

SAN JOSE

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

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



Covered Employers must post this Notice

OFFICIAL NOTICE

SAN JOSE OPPORTUNITY TO WORK ORDINANCE

Effective Date: March 13, 2017

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

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

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

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