td>July 1, 2019</td>
</tr>
<tr>
<td>$15/hour</td>
<td>July 1, 2020</td>
</tr>
</tbody>
</table>

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:

www.sanleandro.org/minimumwage
OFFICIAL NOTICE

THE CITY OF SAN MATEO MINIMUM WAGE RATE IS

$15.62 per hour

Effective January 1, 2021

Beginning January 1, 2021, 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 $15.62 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. 20th Avenue
San Mateo, CA 94403
(650)522-7277
MinimumWage@cityofsanmateo.org
https://www.cityofsanmateo.org/3278/Minimum-Wage
OFFICIAL NOTICE

Minimum Wage Rate

$15.65 Per Hour

SANTA CLARA MINIMUM WAGE
Effective Date: January 1, 2021

Beginning January 1, 2021, 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 $15.65 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, call the City Manager’s Office: 408-615-2210 or email: minimumwage@santaclaraca.gov.
STATE PANELS (Conditional Notices)

OFFICIAL NOTICE

Santa Monica Minimum Wage

$15.00 per hour

Rate Effective Dates: July 1, 2021 - June 30, 2022

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.

<table>
<thead>
<tr>
<th>Employers with 26 or more employees</th>
<th>Employers with 25 or fewer employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/2016</td>
<td>$10.50 /hour</td>
</tr>
<tr>
<td>7/1/2017</td>
<td>$12.00 /hour</td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$13.25 /hour</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$14.25 /hour</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$15.00 /hour</td>
</tr>
<tr>
<td>7/1/2021</td>
<td>$15.00 /hour</td>
</tr>
</tbody>
</table>

* CA State Minimum Wage

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

RETRALIATION

FOR MORE INFORMATION, PLEASE CONTACT THE CITY OF SANTA MONICA:
(310) 458-8281 • minimum.wage@santamonica.gov • santamonica.gov/minimum-wage

HONEST WORK. FAIR PAY.
Santa Monica’s Minimum Wage
STATE PANELS (Conditional Notices)

POST WHERE EMPLOYEES CAN READ EASILY – VIOLATORS SUBJECT TO PENALTIES

OFFICIAL NOTICE

Santa Monica Hotel Worker Living Wage

$17.13 per hour

Rate Effective Dates: July 1, 2020-June 30, 2021

Starting July 1, 2017, Hotel Employers in Santa Monica must pay to each Hotel Worker (including temporary and part-time employees) wages of not less than the amount shown in this notice. Starting July 1, 2018, the wage rate will increase annually by the Consumer Price Index (CPI) in accordance with Santa Monica Municipal Code Section 4.63.015.

The hotel living wage requirement, set forth in the Santa Monica Minimum Wage Ordinance, Municipal Code Chapter 4.63, applies to employees whose primary place of employment is at one or more hotels, and who are employed directly by the Hotel Employer or by a person who has contracted with the Hotel Employer to provide services at the hotel. Managerial, supervisory, or confidential employees are not included in the definition.

An employer that contracts, leases, or sublets premises connected to the hotel and operated in conjunction with the hotel, or that provides services at the hotel, must also pay the hotel living wage. The hotel living wage does not apply to hostels.

Under the Ordinance, employees who assert their rights to receive the Santa Monica hotel living 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 hotel living wage requirements. Available remedies include but are not limited to reinstatement of employees, payment of wages unlawfully withheld, and monetary penalties.

FOR MORE INFORMATION, PLEASE CONTACT THE CITY OF SANTA MONICA:
(310) 458-8281 • minimum.wage@smgov.net • santamonica.gov/minimum-wage

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

<table>
<thead>
<tr>
<th>Employers with 26 or more employees</th>
<th>Employers with 25 or fewer employees</th>
</tr>
</thead>
</table>
| 1/1/2017 | 40 hours 
| 1/1/2018 | 72 hours 
| 1/1/2017 | 32 hours 
| 1/1/2018 | 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@smgov.net • www.smgov.net/minimumwage

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**HONEST WORK. FAIR PAY.**
Santa Monica’s Minimum Wage
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 porterage 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@smgov.net • www.smgov.net/minimumwage
## OFFICIAL NOTICE

<table>
<thead>
<tr>
<th></th>
<th>Santa Rosa</th>
<th>California</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Large</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(26 or more)</td>
<td>$15.20</td>
<td>$14</td>
</tr>
<tr>
<td><strong>Small</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(25 or fewer)</td>
<td>+ CPI-W</td>
<td>+ CPI-Prom. EU</td>
</tr>
<tr>
<td><strong>January 1, 2021</strong></td>
<td>$15.20</td>
<td>$14</td>
</tr>
<tr>
<td><strong>January 1, 2022</strong></td>
<td>+ CPI-W</td>
<td>+ CPI-Prom. EU</td>
</tr>
<tr>
<td><strong>January 1, 2023</strong></td>
<td>+ CPI-W</td>
<td>+ CPI-Prom. EU</td>
</tr>
<tr>
<td><strong>2024 and beyond</strong></td>
<td>+ CPI-W</td>
<td>+ CPI-W</td>
</tr>
</tbody>
</table>

### 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 Resource

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

*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 Kevin King at (707) 543-4625. This information can also be accessed via the internet at srcity.org/minimumwage*
OFFICIAL NOTICE

Sunnyvale Minimum Wage Rate
$16.30 Per Hour

Effective Date: January 1, 2021

Beginning January 1, 2021, 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 $16.30 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. 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
Sunnyvale Minimum Wage Ordinance

Sunnyvale Workers – Know Your Rights

- Beginning January 1, 2021, employees who work at least two (2) hours or more per week in Sunnyvale for a covered employer have the right to be paid a wage rate of $16.30 per hour.

- It is against the law for an employer to discriminate or take adverse action against an employee for exercising their rights under the Ordinance.

- Covered employees are entitled to these rights regardless of immigration status.

What to do if you are not receiving $16.30 per hour.

If you believe you are not receiving a wage rate of $16.30 per hour, contact:

Office of Equality Assurance
200 East Santa Clara Street, Fifth Floor
San Jose CA 95113

Phone: 408-535-8430
Email: 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 Office of Equality Assurance.

City of Sunnyvale
456 West Olive Ave
Sunnyvale CA 94088-3707
Sunnyvale.ca.gov

11/2020
STATE PANELS (Conditional Notices)

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

City of Sonoma
OFFICIAL NOTICE

SONOMA MINIMUM WAGE RATE

$15.00 per hour
Large Employers

$14.00 per hour
Small Employers

Effective Date: January 1, 2021

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.

<table>
<thead>
<tr>
<th>Minimum Wage for Large Employers</th>
<th>Minimum Wage for Small Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>(26 or more Employees)</td>
<td>(25 or fewer Employees)</td>
</tr>
<tr>
<td>January 1, 2020</td>
<td>January 1, 2020</td>
</tr>
<tr>
<td>$13.50</td>
<td>$12.50</td>
</tr>
<tr>
<td>January 1, 2021</td>
<td>January 1, 2021</td>
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<tr>
<td>$15.00</td>
<td>$14.00</td>
</tr>
<tr>
<td>January 1, 2022</td>
<td>January 1, 2022</td>
</tr>
<tr>
<td>$16.00</td>
<td>$15.00</td>
</tr>
<tr>
<td>January 1, 2023</td>
<td>January 1, 2023</td>
</tr>
<tr>
<td>$17.00</td>
<td>$16.00</td>
</tr>
<tr>
<td>January 1, 2024</td>
<td>January 1, 2024</td>
</tr>
<tr>
<td>CPI (max 3.5%)</td>
<td>CPI (max 3.5%)</td>
</tr>
</tbody>
</table>

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. You can also contact the City Clerk at cityhall@sonomacity.org or call (707) 998-3681.
Additional Notices

With the purchase of your California Digital Comply Anywhere Poster Pack, you are entitled to free downloads of conditionally required industry-specific and municipal postings.

See instructions below to review and download additionally required materials.

1) Review all conditional notices required in the state of California.
2) Download, print and post any notices that pertain to your business type, demographic and/or location.

To download these materials, please visit:
www.personnelconcepts.com/downloads/cacn

When prompted, enter the ACCESS CODE: PCCACN