

CUPERTINO





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

OFFICIAL NOTICE

Minimum Wage Rate

\$15.65 Per Hour

CUPERTINO MINIMUM WAGE
Effective Date: January 1, 2021

Beginning **January 1, 2021**, employers who are subject to the Cupertino Business License Tax or who maintain a facility in Cupertino must pay to each employee who performs at least two (2) hours of work per week in Cupertino wages of not less than **\$15.65 per hour**.

The minimum wage requirement set forth in the Cupertino Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips *not* included). 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 Office of Equality Assurance (OEA). The OEA will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

For more information visit: www.cupertino.org/wagewatch. 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 José, CA 95113
Phone: 408-535-8430
Email: SJMWO@sanjoseca.gov



- 請張貼在方便員工閱讀的地方 -
- 違反者將受到懲處 -

官方公告

最低工資標準

每小時\$15.65

庫比蒂諾最低工資標準
生效日期：2021年1月1日

2021年1月1日起，凡需繳納庫比蒂諾營業執照稅或在庫比蒂諾設有工廠、設施之雇主，必須向每名每週在庫比蒂諾市工作至少兩（2）小時的員工支付至少每小時 \$15.65 的工資。

《庫比蒂諾最低工資條例》中規定的最低工資標準適用於每週工作兩小時（2）或更長時間的成年員工和未成年員工（不含小費）。每年市政府將根據美國勞工部的區域消費物價指數，對最低工資進行調整。

根據該條例規定，維護自己權利獲得庫比蒂諾市最低工資權的員工將受保護而免於被報復。如果雇主有任何違反條例的行為，員工可提出民事訴訟，或向市平等保障辦公室（Office of Equality Assurance）進行投訴。市政府將對可能的違規行為進行調查、調取工資記錄，並透過勒令雇主將員工復職、支付非法拖欠的工資和科以罰款的措施，對違反最低工資標準的行為採取強制行動。

欲了解更多信息，請訪問：www.cupertino.org/wagewatch。如果您認為您的雇主沒有正確付款，請聯繫您的雇主或：

Office of Equality Assurance
200 East Santa Clara Street, Fifth Floor
San José, CA 95113
電話：408-535-8430
電子郵箱：SJMWO@sanjoseca.gov