

San Jose, CA

Minimum Wage Wage Ordinance Know Your Rights



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

OFFICIAL NOTICE

Minimum Wage Rate
\$16.20 per hour

SAN JOSE MINIMUM WAGE
Effective Date: January 1, 2022

Beginning **January 1, 2022**, 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 **\$16.20 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.

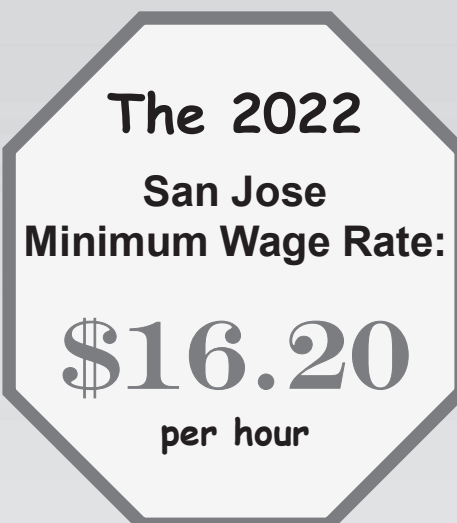
If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of San Jose's Office of Equality Assurance at:

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

San Jose Minimum Wage Ordinance

San Jose Minimum Wage Ordinance Basics

- 2022 minimum wage rate is \$16.20 per hour
- Minimum wage rate adjusted each January
- Covered employers must pay a minimum wage of \$16.20 per hour to each employee who performs two (2) hours or more of work per week in San Jose



Covered Employer Responsibilities Include

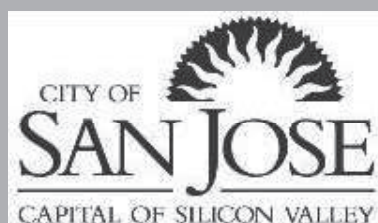
- Post official San Jose Wage Bulletin in workplace informing employees of current minimum wage rate and their rights
- Document all hours worked by employees and keep records for four (4) years
- It is unlawful to discriminate in any manner or take adverse action against any person in retaliation for exercising their rights protected under Ordinance
- Provide each employee at time of hire with employer's name, address and telephone number

Additional Information

For additional information regarding the San Jose Minimum Wage Ordinance, visit the City of San Jose's website at: <http://www.sanjoseca.gov/index.aspx?NID=3491>, give us a call at 408-535-8430 or e-mail us at SJMWO@sanjoseca.gov



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200 East Santa Clara Street
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San Jose Minimum Wage Ordinance

San Jose Workers – Know Your Rights

- Beginning January 1, 2022, employees who work at least two (2) hours or more per week in San Jose for a covered employer have the right to be paid a wage rate of \$16.20 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 \$16.20 per hour?

If you believe you are not receiving a wage rate of \$16.20 per hour, contact the Office of Equality Assurance at:

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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.



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