



Minimum Wage at the Local Level

December 2016

NOTE: This survey's primary focus is local jurisdictions with populations of at least 100,000 inhabitants. Although locations with populations below the 100,000 threshold are also included, we cannot definitively state that every law below the threshold is included. Many towns, cities, and counties do not report newly enacted ordinances immediately. In some cases there may be a lag time of up to one year before ordinances are reported. Therefore, there may be a delay between the enactment of a particular ordinance and its inclusion in this survey.

The federal Fair Labor Standards Act (FLSA) establishes a minimum wage that must be paid to non-exempt employees, and sets a minimum cash wage that must be paid to non-exempt tipped employees. However, the FLSA permits states and local jurisdictions (e.g., cities and counties) to establish minimum wage and minimum cash wage rates that are greater than those the FLSA provides. Thus, an employer must determine whether the FLSA, state or (potentially) local law imposes a more stringent minimum wage and minimum cash wage and, if so, apply the most stringent standard (i.e., the one that benefits employees the most). The list of cities and counties with local minimum wage laws is continually expanding, so employers must diligently monitor developments at the federal, state, and local level to ensure they comply with all relevant minimum wage requirements.

What this Survey Does NOT Cover

- The minimum wage in the District of Columbia. This information is covered in the GPS surveys: [Minimum Wage and Overtime Requirements / Minimum Wage and Tip Credit / Tipped Employees: Minimum Cash Wage, Tip Credit & Tip Pooling](#).
- Industry-specific local minimum wage law (e.g., hotel workers). Any inclusion of such laws is merely designed to highlight the numerous compliance challenges employers face in this area of law.
- Laws applicable to government contractors:
 - Living wage ordinances that apply to those businesses with city or county service contracts. This information is covered in a separate GPS survey: [Living Wages: City and County](#).
 - Prevailing wage information.

Prohibition on Local Minimum Wage Laws: Various states have banned local minimum wage laws. For example, states with such laws include, but are not necessarily limited to:

Alabama (HB 174, § 2)	Arizona (Ariz. Rev. Stat. § 23-362)	Colorado (Colo. Rev. Stat. § 8-6-101)	Florida (Fla. Stat. § 218.077)	Georgia (Ga. Code Ann. § 34-4-3.1)
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	(See Note in Flagstaff summary)		(See Note in Miami Beach summary)	
Idaho (Idaho Code Ann. § 44-1502)	Indiana (Ind. Code Ann. § 22-2-2-10.5)	Kansas (Kan. Stat. Ann. § 12-16,130)	Louisiana (La. Rev. Stat. Ann. § 23:642)	Michigan (Mich. Comp. Laws § 123.1385)
Mississippi (Miss. Code Ann. § 17-1-51)	Missouri (Mo. Rev. Stat. Ann. § 285.055)	North Carolina (N.C. Gen. Stat. § 95-25.1)	Ohio (Op. Atty. Gen. No 2016-021 (June 30, 2016)	Oklahoma (Okla. Stat. tit. 40, § 160)
Oregon (Or. Rev. Stat. § 653.017)	Pennsylvania (43 Pa. Stat. Ann. § 333.114a)	Rhode Island (R.I. Gen. Laws. § 28-12-25)	South Carolina (S.C. Code Ann. § 6-1-130)	Tennessee (Tenn. Code Ann. § 50-2-112)
Texas (Tex. Lab. Code Ann. § 62.0515)	Utah (Utah Code Ann. § 34-40-106)	Wisconsin (Wis. Stat. § 104.001)		

Ky. Rest. Ass'n v. Louisville Jefferson Cty. Metro Gov't, 2016 Ky. LEXIS 506 (Oct. 20, 2016), the Kentucky Supreme Court struck down Louisville-Jefferson County Metro Government's minimum wage ordinance. We believe the decision also, by application, invalidates the Lexington-Fayette Urban County Government's minimum wage ordinance. Accordingly, both laws, which were previously summarized below, have been removed from the survey.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
Alabama	<p>NOTE: Alabama enacted a state law on February 25, 2016, prohibiting local minimum wage laws. It remains to be seen whether Birmingham will challenge the state law. At this time, however, the Birmingham law has been preempted.</p> <p>City of Birmingham</p> <p>Coverage</p> <p>Employee: An individual who performs at least 20 hours of work</p>	<p>NOTE: Alabama enacted a state law on February 25, 2016, prohibiting local minimum wage laws. It remains to be seen whether Birmingham will challenge the state law. At this time, however, the Birmingham law has been preempted.</p> <p>City of Birmingham</p> <table border="1"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage					<p>NOTE: Alabama enacted a state law on February 25, 2016, prohibiting local minimum wage laws. It remains to be seen whether Birmingham will challenge the state law. At this time, however, the Birmingham law has been preempted.</p> <p>City of Birmingham</p> <p>Notice</p> <p>Tipped Employees: An employer who elects to use the tip credit</p>	<p>NOTE: Alabama enacted a state law on February 25, 2016, prohibiting local minimum wage laws. It remains to be seen whether Birmingham will challenge the state law. At this time, however, the Birmingham law has been preempted.</p> <p>City of Birmingham</p> <p>Prohibitions</p> <p>Retaliation: An employer or any other party cannot discriminate in</p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>for an employer within a calendar year while physically present within Birmingham's geographic boundaries.</p> <p>Employer: Any individual, partnership, association, corporation, business trust, or any person or group of persons acting directly or indirectly in the interest of an employer in relation to an employee.</p> <p>Birmingham, AL Ordinance No. 15-124, § 2 (To be codified).</p> <p><i>Updated 02/26/2016</i></p>	March 1, 2016	\$8.50	\$4.25	\$4.25	<p>must inform the affected employee in advance. Birmingham, AL Ordinance No. 15-124, § 2 (To be codified).</p> <p>Recordkeeping</p> <p>Tipped Employees: An employer who elects to use the tip credit must be able to show that the employee receives at least the minimum wage rate when direct wages and tips are combined. Birmingham, AL Ordinance No. 15-124, § 2 (To be codified).</p> <p><i>Updated 02/26/2016</i></p>	<p>any manner or take adverse action against any person in retaliation for exercising protected rights, which include but are not limited to:</p> <ul style="list-style-type: none"> The right to file a complaint or inform any person about any party's alleged noncompliance with the law; and The right to inform any person of his or her potential rights under the law and to assist him or her in asserting such rights. <p>These protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person exercising protected rights raises a rebuttable presumption that the action was done in retaliation for exercising such rights.</p> <p>Birmingham, AL Ordinance No. 15-124, § 3 (To be codified).</p>
		July 1, 2017	\$10.10	\$5.05	\$5.05		
		July 1, 2018	TBD	TBD	TBD		
		<p>Employees must be paid no less than the minimum wage for each hour worked within Birmingham's geographic boundaries.</p> <p>Minimum wage: Includes all Wages, Commissions, Piece-Rate, and Bonuses received by the employee.</p> <p>Birmingham, AL Ordinance No. 15-124, § 2 (To be codified).</p> <p>Tip Credit: Employers may consider tips as part of the wages of covered tipped employees, but such a tip credit cannot exceed 50% of the minimum wage. Employers must pay tipped employees a direct cash wage of not less than 50% of the minimum wage, provided tips and cash wages total no less than the minimum wage.</p>					

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		<p>Tips: The tips received by an employee become the employee's property and cannot be shared with the employer.</p> <p>Tip Pooling: A valid tip pooling or sharing arrangement among employees who customarily and regularly receive tips is permitted.</p> <p>Birmingham, AL Ordinance No. 15-124, § 2 (To be codified).</p> <p>Inflation Indexing: Beginning on July 1, 2018, the minimum wage rate from the previous year must be increased by the increase, if any, in the cost of living (July – July). The adjusted rates will be announced by October 15. Birmingham, AL Ordinance No. 15-124, § 2 (To be codified).</p> <p><i>Updated 02/26/2016</i></p>		<p>Remedies</p> <p>Any employer that violates the minimum wage laws can be liable for the following damages and penalties:</p> <ul style="list-style-type: none"> • Unpaid wages • An additional two times the amount of unpaid wages as liquidated damages; reinstatement; • Actual damages; • Civil penalties not to exceed \$100 per day, per employee who fails to receive the minimum wage; and • Reasonable attorneys' fees and costs. • Reimburse the City of Birmingham for any costs associated with its investigation of, and enforcement measures against, the employer. • Revocation or suspension of any registration certificates, permits or licenses held or requested by the employer violations are remedied.

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				<p>Birmingham, AL Ordinance No. 15-124, § 3 (To be codified).</p> <p>Enforcement</p> <p>Private: An employee is not required to exhaust administrative remedies before bringing a lawsuit. An investigation of an employer by the department or other law enforcement officer does not bar a person from bringing a lawsuit.</p> <p>Administrative: The Legal Department, or other designated city agency, is authorized to promulgate rules and regulations regarding the interpretation, application and enforcement of the law and is authorized to receive any complaint regarding a possible or suspected violation, and further authorized to take appropriate steps to enforce the law including, regardless of whether there is a complaint, investigating any possible or suspected violation.</p> <p>Birmingham, AL Ordinance No. 15-124, § 3 (To be codified).</p> <p><i>Updated 02/26/2016</i></p>

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Arizona	<p>NOTE: Although we indicate in the introduction a state statute preempting local minimum wage laws (Ariz. Rev. Stat. § 364, that law is currently being challenged in the courts. Additionally, a separate law (Ariz> Rev. Code § 23-362) permits a county, city, or town to regulate benefits within its geographic boundaries.</p> <p>City of Flagstaff</p> <p>Coverage</p> <p>Employee: An individual who works or is expected to work 25 hours or more in any given calendar year within Flagstaff’s geographic boundaries for an employer and is or was employed by an employer.</p> <p>Employer: Includes any corporation, proprietorship, partnership, joint venture, limited liability company, trust, association, individual or other entity acting directly or indirectly in the interest of an employer in relation to an employee.</p>	<p>NOTE: Although we indicate in the introduction a state statute preempting local minimum wage laws (Ariz. Rev. Stat. § 364, that law is currently being challenged in the courts. Additionally, a separate law (Ariz Rev. Code § 23-362) permits a county, city, or town to regulate benefits within its geographic boundaries.</p> <p>City of Flagstaff</p> <table border="1" data-bbox="724 722 1134 1388"> <thead> <tr> <th data-bbox="724 722 829 852">Date</th> <th data-bbox="829 722 934 852">Minimum Wage</th> <th data-bbox="934 722 1039 852">Maximum Tip Credit</th> <th data-bbox="1039 722 1134 852">Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="724 852 829 941">July 1, 2017</td> <td data-bbox="829 852 934 941">\$12.00</td> <td data-bbox="934 852 1039 941">\$3.00</td> <td data-bbox="1039 852 1134 941">\$9.00</td> </tr> <tr> <td data-bbox="724 941 829 1031">January 1, 2018</td> <td data-bbox="829 941 934 1031">\$12.50</td> <td data-bbox="934 941 1039 1031">\$3.00</td> <td data-bbox="1039 941 1134 1031">\$9.50</td> </tr> <tr> <td data-bbox="724 1031 829 1120">January 1, 2019</td> <td data-bbox="829 1031 934 1120">\$13.00</td> <td data-bbox="934 1031 1039 1120">\$3.00</td> <td data-bbox="1039 1031 1134 1120">\$10.00</td> </tr> <tr> <td data-bbox="724 1120 829 1209">January 1, 2020</td> <td data-bbox="829 1120 934 1209">\$14.00</td> <td data-bbox="934 1120 1039 1209">\$3.00</td> <td data-bbox="1039 1120 1134 1209">\$11.00</td> </tr> <tr> <td data-bbox="724 1209 829 1388">January 1, 2021</td> <td data-bbox="829 1209 934 1388">\$15.00 or \$2 Above State</td> <td data-bbox="934 1209 1039 1388">\$3.00</td> <td data-bbox="1039 1209 1134 1388">TBD</td> </tr> </tbody> </table>				Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	July 1, 2017	\$12.00	\$3.00	\$9.00	January 1, 2018	\$12.50	\$3.00	\$9.50	January 1, 2019	\$13.00	\$3.00	\$10.00	January 1, 2020	\$14.00	\$3.00	\$11.00	January 1, 2021	\$15.00 or \$2 Above State	\$3.00	TBD	<p>NOTE: Although we indicate in the introduction a state statute preempting local minimum wage laws (Ariz. Rev. Stat. § 364, that law is currently being challenged in the courts. Additionally, a separate law (Ariz Rev. Code § 23-362) permits a county, city, or town to regulate benefits within its geographic boundaries.</p> <p>City of Flagstaff</p> <p>Notice</p> <p>Time of Hiring / Generally: Employers must provide each employee at the time of hire or by July 1, 2017 (whichever is later) written notice of: 1) the employer’s business name, address, and telephone number; 2) the employee’s right to earn the minimum wage and the current minimum wage rate; 3) the employee’s right to be free from retaliation; 4) the employee’s right to file a complaint; and 5) the contact information for the enforcement agency where questions about rights and</p>	<p>NOTE: Although we indicate in the introduction a state statute preempting local minimum wage laws (Ariz. Rev. Stat. § 364, that law is currently being challenged in the courts. Additionally, a separate law (Ariz Rev. Code § 23-362) permits a county, city, or town to regulate benefits within its geographic boundaries.</p> <p>City of Flagstaff</p> <p>Prohibitions</p> <p>Waiver: A verbal or written agreement or employment contract cannot waive any rights under the law. Flagstaff, AZ Code § 15-01-001-0007.</p> <p>Retaliation: An employer or other person cannot discharge or take any other adverse action against any person in retaliation for:</p> <ul data-bbox="1585 1177 1984 1372" style="list-style-type: none"> • Asserting any claim or right under the law, or assisting any other person in doing so • Informing any person about their rights.
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	<p>Flagstaff, AZ Code § 15-01-001-0002.</p> <p>Miscellaneous</p> <p>Overtime: Employees that are overtime-eligible under the FLSA are entitled to overtime pay under the law in accordance with federal overtime law and regulations under 29 U.S.C. §§ 206, 207, 213. Overtime pay must be calculated based on the employee's regular rate of pay or the applicable local minimum wage, whichever is higher. Flagstaff, AZ Code § 15-01-001-0003.</p> <p>Effect on Other Laws: The law will not be interpreted or applied to create a conflict with federal or state law.</p> <p>Minimum Standards: The law provides minimum requirements and does not preempt, limit, or otherwise affect the applicability of any other law, regulation, rule, requirement, policy, or standard that provides greater protections to employees.</p>		Minimum Wage			<p>responsibilities under the law can be answered.</p> <p><i>Language:</i> If the employee's primary language is one spoken by at least 5% of the employees at the workplace or jobsite, the notice must be provided in English and in the employee's primary language.</p> <p>Flagstaff, AZ Code § 15-01-001-0004.</p> <p>Posting</p> <p>Employers must conspicuously post the minimum wage at any workplace or job site.</p> <p><i>Language:</i> The bulletin must be in English, Spanish and any language spoken by at least 5% of the employees at the workplace or job site.</p> <p>Flagstaff, AZ Code § 15-01-001-0004.</p> <p>Recordkeeping</p> <p>Employers shall keep payroll records showing the hours worked for each day worked, and the wages paid to all employees for</p>	<p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of a person engaging in protected activity raises a presumption the action was retaliation, which may be rebutted by clear and convincing evidence that the action was taken for other permissible reasons.</p> <p>*In any case where an employee has been discharged in retaliation for exercising protected rights, the period of violation extends from the day of discharge until the day the employee is reinstated, the day the employee agrees to waive reinstatement or, in the case of an employee who may not be rehired, from the day of discharge until the day legal judgment is final</p> <p>Flagstaff, AZ Code §§ 15-01-001-0005, *15-01-001-0007.</p> <p>Penalties & Remedies</p> <ul style="list-style-type: none"> • Back wages • Interest • Liquidated damages equal to twice the amount of underpaid wages
January 1, 2022	TBD	\$2.50	TBD	January 1, 2023	TBD	\$2.50	TBD
January 1, 2024	TBD	\$1.50	TBD	January 1, 2025	TBD	\$1.00	TBD
January 1, 2026	TBD	Prohibited	Not Applicable			(Must Pay Full Minimum Wage)	(Must Pay Full Minimum Wage)
<p>Note: The rate that must be paid is the local minimum wage (\$10, \$11, \$12, \$13, \$15) or \$2 above the state rate, whichever is greater. All above figures, save for in 2021, represent \$2 above the state minimum wage, as amended by the state ballot measure. If the federal minimum wage is greater, then the federal rate is used. Flagstaff, AZ Code § 15-01-001-0003.</p>							

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	<p>Flagstaff, AZ Code § 15-01-001-0008.</p> <p>More Generous Policies: The law does not discourage or prohibit adopting or keeping a wage policy more generous than what the law requires. The law does not diminish an employer’s obligation to comply with any contract, collective bargaining agreement, employment benefit plan, or other agreement providing more generous wages to an employee than the law requires. Flagstaff, AZ Code § 15-01-001-0009.</p> <p><i>Updated 11/12/2016</i></p>	<p>Tip Credit: For an employee who customarily and regularly receives more than \$30 a month in tips, has been informed by the employer in writing about the law’s tip notice provisions, and retains all tips that he or she receives, an employer may pay the above minimum cash wages if the employ can establish that when adding tips received and retained to wages paid, the employee received not less than the minimum wage for all hours worked. However, the law does not prohibit a valid tip pool under which tips are pooled and distributed among tipped employees, if only the amount actually retained by each employee is considered part of that employee’s wages. On and after January 1, 2026, an employer must pay a tipped employee not less than the applicable local minimum wage for all hours worked. Flagstaff, AZ Code § 15-01-001-0003.</p> <p>Inflation Indexing: The minimum wage shall be increased on January 1, 2022 and on January 1 of successive years, by the</p>	<p>a period of 4 years. Failure to maintain such records (or allow the agency access) raises a rebuttable presumption the employer did not pay the minimum wage and the employee’s reasonable estimate regarding hours worked and wages paid must be relied on, absent clear and convincing evidence otherwise. Flagstaff, AZ Code § 15-01-001-0004.</p> <p><i>Updated 11/12/2016</i></p>	<ul style="list-style-type: none"> • Penalty <ul style="list-style-type: none"> • Retaliation: Will be set by the enforcement agency (TBD) or court, but cannot be less than \$250 for each day the violation continued or until legal judgment is final. • Recordkeeping / Posting / Other (Payable to City) <ul style="list-style-type: none"> • <i>First Violation:</i> At least \$250 • <i>Subsequent / Willful Violation:</i> At least \$1,000 • Compensation for Enforcement: Up to \$50 for each day and for each employee or person as to whom a violation occurred or continued. • Special monitoring and inspections • Reasonable attorneys’ fees and costs

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		<p>increase in the cost of living (August – August), with the amount of the minimum wage increase rounded to the nearest multiple of 5 cents. Flagstaff, AZ Code § 15-01-001-0003.</p> <p><i>Updated 11/12/2016</i></p>		<p>Flagstaff, AZ Code § 15-01-001-0007.</p> <p>Enforcement</p> <p>Private: Aggrieved individuals can file a civil action against an employer, *which must be filed no later than 2 years after a violation last occurs or 3 years for willful violations. *A suit may encompass all violations that occurred as part of a continuing course of employer conduct, regardless of their date. *The statute of limitations must be tolled during any investigation of an employer. *However, an investigation does not bar a person from filing suit</p> <p>Administrative: Any person or organization may file an administrative complaint with the enforcement agency (TBD), charging that an employer has violated the law. *The City Attorney may also enforce the law.</p> <p>Flagstaff, AZ Code § 15-01-001-0006.</p> <p><i>Updated 11/12/2016</i></p>

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California	<p>City of Berkeley</p> <p>Coverage</p> <p>Employee: A person who performs at least 2 hours of work for an employer within Berkeley's geographic boundaries in a calendar week and qualifies as an employee entitled to the state minimum wage or is a Welfare-to-Work Program participant.</p> <p><i>*CBA Exception:</i> To the extent required or permitted by federal or state law, all or any portion of the law may be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in clear and unambiguous terms.</p> <p>Berkeley, CA Code §§ 13.99.030, 13.99.055.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executives, who directly or indirectly through any other person, including via the services of a temporary employment agency, staffing agency, subcontractor or</p>	<p>City of Berkeley</p> <table border="1" data-bbox="718 305 1134 961"> <thead> <tr> <th data-bbox="718 305 856 636">Date</th> <th data-bbox="856 305 999 636">Minimum Wage</th> <th data-bbox="999 305 1134 636">Employer Youth Works & Job Training Participants Minimum Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="718 636 856 685">Currently</td> <td data-bbox="856 636 999 685">\$12.53</td> <td data-bbox="999 636 1134 685"></td> </tr> <tr> <td data-bbox="718 685 856 776">October 1, 2017</td> <td data-bbox="856 685 999 776">\$13.75</td> <td data-bbox="999 685 1134 776">\$12.00*</td> </tr> <tr> <td data-bbox="718 776 856 867">October 1, 2018</td> <td data-bbox="856 776 999 867">\$15.00</td> <td data-bbox="999 776 1134 867">\$13.25</td> </tr> <tr> <td data-bbox="718 867 856 961">July 1, 2019</td> <td data-bbox="856 867 999 961">TBD</td> <td data-bbox="999 867 1134 961">TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the minimum wage for each hour worked in Berkeley's geographic boundaries. Berkeley, CA Code § 13.99.040.</p> <p>*Note: The amendments, effective October 1, 2016, provide in part that the minimum wage must "increase" to \$12.00 on October 1, 2017 for Employer Youth Works and job training participants up to age 25 in</p>			Date	Minimum Wage	Employer Youth Works & Job Training Participants Minimum Wage	Currently	\$12.53		October 1, 2017	\$13.75	\$12.00*	October 1, 2018	\$15.00	\$13.25	July 1, 2019	TBD	TBD	<p>City of Berkeley</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee, at the time of hire, the following information, in writing: Employer's name, address, and telephone number. Berkeley, CA Code §13.99.060.</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site in Berkeley where an employee works a city-created notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p><i>Language:</i> The notice must be posted in any language spoken by at least 5% of the employees at the workplace or site.</p> <p><i>Model Poster:</i> The city provides online posters in English, Spanish, Chinese, Tagalog, Vietnamese, Cambodian, and Tibetan. (Note: This is a pre-amendments poster)</p>	<p>City of Berkeley</p> <p>Prohibitions</p> <p>Generally: Failure to pay the minimum wage violations continue from the date immediately following the date wages were due and payable under state law to the date immediately preceding the date wages are paid in full. Berkeley, CA Code §13.99.040.</p> <p>Retaliation: An employer or other party cannot discriminate in any manner of take any adverse action (including action relating to any term, condition or privilege of employment) against any person in retaliation for exercising rights protected under the law, which include but are not limited to the right to:</p> <ul style="list-style-type: none"> File a complaint or inform any person about any party's alleged noncompliance with the law Inform any person of his or her potential rights under the law, otherwise educate any person about the law, or
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July 1, 2019	TBD	TBD																			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>similar entity, employs or exercises control over the wages, hours or working conditions of an employee, or a person receiving or holding a Berkeley business license. Berkeley, CA Code § 13.99.030.</p> <p>Miscellaneous</p> <p>Minimum Requirements: The law provides for payment of a local minimum wage and minimum labor standards. It is not construed to preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard providing for payment of higher or supplemental wages or benefits, or that extends other protections. Berkeley, CA Code §13.99.100.</p> <p>Interplay with Other Laws: The requirement to pay the Berkeley minimum wage applies to all employers except where prohibited by state or federal law. Berkeley, CA Code § 13.99.040.</p> <p>Hospitality Service Charges: The City of Berkeley has detailed laws (which are not summarized here)</p>	<p>youth job training programs operated by a nonprofit corporation or governmental entity. Before the amendments, the law delayed applicability of the minimum wage to certain non-profit employers until October 1, 2015, but did not institute a separate rate. Accordingly, although the intent of the city council is to not increase the minimum wage for certain employers / employees until October 1, 2017, as written there is an open question about whether the \$11.00 minimum wage would apply on October 1, 2016.</p> <p>Tip Credit: Tip credits are prohibited. Berkeley Housing and Community Services Department, Frequently Asked Questions. (Note: Although these FAQ were issued before the amendments, tip credits are prohibited under state law, so the statement remains valid)</p> <p>Inflation Indexing: Beginning on July 1, 2019, and each July 1 after,</p>	<p>*Investigations: The Department of Finance must require the employer to post or otherwise notify employees the Department is conducting an investigation, using a city-created form.</p> <p>Berkeley, CA Code §§ 13.99.060, *13.99.080.</p> <p>Recordkeeping</p> <p>Employers must keep payroll records (hours worked, wages paid, paid sick leave accrued, distribution of hospitality service charges) pertaining to employees for 4 years. If adequate records are not maintained or kept, an employee’s accounting of how much s/he was paid is presumed to be accurate, absent clear and convincing evidence otherwise. Berkeley, CA Code § 13.99.060</p> <p><i>Updated 09/07/2016</i></p>	<p>assist him or her assert their rights</p> <ul style="list-style-type: none"> • Be paid the minimum wage • Receive a distribution of hospitality service charges as specified in the law. <p>The protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of his or her exercising protected rights creates a rebuttable presumption of unlawful retaliation unless and until evidence is introduced which would support a finding of its nonexistence. Berkeley, CA Code § 13.99.080.</p> <p>Benefit Decrease: An employer cannot fund increases in compensation required by the law, or otherwise respond to the requirements of this Chapter by reducing the compensation of any non-management employee or reducing vacation or other non-wage benefits of any such</p>

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	<p>applicable to hospitality workers and employers concerning service charges, including, e.g., posting an explanation about which employees are included in the chain of service and distribution of services charges and how they are distributed among employees. See, e.g., Berkeley, CA Code §§ 13.99.050, 13.99.070.</p> <p><i>Updated 09/07/2016</i></p>	<p>the minimum wage must increase by an amount corresponding to the prior calendar year's increase, if any, in the consumer price index. Also beginning July 1, 2019, the Employer Youth Works / Job Training minimum wage must be increased by \$1.25 per hour until it is equal to the general minimum wage. An increase of less than \$1.25 per hour is permissible only to make the minimum wage equal to the general minimum wage. Once it is equal to the general minimum wage, it must increase in the same amounts and on the same terms as the general minimum wage. Berkeley, CA Code § 13.99.040.</p> <p><i>Updated 09/07/2016</i></p>		<p>employees, or by increasing charges to them for parking, meals, uniforms or other items unless the employer demonstrates that its cost for such items have increased by the commensurate amount. If an employer makes such adverse changes, then upon the law taking effect the employer must restore conditions to the status quo. This does not apply to medical benefits. Berkeley, CA Code 13.99.080.</p> <p>Waiver: Outside the union context, any request to an individual employee to waive his or her rights under the law is unlawful. Berkeley, CA Code § 13.99.055.</p> <p>Remedies</p> <p>Violations are subject to the following damages and penalties:</p> <ul style="list-style-type: none"> • Fines <ul style="list-style-type: none"> • A \$1,000 fine may be assessed for each employee retaliated against (Retaliation). • A fine of \$500 may be assessed for the following violations:

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				<ul style="list-style-type: none"> • Failure to post notice. • Failure to provide notice of an investigation. • Failure to publicly post notice of a violation. • Failure to maintain payroll records for 4 years. • Failure to allow city access to payroll records. • Failure to provide an employee any information required to be provided under 13.99.060. • A fine equal to the total amount of appropriate remedies. • Fines imposed pursuant to state law or other Berkeley laws. • A compliance order • Reasonable attorneys' fees and costs

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<ul style="list-style-type: none"> • Legal or equitable relief, including but not limited to: <ul style="list-style-type: none"> • Back wages • Civil penalty of \$50 to each employee or person whose rights were violated, for each day or portion thereof the violation occurred or continued; • Reinstatement • Injunctive relief <ul style="list-style-type: none"> • Note: If filed on the public's behalf, an individual can only recover equitable, injunctive, or restitutionary relief, and reasonable attorneys' fees and costs. • Revocation or suspension of registration certificates, permits, or licenses held or requested by an employer until the violation is remedied. (Licenses will not be renewed if a violation is outstanding)

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<ul style="list-style-type: none"> • Interest on unpaid wages (Cal. Civil Code § 3289(b)), which accrues from the date wages were due and payable under state law to the date they are paid in full. • Reimbursement of the city's administrative costs of enforcement and reasonable attorneys' fees. <p>The remedies, penalties and procedures are cumulative and are not intended to be exclusive of any other available remedies, penalties and procedures established by law which may be pursued to address violations of the law. Actions taken per the law do not prejudice or adversely affect any other action, civil or criminal, that may be brought to abate a violation or to seek compensation for damages suffered.</p> <p>Berkeley, CA Code §§ 13.99.060 (notice), 13.99.070 (retaliation), 13.99.080 (investigation posting), 13.99.090.</p> <p>Enforcement</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>Private: Any person aggrieved by a violation, any entity a member of which is aggrieved by a violation, or any other person or entity on behalf of the public (per state law), can file a civil lawsuit against an employer or other person violating the law. Exhausting administrative remedies is not a prerequisite to asserting any right under the law. The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or rights. * The law does not limit a discharged employee's right to bring a common law cause of action for wrongful termination. Berkeley, CA Code §§ 13.99.080, 13.99.090.</p> <p>Administrative: An employee or any other person may report to the Housing and Community Services Department, in writing, any suspected violation of the law. The Department is responsible for investigating any possible violations. The city can initiate a civil action for injunctive relief, damages, and civil penalties.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement												
				<p>Berkeley, CA Code §§ 13.99.80, 13.99.90.</p> <p>If a violation has been finally determined, the City must require the employer to post public notice of its failure to comply in a form determined by the city. Berkeley, CA Code § 13.99.060.</p> <p><i>Updated 09/07/2016</i></p>												
	<p>City of El Cerrito</p> <p>Coverage</p> <p>Employee: Any person who, in a particular week performs at least two hours of work within El Cerrito’s geographic boundaries, and qualifies as an employee entitled to the state minimum wage. El Cerrito, CA Code § 6.95.030.</p> <p><i>Learners & Apprentices:</i> The minimum wage also applies to learners and apprentices eligible to be paid less than the minimum wage under state law. El Cerrito, CA Code § 6.95.040.</p> <p><i>CBA Exception:</i> To the extent required by federal law, all or any portion of the law may be waived</p>	<p>City of El Cerrito</p> <table border="1" data-bbox="722 721 1136 1032"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$11.60</td> </tr> <tr> <td>January 1, 2017</td> <td>\$12.25</td> </tr> <tr> <td>January 1, 2018</td> <td>\$13.60</td> </tr> <tr> <td>January 1, 2019</td> <td>\$15.00</td> </tr> <tr> <td>January 1, 2020</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the minimum wage for each hour worked within El Cerrito’s geographic boundaries.</p> <p>Interplay with State Law: Whenever the California Labor Code requires an employee to be paid at a rate using a formula based on the state minimum wage, the same formula must be used to calculate the</p>	Date	Minimum Wage	Currently	\$11.60	January 1, 2017	\$12.25	January 1, 2018	\$13.60	January 1, 2019	\$15.00	January 1, 2020	TBD	<p>City of El Cerrito</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time of hire with the employer’s name, address, and telephone number in writing. El Cerrito, CA Code § 6.95.060.</p> <p><i>Note:</i> The city provides online a link to the state wage theft notice template as an example of a compliant notice.</p> <p>Posting</p> <p>Generally: Employers must post, in a conspicuous place at any workplace or job site where any employee works, a city-created</p>	<p>City of El Cerrito</p> <p>Prohibitions</p> <p>Waiver: Any waiver by an individual employee of any of the provisions of the law is contrary to public policy and void and unenforceable. Any request to an individual employee by an employer to waive his or her rights under the law is a violation. El Cerrito, CA Code § 6.95.050.</p> <p>Retaliation: An employer cannot discriminate in any manner or take adverse action against any employee, including but not limited to termination, reduction in compensation or number of hours worked, or reassignment of duties,</p>
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	<p>in a bona fide collective bargaining agreement, if the waiver is explicitly set forth in the agreement in clear and unambiguous terms. El Cerrito, CA Code § 6.95.050.</p> <p>Employer: Any individual, association, organization, partnership, business trust, limited liability company, corporation or other legal entity, who conducts business in El Cerrito, or maintains a business facility in El Cerrito, and directly or indirectly (including through the services of a temporary services, staffing agency or similar entity) employs or exercises control over the wages, hours or working conditions of any employee.</p> <p><i>Exception:</i> Any individual, association, organization, partnership, business trust, limited liability company, corporation or other legal entity exempt from payment of the state minimum wage is not an employer.</p> <p>El Cerrito, CA Code § 6.95.030.</p> <p>Miscellaneous</p>	<p>payment of an employee under the law, except that the local minimum wage must be used.</p> <p>Commission Employees: An employer who compensates employees, in whole or in part, on a commission basis that is consistent with state and federal law, may count commission earnings toward the minimum wage</p> <p>El Cerrito, CA Code § 6.95.040.</p> <p>Tip Credit: An employer cannot count an employee's tips or gratuities as a credit toward the minimum wage. El Cerrito, CA Code § 6.95.040.</p> <p>Inflation Indexing: Beginning on January 1, 2020, and each January 1 thereafter, the minimum wage must increase by an amount equal to the prior year's increase, if any, in the consumer price index (August – August). A decrease in the CPI will not result in a decrease of the minimum wage. El Cerrito, CA Code § 6.95.040.</p> <p><i>Updated 07/01/2016</i></p>	<p>notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p><i>Language:</i> The notice must be posted in any language spoken by at least 10% of the employees at the workplace or job site. If at least 10% of the employees at a workplace or job site speak a language for which the city does not publish a notice, an employer is responsible for accurately translating the notice published by the city.</p> <p><i>Model Poster:</i> The city provides online a poster in English, Chinese, Japanese & Spanish.</p> <p>El Cerrito, CA Code § 6.95.060.</p> <p>Investigation: If the city notifies an employer it is investigating a complaint, the city must require the employer to post or otherwise notify its employees that the city is conducting an investigation, using a form provided by the city. El Cerrito, CA Code § 6.95.080.</p> <p>Recordkeeping</p>	<p>in retaliation for the employee exercising his or her rights under the law, including:</p> <ul style="list-style-type: none"> • Making a complaint to the city • Participating in any of the city's proceeding • Using any civil remedies to enforce his or her rights • Otherwise asserting his or her rights under the law. <p><i>Rebuttable Presumption:</i> Taking adverse action against an employee within 120 days of the employee exercising protected right raises a rebuttable presumption that the employer acted in retaliation. The Employer may overcome this presumption by establishing, with clear and convincing evidence, a non-retaliatory reason for the adverse action.</p> <p>El Cerrito, CA Code § 6.95.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back pay • Interest, which accrues from date wages were due and

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	<p>Particular week: Any 7 consecutive days, starting with the same calendar day each week beginning at any hour on any day, so long as it is fixed and regularly occurring. An employer may establish the day of week when an employee's "particular week" starts, but once an employee's workweek is established, it remains fixed regardless of his or her working schedule. An employer may change an employee's workweek only if the change is intended to be permanent and is not designed to evade an employer's obligations to the law. El Cerrito, CA Code § 6.95.030.</p> <p>Minimum Requirements: The law does not preempt or prevent the establishment of superior employment standards (including higher wages) or the expansion of coverage by ordinance, resolution, contract, or any other action of the city. El Cerrito, CA Code § 6.95.120.</p>		<p>Generally: Employers must keep for at least 3 years a record for each employee, which must include:</p> <ul style="list-style-type: none"> • Employee's name • Hours worked • Pay rate • Service charges collected and distributed <p>If an employer does not maintain or retain adequate records, or does not allow the city reasonable access to such records, the employee's account of how much he or she was paid is presumed to be accurate, absent clear and convincing evidence otherwise.</p> <p>Employee Access: Upon an employee's reasonable request, employers must provide the employee a copy of his or her records within 10 calendar days.</p> <p>El Cerrito, CA Code § 6.95.060.</p> <p><i>Updated 08/03/2016</i></p>	<p>payable under state law to the date wages were paid in full.</p> <ul style="list-style-type: none"> • Reinstatement • Injunctive relief • Fine <ul style="list-style-type: none"> • Up to \$1,000 (Retaliation) • Up to \$500 <ul style="list-style-type: none"> • Posting • Recordkeeping retention or access • Equal to total amount of remedies • Civil penalty <ul style="list-style-type: none"> • At least \$50 to each employee whose rights were negligently or intentionally violated for each day or portion thereof the violation occurred or continued, up to \$1,000 for each violation. • \$100 to the city for each employee or person whose rights were violated for each day or portion thereof the

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	<p>Geographic Boundaries: In an FAQ, the city provides a link to a map of its boundaries.</p> <p><i>Updated 08/03/2016</i></p>			<p>violation occurred or continued, along with other penalties.</p> <ul style="list-style-type: none"> • Post notice of failure to comply, if city finally determines a repeated violation occurred • Reimbursement of city's administrative costs of enforcement and reasonable attorney's fees • Reasonable attorney's fees, witness fees and expenses • Other available remedies, penalties and procedures established by law which may be pursued to address violations of the law • Lien on employer property for unpaid fines or penalties. <p>Wrongful Discharge: The law does not limit a discharged employee's right to bring a common law cause of action for wrongful termination.</p> <p>El Cerrito, CA Code § 6.95.060 (Recordkeeping), 6.95.090, 6.95.100, 6.95.110, 6.95.120.</p> <p>Enforcement</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement												
						<p>Private: Any person claiming harm from a violation of the law can file a civil action against the employer. Employees are not required to pursue administrative remedies as a prerequisite for pursuing a civil action.</p> <p>Administrative: An employee or any other person may report to the city in writing any suspected violation of the law. The City Attorney may initiate a civil action for injunctive relief and damages and civil penalties.</p> <p>El Cerrito, CA Code §§ 6.95.080, 6.95.090.</p> <p><i>Updated 01/19/2016</i></p>												
	<p>City of Emeryville</p> <p>Coverage</p> <p>Employee: A person who, in a calendar week, performs at least 2 hours of work within Emeryville's geographic boundaries for an employer, and qualifies as an employee entitled to the state minimum wage.</p>	<p>City of Emeryville</p> <table border="1" data-bbox="720 1060 1138 1463"> <thead> <tr> <th data-bbox="720 1060 861 1230">Date</th> <th data-bbox="861 1060 1001 1230">Minimum Wage</th> <th data-bbox="1001 1060 1138 1230">Minimum Wage (Large Business)</th> </tr> </thead> <tbody> <tr> <td data-bbox="720 1230 861 1284">Currently</td> <td data-bbox="861 1230 1001 1284">\$13.00</td> <td data-bbox="1001 1230 1138 1284">\$14.82</td> </tr> <tr> <td data-bbox="720 1284 861 1377">July 1, 2017</td> <td data-bbox="861 1284 1001 1377">\$14.00</td> <td data-bbox="1001 1284 1138 1377">TBD</td> </tr> <tr> <td data-bbox="720 1377 861 1463">July 1, 2018</td> <td data-bbox="861 1377 1001 1463">\$15.00</td> <td data-bbox="1001 1377 1138 1463">TBD</td> </tr> </tbody> </table>			Date	Minimum Wage	Minimum Wage (Large Business)	Currently	\$13.00	\$14.82	July 1, 2017	\$14.00	TBD	July 1, 2018	\$15.00	TBD	<p>City of Emeryville</p> <p>Notice</p> <p>Time of Hire: Employers must give written notice to each new employee at the time of:</p> <ul style="list-style-type: none"> • His or her rights under the law • Employer's name, address, and telephone number 	<p>City of Emeryville</p> <p>Prohibitions</p> <p>Generally: An employer cannot fund increases in compensation required by the law, or otherwise respond to the law's requirements, by:</p> <ul style="list-style-type: none"> • Reducing the wage rate paid to an employee
Date	Minimum Wage	Minimum Wage (Large Business)																
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	<p><i>Learners:</i> The term “employee” includes “learners,” as defined by the California Industrial Welfare Commission.</p> <p>Emeryville, CA Code § 5-37.01.</p> <p><i>CBA Exception:</i> All or any portion of the law may be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in the agreement in clear and unambiguous terms that the parties thereto intend to and do thereby waive all or a specific portion of the law. Emeryville, CA Code § 5-37.07.</p> <p><i>Employer:</i> Any person, including a natural person, corporation, nonprofit corporation, general, limited or limited liability partnership, limited liability company, business trust, estate, trust, association, joint venture, agency, instrumentality, or any other legal or commercial entity – whether domestic or foreign – who directly or indirectly, including through the services of a temporary services or staffing agency or similar entity, employs or exercises</p>	<p>July 1, 2019</p>	<p>Large Employer Minimum Wage</p>	<p>TBD</p>	<p><i>Language:</i> The notice must be provided in English and other languages required by accompanying regulations.</p> <p><i>Model Notice:</i> The city provides online notices in English, Chinese, Farsi, and Spanish.</p> <p>Emeryville, CA Code § 5-37.05.</p> <p>Posting</p> <p>The above-referenced notice must also be posted prominently in areas at the work site where it will be seen by all employees.</p> <p><i>Model Poster:</i> The city provides online notices in English, Chinese, Farsi, and Spanish.</p> <p>Emeryville, CA Code § 5-37.05.</p> <p>Recordkeeping</p> <p>Generally: Employers must maintain for at least 3 years for each employee a record of:</p> <ul style="list-style-type: none"> • Hours worked • Pay rate • (Paid sick leave accrual and usage) 	<ul style="list-style-type: none"> • Increasing charges to employees for parking, meals, uniforms or other items • Reducing the vacation or other non-wage benefits of an employee (except to the extent preempted by ERISA). <p>Emeryville, CA Code § 5-37.07.</p> <p>Retaliation: An employer cannot discharge, reduce the compensation of, nor otherwise discriminate against an employee for:</p> <ul style="list-style-type: none"> • Making a complaint to the city • Participating in any of the city’s proceedings • Using civil remedies to enforce his or her rights • Otherwise asserting his or her rights under the law <p><i>Rebuttable Presumption:</i> Within 120 days of an employer being notified of protected activity, it is unlawful to discharge an employee who engaged in protected activity unless the employer has clear and convincing evidence of just cause for the discharge.</p>
			<p>July 1, 2020</p> <p>TBD</p> <p>Employers must pay employees no less than the minimum wage for each hour worked within Emeryville’s geographic boundaries.</p> <p><i>Learner:</i> A learner must be paid no less than 85% of the applicable minimum wage for the first 160 hours of employment. After, a learner must be paid the minimum wage.</p> <p><i>Benefits:</i> The value of any employer-provided benefits, including health care benefits, cannot be deducted or credited against wages due an employee.</p> <p>Emeryville, CA Code § 5-37.02.</p> <p>Tip Credit: An employer cannot deduct any amount from wages due an employee on account of</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>control over the wages, hours or working conditions of any employee.</p> <p><i>Small Business:</i> An employer for which normally 55 or fewer employees work for compensation during a given week. To determine the number of employees, all employees performing work for the employer on a full-time, part-time, or temporary basis are counted, including employees made available to work through the services of a temporary services or staffing agency or similar entity.</p> <p>Emeryville, CA Code § 5-37.01.</p> <p>Miscellaneous</p> <p>Emeryville Geographic Boundaries: The city provides online a map of its geographic boundaries.</p> <p>Hospitality Service Charges: The City of Emeryville has detailed laws (which are not summarized here) applicable to hospitality workers and employers concerning service charges, including, but not limited to:</p>	<p>any tip or gratuity, or credit the amount of any part thereof, of a tip or gratuity, against and as a part of the wages due the employer from the employer.</p> <p>Inflation Indexing: Beginning on July 1, 2016, and then each year thereafter on the July 1, the minimum wage for large businesses must increase by an amount corresponding to the prior calendar year's increase, if any, in the consumer price index. Beginning on July 1, 2020, and then each year thereafter on July 1, the minimum wage must increase by an amount corresponding to the prior calendar year's increase, if any, in the consumer price index.</p> <p>Emeryville, CA Code § 5-37.02.</p> <p><i>Updated 07/01/2016</i></p>	<ul style="list-style-type: none"> (Service charge collection and distribution) <p>Employee Access: Upon an employee's reasonable request, an employer must provide the employee a copy of his or her above records.</p> <p>Emeryville, CA Code § 5-37.07.</p> <p><i>Updated 01/19/2016</i></p>	<p>Emeryville, CA Code § 5-37.07.</p> <p>Remedies</p> <ul style="list-style-type: none"> Back pay Interest, which accrues from the date wages were due and payable under state law to the date wages are paid in full. Reinstatement Injunctive relief Fine <ul style="list-style-type: none"> \$1,000 (Retaliation, for each employee retaliated against) \$500 <ul style="list-style-type: none"> Posting violation Recordkeeping retention or access violation Equal to the total amount of remedies Civil penalty <ul style="list-style-type: none"> \$50 to each employee whose rights were violated for each day or portion thereof the violation occurred or continued.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> • Restrictions on employers retaining charges. • Written notice requirements concerning charge distribution, including on payday <p>See Emeryville, CA Code § 5-37.04.</p> <p>Minimum Requirements: The law does not preempt or prevent establishing superior employment standards (including higher wages). Emeryville, CA Code § 5-37.08.</p> <p>Business Certification: Any person engaging in business in Emeryville must comply with the law as a condition of being issued a business tax certificate, and no person can engaged in business in Emeryville without complying with the law's requirements. Emeryville, CA Code § 3-1.141.</p> <p><i>Updated 01/19/2016</i></p>			<ul style="list-style-type: none"> • If a repeated violation has been finally determined in a period from July 1 to June 30 of the following year, an additional \$50 for each employee or person whose rights were violated for each day or portion thereof a violation occurred or continued. • Reasonable attorney's fees, witness fees and costs • Reimbursement of the city's administrative costs of enforcement and reasonable attorney's fees • Other available remedies, penalties, and procedures established by law which may be pursued to address violations of the law <p>Wrongful Termination: The law does not limit a discharged employee's right to bring a common law cause of action for wrongful discharge.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement						
						<p>Emeryville, CA Code §§ 5-37.05 (Posting), 5-37.07.</p> <p>Enforcement</p> <p>Private: An employee claiming harm for a violation of the law can file a civil action against the employer. The city's investigation and pursuit of informal resolution of complaints does not limit, or act as a prerequisite, for an employee's right to file a civil action against an employer.</p> <p>Administrative: An aggrieved employee may report to the city in writing any suspected violation of the law. The city can file a civil action for injunctive relief, damages, and civil penalties.</p> <p>Emeryville, CA Code §§ 5-37.06, 5-37.07.</p> <p><i>Updated 01/19/2016</i></p>						
	<p>City of Los Angeles</p> <p>Coverage</p> <p>Employee: An individual who performs at least 2 hours of work for an employer within L.A.'s</p>	<p>City of Los Angeles</p> <table border="1" data-bbox="720 1258 1138 1464"> <thead> <tr> <th data-bbox="720 1258 861 1307">Date</th> <th data-bbox="861 1258 1003 1421">Minimum Wage (26 or More Employees)</th> <th data-bbox="1003 1258 1138 1421">Minimum Wage (25 or Fewer Employees)</th> </tr> </thead> <tbody> <tr> <td data-bbox="720 1307 861 1464"></td> <td data-bbox="861 1307 1003 1464"></td> <td data-bbox="1003 1307 1138 1464"></td> </tr> </tbody> </table>			Date	Minimum Wage (26 or More Employees)	Minimum Wage (25 or Fewer Employees)				<p>City of Los Angeles</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time of hire, in writing, the employer's</p>	<p>City of Los Angeles</p> <p>Prohibitions</p> <p>Minimum Wage Ordinance</p> <p><i>Waiver:</i> Any waiver by an employee of any or all of the provisions of</p>
Date	Minimum Wage (26 or More Employees)	Minimum Wage (25 or Fewer Employees)										

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>geographic boundaries in a particular week and qualifies as an employee entitled to the state minimum wage. Los Angeles, CA Code § 187.01; <i>see also</i> Rules & Regulations Implementing the Minimum Wage Order, Regulation #1 (Particular week is any 7 consecutive days, starting with the same calendar day each week – a fixed and regularly occurring period of 7 consecutive 24-hour periods which is equivalent to a period of 168 hours).</p> <p>Exceptions:</p> <ul style="list-style-type: none"> “Does the MWO apply to those workers who are exempt from the State minimum wage? No. For the purposes of the MWO, an Employee must be any individual entitled to a minimum wage from any Employer under the California minimum wage law, as provided under California Labor Code § 1197 and wage orders published by the California Industrial Welfare 	Currently	\$10.50	N/A	<p>name, address, and telephone number. Los Angeles, CA Code § 188.03.</p> <p>Earned Income Tax Credit: Employers must inform employees of their possible right to the federal Earned Income Credit. Los Angeles, CA Code § 187.04.</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site where any employee works the city-created notice informing employees of the current minimum wage rate and of their rights under the law. *Employers must post a notice of the increase no later than March 1st each year.</p> <p><i>Language:</i> Employers must post notices in English, Spanish, Chinese (Cantonese and Mandarin), Hindi, Vietnamese, Tagalog, Korean, Japanese, Thai, Armenian, Russian, Farsi, and any other language spoken by at least 5% of the employees at the workplace or job site.</p>	<p>the law is contrary to public policy and void and unenforceable. Los Angeles, CA Code § 187.07.</p> <p><i>Retaliation:</i> An employer cannot discharge, reduce in compensation or otherwise discriminate against any employee for:</p> <ul style="list-style-type: none"> Opposing any practice proscribed by the law Participating in proceedings related to the law; Seeking to enforce his or her rights under the law by any lawful means; or Otherwise asserting rights under the law. <p>Los Angeles, CA Code § 187.05.</p> <p>Wage Enforcement Ordinance</p> <p><i>Retaliation:</i> An employer or any other party cannot discriminate in any manner or take adverse action against any employee in retaliation for exercising protected rights, which include but are not limited to:</p> <ul style="list-style-type: none"> The right to file a complaint or inform any person
		July 1, 2017	\$12.00	\$10.50		
		July 1, 2018	\$13.25	\$12.00		
		July 1, 2019	\$14.25	\$13.25		
		July 1, 2020	\$15.00	\$14.25		
		July 1, 2021	\$15.00			
		July 1, 2022	TBD			
		<p>Learners: Employees who are learners (Cal. Labor Code § 1192 / Wage Orders) and are 14-17 years of age, must be paid not less than 85% of the minimum wage rounded to the nearest nickel during their first 160 hours of employment. After more than 160 hours of employment, Learners must be paid the applicable minimum wage.</p> <p>Los Angeles, CA Code § 187.02.</p> <p>Tip Credit: Employers cannot use tips or gratuities earned by</p>				

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	<p>Commission, per LAMC § 187.01(C).”</p> <ul style="list-style-type: none"> “Does the MWO apply to exempt “white collar” employees? No. Those exempt employees under the wage orders published by the California Industrial Welfare Commission who would not qualify for the California minimum wage would not be covered under the Los Angeles Minimum Wage Ordinance.” <p>Unionized Workforce: “Does the MWO apply to Employees covered by an existing collective bargaining agreement? Yes.”</p> <p>City of Los Angeles, Minimum Wage Ordinance Frequently Asked Questions (July 2016).</p> <p><i>Occasional Basis / Working in Jurisdiction</i></p> <p>Covered: Employees traveling through and making even one stop in L.A. as a work requirement (e.g., transporting passengers or patients, making pickups, deliveries, sales, or service calls),</p>	<p>employees to offset the amount due under the ordinance.</p> <p>Healthcare Credit: Employers cannot use the cost of medical benefits paid to employees to offset the amount due under the ordinance.</p> <p>Rules & Regulations Implementing the Minimum Wage Order, Regulation #2.</p> <p>Inflation Indexing: On July 1, 2022, and annually thereafter, the minimum wage will increase based on changes to the consumer price index. The adjusted rates must be announced on January 1st. Los Angeles, CA Code § 187.02.</p> <p><i>Updated 07/01/2016</i></p>	<p><i>Model Poster.</i> The city provides online posters in the above languages.</p> <p>Los Angeles, CA Code § 188.03; Rules & Regulations Implementing the Minimum Wage Order, Regulation #1.</p> <p>Violations: Employer must, within 24 hours after receipt of a Notice of Determination, post the notice by affixing it to a surface in a conspicuous place on property that is: (1) the employer's principal place of business in L.A.; (2) if the principal place of business is outside L.A., the fixed location within L.A. from or at which the employer conducts business in L.A.; or (3) if the employer does not regularly conduct business from a fixed location in L.A., one of the following: (i) the location where the employer maintains payroll records if the notice is for violation of the recordkeeping provisions; or (ii) the jobsite or other primary location where the employees perform services in L.A. Los Angeles, CA Code § 188.06.</p>	<p>about any party's alleged noncompliance with the law;</p> <ul style="list-style-type: none"> The right to inform any person of his or her potential rights under the law and to assist him or her in asserting such rights. <p>These protections apply to any employee who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against an employee within 90 days of the employee's exercising protected rights raises a rebuttable presumption of unlawful retaliation.</p> <p>Los Angeles, CA Code § 188.04.</p> <p>Employers with 25 or Fewer Employees: Though minimum wage requirements do not begin until July 1, 2017, employers must comply with the anti-retaliation provision as of July 1, 2016. Rules & Regulations Implementing the Minimum Wage Ordinance, Regulation #2.</p> <p>Remedies</p>

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	<p>is covered for all hours worked in L.A., including travel time in L.A. when it would typically occur during paid work time.</p> <p>Not Covered: Employees traveling through L.A. with no employment-related stops are not covered, <i>e.g.</i>, time spent in L.A.’s geographic boundaries solely for the purpose of traveling through L.A. (from a point of origin outside L.A. to a destination outside L.A.) with no employment-related or commercial stops in L.A. except for refueling or employees’ personal meals or errands.</p> <p>Work Outside L.A.: Employees performing all work outside L.A., even if the employer is based in L.A. are not covered because hours worked outside L.A. are not covered by the law.</p> <p>Telecommuters: An individual who lives in L.A. performs work for an employer from home, including telecommuting, is covered. An individual who works from a home outside L.A. is not covered, even if working for an L.A.-based company</p>		<p>Recordkeeping</p> <p>Employers must retain payroll records pertaining to employees for a period of 4 years (* <i>e.g.</i>, for employees only working in L.A., includes but is not limited to hours worked each day and total hours worked each workweek). **Absent complete and accurate supporting payroll documents, it is assumed the employer did not comply with the recordkeeping requirements and the law when determining violations. Los Angeles, CA Code § 188.03; Rules & Regulations Implementing the Minimum Wage Ordinance, Regulations #2** & #3*.</p> <p>Tracking Hours (Employees Working Inside / Outside L.A)</p> <p>There are various methods to track hours. OWS requires that any method be accompanied by documentation that will serve as proof in case of audit. The clock starts when employees enter L.A., and stops when they leave.</p> <ul style="list-style-type: none"> • Example: Delivery person from Orange County makes 	<p>Violations of the law can subject an employer to the following damages and penalties:</p> <ul style="list-style-type: none"> • Legal or equitable relief as may be appropriate to remedy the violation including, without limitation: <ul style="list-style-type: none"> • Back wages; • Penalties in the amount of \$100 to each employee whose rights were violated for each day that the violation occurred or continued; • Reinstatement • Injunctive relief • Reasonable attorneys’ fees and costs <ul style="list-style-type: none"> • Note: Persons or entities enforcing the law on the public’s behalf are only entitled to equitable, injunctive, or restitutionary relief, and reasonable

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	<p>(unless the individual also works at least 2 hours in any particular week for the employer in L.A.). Rules & Regulations Implementing the Minimum Wage Order, Regulation #1.</p> <p>Rules & Regulations Implementing the Minimum Wage Order, Regulation #1.</p> <p>Employer: Any person (Cal. Labor Code § 18), including a corporate officer or executive, who directly or indirectly or through an agent or any other person, including through the services of a temporary service or staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee. Los Angeles, CA Code §§ 187.01, 188.02.</p> <p><i>Business Size</i></p> <p>Generally: The size of an employer's business must be determined by the average number of employees employed during the previous calendar year, *including employees working outside Los</p>		<p>a delivery to Porter Ranch. To determine how many hours employee needs to be paid, employers must include driving time. The employee leaves Orange County and takes the 5 freeway towards L.A. Once s/he reaches Boyle Heights, part of L.A., the clock will start. Orange County to Boyle Heights takes 35 minutes. Boyle Heights to Porter Ranch takes 45 minutes. Delivery takes 45 minutes. Porter Ranch to Boyle Heights takes 35 minutes. Returning to Orange County from Boyle Heights takes 20 minutes. The employee has worked 125 minutes (2 hours and 5 minutes) in L.A. The employee must be paid the applicable minimum wage to the minute, prorated to the minute, though employers can choose to round up if they have a method of rounding.</p>	<p>attorneys' fees and costs.</p> <ul style="list-style-type: none"> • Administrative Fines <ul style="list-style-type: none"> • \$500 <ul style="list-style-type: none"> • Failure to post notice • Failure to allow access to payroll record • Failure to maintain payroll records or retain for 4 years. • Failure to allow access for inspection of books and records or to interview employees. • Failure to provide employer's names, address, and telephone number in writing. • Failure to cooperate with investigation. • Failure to post notice of determination. • \$1,000

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	<p>Angeles. *Employees include, but are not limited to, full-time, part-time, temporary, or seasonal employees. The average number of employees is rounded up to the next number of employee.</p> <p>New Business: The size of an employer’s new business in operation after July 1, 2016 (*January 1, 2016 in accompanying regulations), must initially be determined by the number of employees employed during its first pay period. *Any changes in the number of employees do not impact small business status and the entity follows the deferral schedule until July 2021.</p> <p>* 25 or Fewer Employees: Employers can use a city-provided worksheet to determine deferral eligibility. Any changes in the number of employees do not impact small business status for deferral purposes. If the average number of employees from the previous calendar year was 25 or</p>		<p>Suggested methods of tracking hours include, but are not limited to:</p> <ul style="list-style-type: none"> • Reasonable estimate done based on itineraries with date, time, purpose and place of visit. Maps, time, and mileage tracking applications may be helpful supporting documents. • Real time logs that are supported with dates, purpose & place of visit, time L.A. entered and exited. The log may exclude non-work time. • Calendar system that documents designations of L.A. work hours. Calendar entries should include location, time spent working at the location, and travel time to and from location (with an indication of when employee entered and left L.A.). • Date and time stamped emails sent by employees to employers identifying work performed in L.A. with time worked, location and travel time within L.A. These emails are to be maintained by employers. 	<ul style="list-style-type: none"> • Retaliation (penalty is per employee). • Denial of any L.A. permit.* <p>Los Angeles, CA Code §§ 188.08, *103.31.</p> <p>Fines: Each and every day a violation exists constitutes a separate and distinct violation. Any administrative fine must be increased cumulatively by 50 percent for each subsequent violation of the same provision by the same employer within a 3-year period. The maximum administrative fine that may be imposed by a notice of determination in a calendar year for each type of violation listed above is \$5,000 per employee per year. However, for a retaliation violation, the maximum penalty is \$10,000 per employee per year. Los Angeles, CA Code § 188.08.</p> <p>Additional Remedies: The remedies, penalties and procedures are cumulative and are not</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>fewer, it pays based on the deferral schedule regardless of the changes in employee numbers until July 2021. The number of employees for small business status is determined using the total number of workers that work within L.A.'s boundaries for a minimum of 2 hours per week. Calculating the average number of employees is based on the number of employees employed each pay period, multiplied by the number of pay periods in operation with at least one employee in the previous calendar year. Pay period may be based on the employer's normal pay period and cannot include periods where no employees worked. For example, if an employer had no employees for the first 5 months and 8th month of business, the calculation is prorated based on the number of months the employer had employees.</p> <p>Los Angeles, CA Code § 187.02; *Rules & Regulations Implementing the Minimum Wage Order, Regulation #7.</p> <p><i>Non-profits:</i> An Employer that is a non-profit corporation with 26</p>		<ul style="list-style-type: none"> GPS tracking device that can produce a report of the location and time employees worked in L.A. If non-working hours are included, employers must provide supplemental documentation to account for a reduction of non-working hours. Absent supporting documents, OWS will presume all hours on the device are hours worked. <ul style="list-style-type: none"> Example: GPS shows employee in L.A. for 4 hours but employee took a half-hour lunch and ran a personal errand for another half hour. Employer submits the tracking record along with an employee request for or an email received from the employee that requests 1 hour to run errands and have lunch while in L.A. Employer would be responsible to pay for 3 hours worked. 	<p>intended to be exclusive of any other available remedies, penalties and procedures. Los Angeles, CA Code § 188.09.</p> <p>The administrative citation procedures are in addition to any other criminal, civil or other remedy established by law which may be pursued to address violations of the law. Los Angeles, CA Code § 188.12.</p> <p>Permit: A permit can be denied if the applicant has within 5 years immediately preceding the date of filing an application been found to have violated any law involving wages or labor as a violation of the California Labor Code or the Los Angeles Minimum Wage Ordinance. Los Angeles, CA Code § 103.31.</p> <p>Additionally, It is a ground for disciplinary action if any permittee, its agent or employee or any person connected or associated with the permittee as partner, director, officer, stockholder, general manager, or person who is exercising managerial authority</p>

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	<p>or more employees may qualify for the “25 or fewer employees” minimum wage rate if it establishes to city officials by compelling evidence that: 1) The CEO earns a salary which, when calculated on an hourly basis, is less than 5 times the lowest wage paid by the corporation; or 2) It is a transitional employer (Los Angeles, CA Code § 10.31.1(h)); or 3) It serves as a child care provider; or 4) It is funded primarily by city, county, state or federal grants or reimbursements. Los Angeles, CA Code § 187.03. <i>See also</i> Rules & Regulations Implementing the Minimum Wage Ordinance, Regulations #5 (Transitional Employer Limited Exemption) & #6 (Non-Profit Corporation Deferral).</p> <p>Miscellaneous</p> <p>Geographic Boundaries: To determine whether a location is within L.A.’s geographic boundaries, the city recommends using the following sites: http://</p>		<p>Documents to prove employees’ hours include, but are not limited to:</p> <ul style="list-style-type: none"> • Logs signed by both employee and employer. • Employers may make a reasonable estimate of employees’ time spent working in L.A. if they consistently uses one option as the tracking mechanism for all employees and the document is confirmed for accuracy by employees. Employers cannot use the tracking method as a mechanism to prevent eligibility or reduce the number of employee hours. Documentation of how the reasonable estimate was derived may include, but is not limited to, dispatch logs, itineraries with delivery addresses and estimated travel times, date and time stamped emails from employees, or historical averages. • Employers may delegate tracking of time worked in 	<p>of or on behalf of the permittee has been found to have violated any law involving wages or labor as a violation of the California Labor Code or the Los Angeles Minimum Wage Ordinance. Los Angeles, CA Code § 103.35.</p> <p>Enforcement</p> <p>Private: Any employee aggrieved by a violation of the law, or any other person or entity acting on behalf of the public per state law, can file a civil lawsuit against an employer violating the law. Los Angeles, CA Code § 188.07.</p> <p>An administrative citation issued pursuant to the law does not prejudice or adversely affect any other civil action that may be brought to prosecute or abate a violation or to seek compensation for damages suffered. Los Angeles, CA Code § 188.12.</p> <p>Administrative: An employee or any other person may report in writing any suspected violation of the law to the Wage Enforcement Division of the Bureau of</p>

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	<p>zimas.lacity.org/ or http://neighborhoodinfo.lacity.org/.</p> <p><i>Updated 08/03/2016</i></p>		<p>L.A. to employees assuming employers comply with all the law's requirements and provides employees with a reasonable system and/or training for tracking time. A copy of all tracking documents prepared by employees should be provided to employers at least monthly.</p> <ul style="list-style-type: none"> To avoid discrepancies between employees and employers, it is in the best interest of both parties to maintain and keep all documents. <p>The above list includes suggested methods for documentation. However, it is solely employers' responsibility to keep and maintain these time records.</p> <p>Rules & Regulations Implementing the Minimum Wage Ordinance, Regulation #3.</p> <p>25 or Fewer Employees (Deferral Worksheet): If determined eligible for the small business deferral, employers must print and retain</p>	<p>Contract Administration within the Department of Public Works. The Division is responsible for investigating possible violations. Los Angeles, CA Code § 188.05.</p> <p>An administrative citation issued pursuant to the law does not prejudice or adversely affect any other criminal action that may be brought to prosecute or abate a violation or to seek compensation for damages suffered. Los Angeles, CA Code § 188.12.</p> <p><i>Updated 06/29/2016</i></p>

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			<p>the worksheet for the records and any supporting documents that may substantiate its eligibility should OWS require proof. Supporting documents include, but are not limited to: 1) Payroll records; 2) Timesheets and/or attendance records; 3) Quarterly Contribution Returns and Report of Wage (DE9 and DE9Cs); 4) Report of New Employees (DE 34). Rules & Regulations Implementing the Minimum Wage Ordinance, Regulation #7.</p> <p><i>Updated 06/29/2016</i></p>													
	<p>County of Los Angeles (Unincorporated)</p> <p>Employee: An individual who, in a particular week, performs at least 2 hours of work within the unincorporated areas of L.A. County for an employer, and qualifies as an employee entitled to the state minimum wage. Los Angeles County, CA Code §§ 8.100.030, 8.101.030.</p> <p><i>Exception:</i> A person not subject to, or exempt from, the state minimum</p>	<p>County of Los Angeles (Unincorporated)</p> <table border="1" data-bbox="724 982 1134 1388"> <thead> <tr> <th data-bbox="724 982 861 1153">Date</th> <th data-bbox="861 982 997 1153">Minimum Wage (26 or More Employees)</th> <th data-bbox="997 982 1134 1153">Minimum Wage (25 or Fewer Employees)</th> </tr> </thead> <tbody> <tr> <td data-bbox="724 1153 861 1201">Currently</td> <td data-bbox="861 1153 997 1201">\$10.50</td> <td data-bbox="997 1153 1134 1201">N/A</td> </tr> <tr> <td data-bbox="724 1201 861 1291">July 1, 2017</td> <td data-bbox="861 1201 997 1291">\$12.00</td> <td data-bbox="997 1201 1134 1291">\$10.50</td> </tr> <tr> <td data-bbox="724 1291 861 1388">July 1, 2018</td> <td data-bbox="861 1291 997 1388">\$13.25</td> <td data-bbox="997 1291 1134 1388">\$12.00</td> </tr> </tbody> </table>	Date	Minimum Wage (26 or More Employees)	Minimum Wage (25 or Fewer Employees)	Currently	\$10.50	N/A	July 1, 2017	\$12.00	\$10.50	July 1, 2018	\$13.25	\$12.00	<p>County of Los Angeles (Unincorporated)</p> <p>Notice</p> <p>Time of Hiring: At the time of hire, employers must provide each employee a written statement disclosing:</p> <ul style="list-style-type: none"> • Employer's name, any trade ("doing business as") names, the physical and mailing address of the employer's main office, email address, 	<p>County of Los Angeles (Unincorporated)</p> <p>Prohibitions</p> <p>Waiver: Any purported waiver by an employee of any or all of the provisions of the law is contrary to public policy and is void and unenforceable. Los Angeles County, CA Code § 8.100.050.</p> <p>Retaliation (Minimum Wage Ordinance): An employer cannot discharge, reduce in compensation,</p>
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	<p>wage. Los Angeles County, CA Code § 8.100.100.</p> <p><i>Occasional Basis / Working in Jurisdiction</i></p> <p>Travel Through Unincorporated Area: Time an employee spends in the county's unincorporated traveling through the unincorporated area from a point of origin outside the unincorporated area to a destination outside the unincorporated area is not covered by the Ordinances if travel time: 1) does not include employment-related or commercial stops in unincorporated areas; or 2) includes stops in the unincorporated areas that are for the limited purpose of refueling or for meals or personal errands. Rules Relative to County of Los Angeles Minimum Wage and Wage Enforcement Ordinances, Rule 3.0.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including a corporate officer or executive, who directly</p>	July 1, 2019	\$14.25	\$13.25	<p>and the employer's telephone number;</p> <ul style="list-style-type: none"> • Employee's rate(s) of pay; • Employer's tip policy, including any tip sharing, pooling, or allocation policies, if applicable; • Employee's pay basis (e.g., hour, shift, day, week, commission); • Formula by which the enforcement agency can determine the employee's pay rate and total pay;** • Employee's established pay day; • Each deduction that will be collected from pay each pay period; and • Additional information that may be required by regulation. <p>*The statement must be in writing, in at least 10 point font.</p> <p>*<i>Language</i>: The statement must be in both English and the primary language used by the employer to communicate with the employee</p>	<p>or otherwise discriminate against an employee for:</p> <ul style="list-style-type: none"> • Opposing any practices prohibited by the law • Participating in proceedings related to the law • Seeking to enforce his or her rights under the law by any lawful means • Otherwise asserting rights under the law <p>Retaliation (Wage Enforcement Ordinance): An Employer or any other person cannot discriminate in any manner or take adverse action against any person in retaliation for exercising protected rights, which include but are not limited to the right to:</p> <ul style="list-style-type: none"> • File a complaint or inform any person about any other person's alleged noncompliance with the minimum wage & wage enforcement laws; • Inform any person of his or her potential rights under the laws;
July 1, 2020	\$15.00	\$14.25				
July 1, 2021	\$15.00					
July 1, 2022	TBD					
<p>Employers must pay employees no less than the minimum wage for each hour worked within the unincorporated areas of L.A. County, *which must be paid on a regular payday and at no longer than monthly payment intervals unless permitted by law.</p> <p>Los Angeles County, CA Code §§ 8.100.040, 8.101.040.</p> <p>Tip Credit: Although the law does not address this issue, tip credits are prohibited by state law (Cal. Labor Code § 351).</p> <p>Inflation Indexing: Beginning on July 1, 2022, the minimum wage will increase annually based on changes to the consumer price index. The rate will be determined on January 1 of 2022, and on each</p>						

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	<p>or indirectly or through an agent or any other person, including through the services of a temporary service or staffing agency or similar entity, employs or exercises control over the wages, hours, or working conditions of any employee. Los Angeles County, CA Code §§ 8.100.030, 8.101.030.</p> <p><i>Exception:</i> A person not subject to, or exempt from, the state minimum wage. Los Angeles County, CA Code § 8.100.100.</p> <p><i>Business Size</i></p> <p>Generally: The number of employees is determined by the average number of employees employed during the previous calendar year, *which is calculated by adding together the total number of employees employed by an employer during each pay period in the prior calendar year and dividing by the total number of pay periods in that prior calendar year.* Los Angeles County, CA Code § 8.100.040; *Rules Relative to County of Los Angeles Minimum</p>	<p>subsequent January 1. Los Angeles County, CA Code § 8.100.040.</p> <p><i>Updated 07/01/2016</i></p>	<p>regarding the employee's work functions, if other than English.</p> <p>Los Angeles County, CA Code § 8.101.060; *Rules Relative to County of Los Angeles Minimum Wage and Wage Enforcement Ordinances, Rule 5.0 (**Note: Rules detail pay formulas).</p> <p>Wage Statement: Each pay day, employers must provide each employee with the following information:</p> <ul style="list-style-type: none"> • All information required by California Labor Code § 226(a): • Rate(s) of pay for the pay period; • Pay basis (e.g., hour, shift, day, week, commission); • Gross wages (*on an hourly basis); and • Additional information that may be required by regulation. <ul style="list-style-type: none"> • *Hours worked • *All withholdings, reductions, and/or deductions from the employee's gross 	<ul style="list-style-type: none"> • Assist in asserting such rights. <p>Protections apply to anyone who mistakenly but in good faith alleges a violation. *Employers taking adverse action against an employee or his or her family is prohibited where the employee's exercising a protected right is a motivating factor for the adverse action.* *Adverse actions include, but are not limited to, an employer harassing, intimidating, or questioning an employee or employee's family members concerning an employee exercising a protected right, as well as disciplinary actions against an employee such as demotion, termination, reduced pay, a reduced work schedule, denial of promotion, and general threats against an employee or family members.*</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of exercising a protected right creates a rebuttable presumption of retaliation.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Wage and Wage Enforcement Ordinances, Rule 4.0.</p> <p>New Employers: If an employer did not employ persons in the prior calendar year, it is considered to have zero employees for the prior calendar year and is required to pay employees according to the wage schedule for Employers with 25 or fewer employees. Rules Relative to County of Los Angeles Minimum Wage and Wage Enforcement Ordinances, Rule 4.0.</p> <p>Miscellaneous</p> <p>Interplay with Other Laws: The law is not interpreted or applied to create any power of duty in conflict with any state or federal law. Los Angeles County, CA Code § 8.100.070.</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy, or standard providing for payment of higher or supplemental wages or benefits, or that extends</p>		<p>wages that result in a difference between the employee's gross and net wages.</p> <p>Los Angeles County, CA Code § 8.101.060; *Rules Relative to County of Los Angeles Minimum Wage and Wage Enforcement Ordinances, Rule 5.0.</p> <p>Posting</p> <p><i>Generally</i></p> <p>Employers must conspicuously post where any employee works at any workplace or jobsite located within the county's unincorporated areas the county-created notice informing employees of the current minimum wage rate and of their rights under the law. *Posting reproductions or the model notice complies if they are at least 8.5 x 14 inches and the printing size is in at least 10 point font. Whenever the size of the model poster increases, the size of the print must also increase accordingly.*</p> <p>Displaying at Workplace Not Feasible: Employers without a</p>	<p>Los Angeles County, CA Code §§ 8.100.050, 8.101.090; *Rules Relative to County of Los Angeles Minimum Wage and Wage Enforcement Ordinances, Rule 7.0.</p> <p>Remedies</p> <p>The minimum wage ordinance does not limit an employee's right to obtain relief to which he or she may be entitled at law or equity. Los Angeles County, CA Code § 8.100.090.</p> <p>The remedies, fines, penalties, and procedures provided under the wage enforcement ordinance are cumulative and are not intended to be exclusive of any other available remedies, fines, penalties, and procedures. By filing a claim with the county, an employee is not precluded from recovering remedies available under any other code, regulation, or law.</p> <p>Note: An employer is not liable for a violation under the wage enforcement ordinance until after June 30, 2016. Los Angeles County, CA Code § 8.101.180.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>other protections. Los Angeles County, CA Code § 8.100.070.</p> <p>Unincorporated Areas: The county provides online directions for determining whether a workplace is in an unincorporated area.</p> <p><i>Updated 08/03/2016</i></p>		<p>physical jobsite within the county's unincorporated areas must provide each employee performing work in those areas a copy of the county-created notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p>*The notice must be provided no less than once per calendar year, printed with all text in a readable font and font size no smaller than 10 point.*</p> <p>*Language: The poster must be displayed in English, Spanish, and the primary language the employer uses to communicate with each employee regarding the employee's work functions, if other than English or Spanish.</p> <p>Model Poster: The county provides online a poster in English & Spanish.</p> <p>Los Angeles County, CA Code § 8.101.060; Rules Relative to County of Los Angeles Minimum Wage and Wage Enforcement Ordinances, Rule 5.0.</p> <p><i>Enforcement</i></p>	<p>Violations are subject to the following damages and penalties:</p> <ul style="list-style-type: none"> • Back wages unlawfully withheld and a fine of \$100 per employee for each day a violation occurred or continued. <ul style="list-style-type: none"> • Violations for unlawfully withholding wages continues from the date immediately following when wages were due and payable under state law to the date immediately preceding when wages are paid in full. • Employees subject to unlawful retaliation are entitled to reinstatement to his or her prior position, assignment, or job, if applicable, and treble back wages, fines, and penalties. • Reasonable attorneys' fees and costs. • Interest on unpaid wages, fines, and penalties (at state rate), which accrued from

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
			<p>If an employer receives a Wage Enforcement Order, it must conspicuously post the Order or an exact copy where an employee works. For employers without a physical jobsite in the county's unincorporated areas, an exact copy of the Order must be provided to all employees performing work in the unincorporated areas. Los Angeles County, CA Code § 8.101.120.</p> <p>Recordkeeping</p> <p>Employers must keep, for 4 years, accurate and complete payroll records pertaining to each employee that document:</p> <ul style="list-style-type: none"> • Employee's name (*and his or her identifying symbol or number if used in place of a name of time, work, or payroll records) • Employee's address • Employee's *job title or* occupation • Employee's dates of employment • Employee's rate(s) of pay 	<p>when wages were due and payable per state law to the date immediately preceding when wages are paid in full.</p> <ul style="list-style-type: none"> • Possible penalties affecting current or potential contractual relationships with county. • Revocation, denial, or suspension of any license issued by the county or its departments (includes applications for, renewals, and transfers) • Fines <ul style="list-style-type: none"> • Up to \$500 per violation (payable to county) <ul style="list-style-type: none"> • Posting / notice (8.101.060) • Time of hire notice / wage statement (8.101.060) • Not allowing Department of Consumer and Business Affairs (DCBA) access to records /

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
			<ul style="list-style-type: none"> • Amount *earned by and* paid each pay period • Employee's hours worked *for each day employed*; and • The formula by which wages are calculated. <p>If there is an allegation that the minimum wage was not paid and the employer does not maintain or retain payroll records as required by law (or allow the enforcement agency access), a rebuttable presumption exists that an employer violated the law.</p> <p>*When a piece rate or incentive plan, such as a commission plan, is in operation, piece rates or an explanation of the incentive plan formula must be retained and made available for inspection by the County.</p> <p>Los Angeles County, CA Code § 8.101.070; *Rules Relative to County of Los Angeles Minimum Wage and Wage Enforcement Ordinances, Rule 6.0.</p> <p><i>Updated 08/03/2016</i></p>	<ul style="list-style-type: none"> employees (8.101.070) • Recordkeeping (8.101.070) • Not cooperating with DCBA investigation (8.101.070) • Not posting Wage Enforcement Order (8.101.120 & 8.101.130) • Up to \$500 per violation (payable to employee) <ul style="list-style-type: none"> • Time of hire notice / wage statement (8.101.060) • Retaliation (8.101.080) <ul style="list-style-type: none"> • Up to \$1,000 per employee subject to retaliation (payable to county) • Up to \$1,000 per employee subject to retaliation plus \$100 per day until reinstatement, if

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p style="text-align: right;">ordered (payable to employee)</p> <ul style="list-style-type: none"> • Not paid all owed wages when due (8.101.040 & 8.101.130) <ul style="list-style-type: none"> • Up to \$100 per day, per employee, for each day employee not paid all owed wages (payable to county) • Up to \$100 per day for each day employee not paid all owed wages (payable to employee) <p>Notes</p> <ul style="list-style-type: none"> • Fines <ul style="list-style-type: none"> • Each and every day a violation exists constitutes a separate and distinct violation. The maximum fine may be increased cumulatively by 50%

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>for each subsequent violation of the same provision by the same employer within a 3-year period. The maximum fine that can be imposed by Wage Enforcement Order in a calendar year for each type of violation is \$20,000 per employee, per year; however, if a retaliation violation, it increases to \$30,000 per employee, per year.</p> <ul style="list-style-type: none"> • DCBA can waive additional fines owed to the county if the violation was not willful and it determines additional fines would not further the wage enforcement law's purposes. • Suit on Public's Behalf: A person or entity enforcing the laws on the public's behalf per state law is only entitled to equitable, injunctive or restitutionary relief, and

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>reasonable attorneys' fees and costs.</p> <p>Los Angeles County, CA Code §§ 8.101.150, 8.101.160, 8.101.170.</p> <p>Enforcement</p> <p>Private: Any employee aggrieved by a violation, or any other person or entity acting on behalf of the public per state law, can file a civil action against an employer.</p> <p>Administrative: Complaints can be filed with DCBA, which can investigate violations, and negotiate and approve settlements. Complaints must be filed within 3 years of the violation occurring. Administrative appeals are permitted and, if exhausted, an employer or person can seek judicial review in state superior court.</p> <p>The law does not restrict, preclude, or otherwise limit a separate or concurrent criminal prosecution under the Los Angeles County Code or state law. Jeopardy does not attach as a result of any</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement										
				administrative or civil enforcement action taken pursuant to the law. Los Angeles County, CA Code §§ 8.101.090, 8.101.100, 8.101.140, 8.101.170. Note: Additional enforcement-related requirements in §§ 8.101.110, 8.101.120, 8.101.130 & Rules Relative to County of Los Angeles Minimum Wage and Wage Enforcement Ordinances, Rules 8.0 - 12.0. <i>Updated 08/03/2016</i>										
	<p>City of Mountain View</p> <p>Coverage</p> <p>Employee: Any person who, in a calendar week performs at least 2 hours of work for an employer and qualifies as an employee entitled to the state minimum wage or is a participant in a welfare-to-work program. Mountain View, CA Code § 42.13.</p> <p><i>CBA Exception:</i> To the extent required by federal law, all or any portion of the law may be waived in a bona fide collective bargaining</p>	<p>City of Mountain View</p> <table border="1" data-bbox="722 899 1136 1159"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$11.00</td> </tr> <tr> <td>January 1, 2017</td> <td>\$13.00</td> </tr> <tr> <td>January 1, 2018</td> <td>\$15.00</td> </tr> <tr> <td>January 1, 2019</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the above minimum wage for each hour worked within Mountain View's geographic boundaries.</p> <p>Mountain View, CA Code § 42.14.</p>	Date	Minimum Wage	Currently	\$11.00	January 1, 2017	\$13.00	January 1, 2018	\$15.00	January 1, 2019	TBD	<p>City of Mountain View</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time of hire with the employer's name, address and telephone number in writing. Mountain View, CA Code § 42.17.</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site where any employee works the city-created</p>	<p>City of Mountain View</p> <p>Prohibitions</p> <p>Generally: A violation for failing to pay the minimum wage continues from the date immediately following the date that wages were due and payable per state law to the date immediately preceding the date the wages are paid in full. Mountain View, CA Code § 42.14.</p> <p>Welfare-to-Work: Participants cannot, during a given benefits period, be required to work more than a number of hours equal to the</p>
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>agreement if the waiver is explicitly set forth in such agreement in clear and unambiguous terms. Mountain View, CA Code § 42.16.</p> <p>Employer: Any person (Cal. Lab. Code § 18), including corporate officers or executives, who directly or indirectly through any other person, including through the services of a temporary employment agency, staffing agency, or similar entity, employs or exercises control over the wages, hours, or working conditions of any employee and who is either subject to the city's business license requirements or maintains a business facility in the city. Mountain View, CA Code § 42.13.</p> <p>Miscellaneous</p> <p>Minimum Requirements: This law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard that provides for payment of higher or supplemental wages or benefits, or that extends</p>	<p>Tip or Fringe Benefits (Health insurance, vacation, sick leave)</p> <p>Credit: "An employer may not use an employee's tips or fringe benefits as a credit towards the employer's obligation to pay the City Minimum Wage." Mountain View, Frequently Asked Questions about City Minimum Wage.</p> <p>Inflation Indexing: Beginning on January 1, 2019, and each year thereafter, the minimum wage must increase by an amount corresponding to the prior year's increase, if any, in the cost of living (August – August). The amount of the minimum wage increase must be rounded to the nearest multiple of 5 cents. Mountain View, CA Code § 42.14.</p> <p><i>Updated 08/03/2016</i></p>	<p>notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p><i>Language:</i> The notice must be posted in any language spoken by at least 5% of the employees at the workplace or job site.</p> <p><i>Model Notice:</i> The city provides online a poster in English, Spanish, Mandarin, and Russian.</p> <p>Mountain View, CA Code § 42.17.</p> <p>Investigation: If the city notifies an employer it is investigating a complaint, the city must require the employer to post or otherwise notify its employees that the city is conducting an investigation, using a form provided by the city. Mountain View, CA Code § 42.19.</p> <p>Repeated Violations / Public Notice: If a repeated violation of the law has been finally determined, the city may require the employer to post public notice of its failure to comply in a form determined by the city. Mountain View, CA Code § 42.20.</p>	<p>value of all cash benefits received during that period, divided by the minimum wage. Mountain View, CA Code § 42.22.</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include, but are not limited to:</p> <ul style="list-style-type: none"> • The right to file a complaint or inform any person about any party's alleged noncompliance with the law; • The right to inform any person of his or her potential rights under the law and to assist him or her in asserting such rights. <p>Protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person's exercising protected rights raises</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>other protections. Mountain View, CA Code § 42.21.</p> <p><i>Updated 01/19/2016</i></p>		<p>Recordkeeping</p> <p>Employers must retain payroll records pertaining to wages paid to employees for a period of 4 years. Where an employer does not maintain or retain adequate records documenting wages paid or does not allow the city reasonable access to such records, the employee's account of how much s/he was paid is presumed to be accurate, absent clear and convincing evidence otherwise.</p> <p>Mountain View, CA Code § 42.17.</p> <p><i>Updated 01/19/2016</i></p>	<p>a rebuttable presumption that the action was taking in retaliation for the exercise of such rights.</p> <p>Mountain View, CA Code § 42.18.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Interest, which accrues from the date wages were due and payable per state law to the date wages are paid in full. • Reinstatement • Civil Penalty <ul style="list-style-type: none"> • \$50 to each employee or person whose rights were violated for each day that the violation occurred or continued. • Fine <ul style="list-style-type: none"> • Not more \$50 for each day or portion thereof and for each employee or person as to whom the violation occurred or continued. • Also can seek fines imposed pursuant to other provisions of local or state law.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<ul style="list-style-type: none"> • Compliance order • Injunctive relief • Damages • Revocation or suspension of any registration certificates, permits or licenses held or requested by the employer until the violation is remedied. • Reasonable attorneys' fees and costs • Reimbursement of the city's administrative costs of enforcement. <p>Suit on Public's Behalf: Any person or entity enforcing the law on behalf of the public per state law, upon prevailing, is only entitled to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys' fees and costs.</p> <p>Other Violations: The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours or other standards or rights. Exhaustion of administrative remedies is not a prerequisite to filing suit.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
				<p>Mountain View, CA Code § 42.20.</p> <p>Enforcement</p> <p>Private: A person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation of the law, or any other person or entity acting on behalf of the public per state law, can file a civil lawsuit. Exhaustion of administrative remedies is not a prerequisite to filing suit. Mountain View, CA Code § 42.20.</p> <p>Administrative: An employee or any other person may report to the city in writing any suspected violation of the law. Mountain View, CA Code § 42.19.</p> <p><i>Updated 01/19/2016</i></p>								
	<p>City of Oakland</p> <p>Coverage</p> <p>Employee: A person who, in a particular week, performs at least 2 hours of work within Oakland’s geographic boundaries for an employer (*regardless of the employer’s location) and qualifies as an employee entitled to the</p>	<p>City of Oakland</p> <table border="1" data-bbox="724 1120 1134 1323"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$ 12.55</td> </tr> <tr> <td>January 1, 2017</td> <td>\$12.86</td> </tr> <tr> <td>January 1, 2018</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the above minimum</p>	Date	Minimum Wage	Currently	\$ 12.55	January 1, 2017	\$12.86	January 1, 2018	TBD	<p>City of Oakland</p> <p>Notice</p> <p>Time of Hire: Employers must give written notification to each current employee, and to each new employee at the time of hire, of his or her rights under the law.</p>	<p>City of Oakland</p> <p>Prohibitions</p> <p>Generally: An employer cannot fund increases in compensation required by the law, or otherwise respond to the law’s requirements, by:</p>
Date	Minimum Wage											
Currently	\$ 12.55											
January 1, 2017	\$12.86											
January 1, 2018	TBD											

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>state minimum wage. Oakland, CA Code § 5.92.010; *Regulations Interpreting the Oakland Minimum Wage Law, § 1.</p> <p><i>CBA Exception:</i> Employees are not barred from entering into a written valid collective bargaining agreement waiving a provision of the law if the waiver is set forth in clear and unambiguous terms. **“The parties to a collective bargaining agreement are free to negotiate any language they desire to expressly set forth such a waiver.”* Oakland, CA Code § 5.92.050; Office of the City Attorney, Frequently Asked Questions (Mar. 30, 2015).</p> <p>Employer: Any person who directly or indirectly, including through the services of a temporary services or staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee. Oakland, CA Code § 5.92.010.</p> <p>Miscellaneous</p>	<p>wage for each hour worked within Oakland’s geographic boundaries. Oakland, CA Code § 5.92.010.</p> <p>Tip Credit: “An employer may not take a tip credit towards its obligations to pay Oakland’s minimum wage.” Office of the City Attorney, Frequently Asked Questions (Mar. 30, 2015).</p> <p>Inflation Indexing: Beginning on January 1, 2016, and then each year thereafter on January 1, the minimum wage must increase by an amount corresponding to the prior calendar year’s increase, if any, in the consumer price index (*August – August). *If there is a decrease in the CPI, the minimum wage will remain the same and must not decrease. Oakland, CA Code § 5.92.020; *Regulations Interpreting the Oakland Minimum Wage Law, § 3.</p> <p><i>Updated 11/07/2016</i></p>	<p><i>Language:</i> The notice must be provided in all languages spoken by more than 10% of the employees. Oakland, CA Code § 5.92.050.</p> <p>Annually: Upon release of CPI data, employer must provide notice to employees of the new minimum wage as soon as practicable, but not later than December 15. Regulations Interpreting the Oakland Minimum Wage Law, § 3.</p> <p>Posting</p> <p>The above notice must also be posted prominently in areas at the work site where it will be seen by all employees. Oakland, CA Code § 5.92.050.</p> <p>Model Poster: The city provides online a poster in English, Spanish, Chinese, and Vietnamese.</p> <p>Recordkeeping</p> <p>Generally: Employers must maintain for at least 3 years for each employee a record of his or her:</p> <ul style="list-style-type: none"> Hours worked 	<ul style="list-style-type: none"> Reducing the compensation of any non-management employee Reducing the pension, vacation, or other non-wage benefits of any employee Increasing charges to employees for parking, meals, uniforms or other items. <p>Oakland, CA Code § 5.92.050.</p> <p>Waiver: Any waiver by an individual employee of any of the law’s provisions is contrary to public policy and is void and unenforceable. A request to an individual employee by an employer to waive his or her rights under the law constitutes a violation. Oakland, CA Code § 5.92.050. <i>But see Coverage – Employees – CBA Exception.</i></p> <p>Retaliation: A person cannot discharge, reduce the compensation of nor discriminate against any person for:</p> <ul style="list-style-type: none"> Making a complaint to the city Participating in any of the city’s proceedings

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Hospitality Service Charges: The City of Oakland has detailed laws (which are not summarized here) applicable to hospitality workers and employers concerning service charges, including, but not limited to:</p> <ul style="list-style-type: none"> • Retention and distribution of service charges • When service charges must be distributed • Written notice requirement if chain of service policy adopted <p>See Oakland, CA Code § 5.92.040; Regulations Interpreting the Oakland Minimum Wage Law, § 14; Oakland, CA Code § 5.92.050; Office of the City Attorney, Frequently Asked Questions (Mar. 30, 2015).</p> <p>Particular week: Any seven consecutive days, starting with the same calendar day each week beginning at any hour on any day if fixed and regularly occurring. An employer may establish the date of the week when a “particular</p>		<ul style="list-style-type: none"> • Pay rate • (Paid sick leave accrual and usage) • (Service charge collection and distribution) <p>Employee Access: Upon an employee’s reasonable request, employers must provide each employee a copy of his or her above records.</p> <p>Oakland, CA Code § 5.92.050.</p> <p><i>Updated 07/13/2016</i></p>	<ul style="list-style-type: none"> • Using any civil remedies to enforce his or her rights • Otherwise asserting his or her rights under the law <p><i>Rebuttable Presumption:</i> Within 120 days of an employer being notified of a protected activity, it is unlawful for an employer to discharge an employee who engaged in such activity unless the employer had clear and convincing evidence of just cause for such discharge.</p> <p>Oakland, CA Code § 5.92.050.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back pay • Reinstatement • Injunctive relief • Reasonable attorney’s fees • Witness fees • Expenses • Civil penalty <ul style="list-style-type: none"> • For negligent or intentional violations, a maximum penalty of \$1,000 per violation. • Deny or include conditions for approval of city contracts

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement						
	<p>week” starts, but, once established, it remains fixed regardless of the employee’s working schedule. An employer can change a workweek only if the change is intended to be permanent and not designed to evade an employer’s obligations under the law. Regulations Interpreting the Oakland Minimum Wage Law, § 1.</p> <p>Minimum Requirements: The law does not preempt or prevent establishment of superior employment standards, including higher wages. Oakland, CA Code § 5.92.050.</p> <p><i>Updated 01/19/2016</i></p>			<p>and land use approvals and other entitlements to expand or operate within Oakland.</p> <p>Wrongful Termination: The law does not limit a discharged employee’s right to bring a common law cause of action for wrongful termination.</p> <p>Oakland, CA Code § 5.92.050.</p> <p>Enforcement</p> <p>Private: A person claiming harm from a violation may bring an action against an employer. Pursuit of an administrative remedy is not a prerequisite for pursuing a private lawsuit.</p> <p>Administrative: The city can investigate employee complaints of noncompliance.</p> <p>Oakland, CA Code § 5.92.050.</p> <p><i>Updated 01/19/2016</i></p>						
	<p>City of Palo Alto</p> <p>Coverage</p> <p>Employee: A person who, in a calendar week, performs at least</p>	<p>City of Palo Alto</p> <table border="1" data-bbox="724 1295 1134 1448"> <thead> <tr> <th data-bbox="724 1295 934 1347">Date</th> <th data-bbox="934 1295 1134 1347">Minimum Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="724 1347 934 1399">Currently</td> <td data-bbox="934 1347 1134 1399">\$11.00</td> </tr> <tr> <td data-bbox="724 1399 934 1448">January 1, 2017</td> <td data-bbox="934 1399 1134 1448">\$12.00</td> </tr> </tbody> </table>	Date	Minimum Wage	Currently	\$11.00	January 1, 2017	\$12.00	<p>City of Palo Alto</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time</p>	<p>City of Palo Alto</p> <p>Prohibitions</p> <p>Minimum Wage: Failing to pay the minimum wage is deemed to</p>
Date	Minimum Wage									
Currently	\$11.00									
January 1, 2017	\$12.00									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement						
	<p>2 hours of work for an employer, and qualifies as an employee entitled to the state minimum wage or is a welfare-to-work program participant. Palo Alto, CA Code § 4.62.020.</p> <p><i>CBA Exception:</i> To the extent required by federal law, all or any portion of the law’s requirements may be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in clear and unambiguous terms. Palo Alto, CA Code § 4.62.050.</p> <p>Employer: A person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executive, who directly or indirectly through any person, including through the services of a temporary employment agency, staffing agency, or similar entity, employs or exercises control over the wages, hours, or working conditions of any employee and is either subject to Palo Alto’s business registry requirements, conducts business in Palo Alto,</p>	<table border="1" data-bbox="722 246 1136 402"> <tr> <td>January 1, 2018</td> <td>\$13.50</td> </tr> <tr> <td>January 1, 2019</td> <td>\$15.00</td> </tr> <tr> <td>January 1, 2020</td> <td>TBD</td> </tr> </table> <p>Employers must pay employees no less than the minimum wage for each hour worked within Palo Alto’s geographic boundaries.</p> <p>*Fringe Benefits: “An employer may not use an employee’s . . . fringe benefits as a credit towards the employer’s obligation to pay the City minimum wage.”</p> <p>Palo Alto, CA Code § 4.62.030; City of Palo Alto, Employer FAQs (Dec. 16, 2015)</p> <p>Tip or Fringe Benefits (health insurance, vacation, sick leave)</p> <p>Credit: “An employer may not use an employee’s tips or fringe benefits as a credit towards the employer’s obligation to pay the City minimum wage.” City of Palo Alto, Employer FAQs (Mar. 15, 2016)</p> <p>Inflation Indexing: Beginning on January 1, 2020*, and each year after, the minimum wage must</p>	January 1, 2018	\$13.50	January 1, 2019	\$15.00	January 1, 2020	TBD	<p>of hire with the employer’s name, address and telephone number in writing. Palo Alto, CA Code § 4.62.060.</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site where any employee works the city-created notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p><i>Language:</i> The notice must be posted in any language spoken by at least 5 percent of the employees at the workplace or job site.</p> <p><i>Model Poster:</i> The city provides online a poster in English and Spanish)</p> <p>Palo Alto, CA Code § 4.62.060.</p> <p>Investigation: If the city notifies an employer that it is investigating a complaint, the city must require the employer to post or otherwise notify its employees that the city is conducting an investigation, using a</p>	<p>continue from the date immediately following the date wages were due and payable per state law to the date immediately preceding the date wages are paid in full. Palo Alto, CA Code § 4.62.030.</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include, but are not limited to:</p> <ul style="list-style-type: none"> • The right to file a complaint or inform any person about any party’s alleged noncompliance with the law • The right to inform any person of his or her potential rights under the law and to assist him or her in asserting such rights. <p>The protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person</p>
January 1, 2018	\$13.50									
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January 1, 2020	TBD									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>or maintains a business facility in Palo Alto. Palo Alto, CA Code § 4.62.020.</p> <p>Miscellaneous</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standards providing for payment of higher or supplement wages or benefits, or extending other protections. Palo Alto, CA Code § 4.62.100.</p> <p>Geographic Boundaries: In an FAQ, the city provides a link to its boundaries.</p> <p><i>Updated 08/03/2016</i></p>	<p>increase based on changes to the cost of living. The increase cannot exceed 5% and must be rounded to the nearest multiple of 5 cents. If there is no net increase in the cost of living, the minimum wage will not change. Palo Alto, CA Code § 4.62.030. * Note: Although the ordinance uses 2019, there is a predetermined minimum wage rate for that year, so the first increase will not occur until 2020.</p> <p><i>Updated 11/10/2016</i></p>	<p>form provided by the city. Palo Alto, CA Code § 4.62.080.</p> <p>Repeated Violation / Public Posting: If a repeated violation of the law has been finally determined, the city may require the employer to post public notice of the employer's failure to comply in a form determined by the city. Palo Alto, CA Code § 4.62.090.</p> <p>Recordkeeping</p> <p>Employers must retain payroll records pertaining to employees for a period of 4 years of wages paid. If an employer does not maintain or retain adequate records documenting wages paid or does not allow the city reasonable access to such records, the employee's account of how much he or she was paid is presumed to be accurate, absent clear and convincing evidence otherwise. Palo Alto, CA Code § 4.62.060.</p> <p><i>Updated 11/10/2016</i></p>	<p>within 90 days of the person's exercise of protected rights raises a rebuttable presumption of having done so in retaliation for the exercise of such rights.</p> <p>Palo Alto, CA Code § 4.62.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Interest, which accrues from the date wages were due and payable under state law to the date wages are paid in full. • Reinstatement • Injunctive relief • Civil Penalty <ul style="list-style-type: none"> • \$50 for each employee or person whose rights were violated for each day the violation occurred or continued • Fine <ul style="list-style-type: none"> • Per other provisions of Palo Alto or state law • Reasonable attorneys' fees and costs • Reimbursement of the city's administrative costs of

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>enforcement and reasonable attorney's fees</p> <ul style="list-style-type: none"> • Revocation or suspension of any registration certificates, permits or licenses held or requested by an employer until the violation is remedied • Public posting of repeated violation <p>Suit on Public's Behalf: Any person or entity enforcing the law on behalf of the public is only entitled only to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys' fees and costs.</p> <p>Other Violations: The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours or other standards or rights.</p> <p>Palo Alto, CA Code § 4.62.090.</p> <p>Enforcement</p> <p>Private: Any person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation of the law or any other person or entity acting on behalf of</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																				
				<p>the public per state law may bring a civil action against the employer or other person violating the law. Exhausting administrative remedies is not a prerequisite to filing suit. Palo Alto, CA Code § 4.62.090.</p> <p>Administrative: An employee or any other person may report to the city in writing any suspected violation of the law. The city may initiate a civil action for injunctive relief and damages and civil penalties. Palo Alto, CA Code §§ 4.62.080, 4.62.090.</p> <p><i>Updated 01/19/2016</i></p>																				
	<p>City of Richmond</p> <p>Coverage</p> <p>Employee: A person who, in a calendar week, performs at least 2 hours of work for an employer within Richmond’s geographic boundaries, and qualifies as an employee entitled to the state minimum wage or is a welfare-to-work program participant.</p> <p><i>Exception</i></p>	<p>City of Richmond</p> <table border="1" data-bbox="724 958 1134 1455"> <thead> <tr> <th data-bbox="724 958 829 1128">Date</th> <th data-bbox="829 958 934 1128">Minimum Wage (Without Benefits)</th> <th data-bbox="934 958 1039 1128">Minimum Wage (With Benefits)</th> <th data-bbox="1039 958 1134 1128">Intermediate Minimum Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="724 1128 829 1177">Currently</td> <td data-bbox="829 1128 934 1177">\$11.52</td> <td data-bbox="934 1128 1039 1177">\$10.02</td> <td data-bbox="1039 1128 1134 1177">\$10.76</td> </tr> <tr> <td data-bbox="724 1177 829 1274">January 1, 2017</td> <td data-bbox="829 1177 934 1274">\$12.30</td> <td data-bbox="934 1177 1039 1274">\$10.80</td> <td data-bbox="1039 1177 1134 1274">\$11.40 / \$11.15*</td> </tr> <tr> <td data-bbox="724 1274 829 1372">January 1, 2018</td> <td data-bbox="829 1274 934 1372">\$13.00</td> <td data-bbox="934 1274 1039 1372">\$11.50</td> <td data-bbox="1039 1274 1134 1372">\$12.00 / \$11.75*</td> </tr> <tr> <td data-bbox="724 1372 829 1455">January 1, 2019</td> <td data-bbox="829 1372 934 1455">TBD</td> <td data-bbox="934 1372 1039 1455">TBD</td> <td data-bbox="1039 1372 1134 1455">TBD</td> </tr> </tbody> </table>	Date	Minimum Wage (Without Benefits)	Minimum Wage (With Benefits)	Intermediate Minimum Wage	Currently	\$11.52	\$10.02	\$10.76	January 1, 2017	\$12.30	\$10.80	\$11.40 / \$11.15*	January 1, 2018	\$13.00	\$11.50	\$12.00 / \$11.75*	January 1, 2019	TBD	TBD	TBD	<p>City of Richmond</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site where any employee works the city-created notice informing employees of the current minimum wage and of their rights under the law.</p> <p><i>Language:</i> The notice must be posted in any language spoken by</p>	<p>City of Richmond</p> <p>Prohibitions</p> <p>Minimum Wage: A violation for failing to pay the minimum wage continues from the date immediately following the date that the wages were due under state law to the date immediately preceding the date the wages are paid in full. Richmond, CA Code § 7.108.040.</p>
Date	Minimum Wage (Without Benefits)	Minimum Wage (With Benefits)	Intermediate Minimum Wage																					
Currently	\$11.52	\$10.02	\$10.76																					
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> An employee who is exempt from the state minimum wage. Employees in California who are entitled to a reduced minimum wage under the state minimum wage law. YouthWORKS Youth Summary Employment Program participants Employees that receive 50% or more of their income from government grants, reimbursement programs, or vouchers, where the funding agency providing these items specifies the amount of funding being provided for the employee's compensation. <p>Both state-minimum-wage-related exceptions includes, but are not limited to, "learners" as defined by the California Division of Labor Standards Enforcement</p> <p>Richmond, CA Code § 7.108.030.</p> <p><i>CBA Exception:</i> All or any portion of the law may be waived in a bona fide collective bargaining agreement if the waiver is explicitly</p>	<p>Employers must pay employees no less than the minimum wage for each hour worked within Richmond's geographic boundaries.</p> <p>Medical Benefits: If an employer pays at least \$1.50 per hour per employee towards an employee medical benefits plan, which allows the employee to receive employer-compensated care from a licensed physician, the employer can pay employees \$1.50 per hour less than the minimum wage.</p> <p>Intermediate Minimum Wage: Employers must pay employees no less than the Intermediate Minimum Wage for each hour worked if the employer derives more than 50% of its income from transactions where the employer's goods and services produced by the employer in Richmond are delivered or shipped outside Richmond. In determining whether this 50% threshold is met, the employer can only consider operations within Richmond, and the income must be based on</p>	<p>at least 5% of the employees at the work-place or job site.</p> <p><i>Model Poster:</i> The city provides online a poster in English, Spanish & Chinese.</p> <p>Richmond, CA Code § 7.108.060.</p> <p>Investigation: if the Department notifies an employer that it is investigating a complaint, the Employment and Training Department may require the employer to notify its employees that the Department is conducting an investigation, using a form provided by the Department.</p> <p>Richmond, CA Code § 7.108.080.</p> <p>Recordkeeping</p> <p>Employers must keep payroll records pertaining to wages paid to employees for a period of 4 years. If an employer does not maintain or retain adequate records or does not allow the city reasonable access to such records, the employee's account of how much he or she was paid is presumed to be accurate, absent clear and</p>	<p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include, but are not limited to:</p> <ul style="list-style-type: none"> The right to file a complaint The right to inform any person about any party's alleged noncompliance with the law or any person's potential rights under the law. <p>The protections apply to any person who in good faith alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person's exercising protected rights raises a rebuttable presumption of having done so in retaliation for the exercise of such rights.</p> <p>Richmond, CA Code § 7.108.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> Back wages

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>set forth in clear and unambiguous terms. Richmond, CA Code § 7.108.050.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, who directly or indirectly through any other person, including through the services of a temporary employment agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee.</p> <p><i>Exception:</i> Any small business employer who pays for less than 800 hours of employee labor during a given two-week period, including all persons performing work for compensation on a full-time, part-time, or temporary basis. An employer that pays for 800 or more hours of employee labor during any two-week period at all business locations, whether inside or outside the Richmond, is deemed a covered employer for the entirety of that two-week period</p>	<p>the combined value of goods and services. **The intermediate minimum wage is an amount equal to the midpoint between the Richmond and California minimum wage rates. *Richmond's minimum wage was instituted before California created a two-tier state minimum wage system with different rates for employers with 26 or more, or 25 or fewer, employees, which will come into play January 1, 2017.</p> <p>Richmond, CA Code § § 7.108.040, **7.108.030.</p> <p>Tip Credit: Although the law does not address this issue, tip credits are prohibited by state law (Cal. Labor Code § 351).</p> <p>Inflation Indexing: Beginning on January 1, 2019, and each year thereafter, the minimum wage must increase by an amount corresponding to the increase in the consumer price index. The adjusted minimum wage must be announced</p>	<p>convincing evidence otherwise. Richmond, CA Code § 7.108.060.</p> <p><i>Updated 01/19/2016</i></p>	<ul style="list-style-type: none"> • Interest, which accrues from the date wages were due under state law to the date wages are paid in full • Reinstatement • Injunctive relief • Fine <ul style="list-style-type: none"> • Not to exceed \$50 per day or portion thereof a violation occurs, and for each employee as to whom a violation occurred or continued. • Other fines imposed per Richmond or state law. • Civil penalty <ul style="list-style-type: none"> • \$50 to each employee or person whose rights were violated for each day or portion thereof a violation occurred or continued. • Revocation or suspension of any registration certificates, permits or licenses held or requested by the employer until a violation is remedied, including but not limited to city business licenses.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>and the remainder of that calendar year quarter. In determining how many hours of employee labor an employer pays for, all labor performed by businesses with substantial overlapping ownership or control are aggregated.</p> <p>Richmond, CA Code § 7.108.030.</p> <p>Miscellaneous</p> <p>Geographic Boundaries: The city provides online a map of the Richmond's geographic boundaries.</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard providing for payment of higher or supplemental wages or benefits, or extending other protections. Richmond, CA Code § 7.108.100.</p> <p><i>Updated 01/19/2016</i></p>	<p>by October 1. Richmond, CA Code § 7.108.040.</p> <p><i>Updated 07/25/2016</i></p>		<ul style="list-style-type: none"> Reasonable attorneys' fees and costs. Reimbursement of the city's cost of enforcement and reasonable attorneys' fees. <p>Suit on Public's Behalf: Any person or entity enforcing the law on the public's behalf is entitled only to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys' fees and costs.</p> <p>Other Violations: The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or rights.</p> <p>Richmond, CA Code § 7.108.090.</p> <p>Enforcement</p> <p>Private: Any person aggrieved by a violation of the law, any entity with a member which is aggrieved by a violation of the law, or any other person or entity acting on behalf of the public per state law, may bring a civil action against the employer</p>

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						<p>or other person violating the law. Richmond, CA Code § 7.108.090.</p> <p>Administrative: An employee or any other person may report to the Employment and Training Department in writing any suspected violation of the law. The Department can take any appropriate enforcement action to secure compliance. Richmond, CA Code §§ 7.108.080, 7.108.090.</p> <p><i>Updated 01/19/2016</i></p>															
	<p>City & County of San Francisco</p> <p>Coverage</p> <p>Employee: Any person who, in a particular week, performs at least 2 hours of work for an employer within San Francisco’s geographic boundaries, and qualifies as an employee entitled to the state minimum wage or is a Welfare-to-Work Program participant. San Francisco, CA Admin. Code § 12R.3.</p> <p><i>Government Supported Employee:</i> Any employee who is:</p>	<p>City & County of San Francisco</p> <table border="1" data-bbox="718 841 1134 1377"> <thead> <tr> <th data-bbox="718 841 861 1052">Date</th> <th data-bbox="861 841 1003 1052">Minimum Wage</th> <th data-bbox="1003 841 1134 1052">Minimum Wage (Government Supported Employee)</th> </tr> </thead> <tbody> <tr> <td data-bbox="718 1052 861 1101">Currently</td> <td data-bbox="861 1052 1003 1101">\$13.00</td> <td data-bbox="1003 1052 1134 1101">TBD</td> </tr> <tr> <td data-bbox="718 1101 861 1190">July 1, 2017</td> <td data-bbox="861 1101 1003 1190">\$14.00</td> <td data-bbox="1003 1101 1134 1190">TBD</td> </tr> <tr> <td data-bbox="718 1190 861 1284">July 1, 2018</td> <td data-bbox="861 1190 1003 1284">\$15.00</td> <td data-bbox="1003 1190 1134 1284">TBD</td> </tr> <tr> <td data-bbox="718 1284 861 1377">July 1, 2019</td> <td data-bbox="861 1284 1003 1377">TBD</td> <td data-bbox="1003 1284 1134 1377">TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the minimum wage</p>			Date	Minimum Wage	Minimum Wage (Government Supported Employee)	Currently	\$13.00	TBD	July 1, 2017	\$14.00	TBD	July 1, 2018	\$15.00	TBD	July 1, 2019	TBD	TBD	<p>City & County of San Francisco</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time of hire the employer’s name, address and telephone number in writing. San Francisco, CA Admin. Code § 12R.5.</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site where any employee works the city/county-created notice informing employees</p>	<p>City & County of San Francisco</p> <p>Prohibitions</p> <p>Generally: Each and every day that a violation exists constitutes a separate and distinct offense. Each section violated constitutes a separate violation for any day at issue. San Francisco, CA Admin. Code § 12R.7.</p> <p>Waiver: “The San Francisco minimum wage is an obligation of the employer and cannot be waived by an employee except through a bona fide collective bargaining agreement.” Office of</p>
Date	Minimum Wage	Minimum Wage (Government Supported Employee)																			
Currently	\$13.00	TBD																			
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> Under the age of 18 and is employed as an after-school or summer employee in a bona fide training or apprenticeship program in a position that is subsidized by the federal, state, or local government; or *Over the age 55 and is employed by a non-profit corporation that provides social welfare services as a core mission to individuals who are over the age of 55 and is in a position that is subsidized by federal, state, or local government. <p>San Francisco, CA Admin. Code § 12R.4. * See below, Miscellaneous.</p> <p><i>Exceptions:</i> "Certain categories of workers, including independent contractors, learners and certain disabled workers, are not entitled to the state minimum wage." Office of Labor Standards Enforcement, Frequently Asked Questions (Feb. 2009).</p> <p><i>CBA Exception:</i> All or any portion of the law does not apply to</p>	<p>for each hour worked within San Francisco's geographic boundaries.</p> <p>San Francisco, CA Admin. Code § 12R.4.</p> <p>Wages: Include compensation that is received in the form of salary, hourly pay, piece rate, commissions, and non-discretionary performance bonuses.</p> <p>Meal & Lodging Credit: "[T]he City also permits employers to offset a portion of the San Francisco minimum wage for housing and meal costs. The City offsets for housing and meal costs are the same as those offsets available under state minimum wage law. The offsets will only be recognized if there is a prior voluntary written agreement between the employer and employee."</p> <p>Commission Employees: "For each pay period, employers must pay the employee an amount that equals or exceeds the hours that the employee worked multiplied by the current San Francisco minimum wage. If the employee's</p>	<p>of the current minimum wage and of their rights under the law.</p> <p><i>Language:</i> Employers must post the notice in English, Spanish, Chinese and any other language spoken by at least 5% of the employees at the workplace or job site.</p> <p><i>Model Poster:</i> The city/county provides online a poster in English, Chinese, Spanish, Vietnamese, Russian & Tagalog</p> <p>San Francisco, CA Admin. Code § 12R.5.</p> <p><i>Investigation:</i> If the Office of Labor Standards Enforcement notifies an employer it is investigating a complaint, the OLSE can require the employer to post or otherwise notify its employees that OLSE is conducting an investigation, using a form provided by OLSE.</p> <p><i>Public Notice of Noncompliance:</i> If an employer fails to comply with a settlement agreement with the Office of Labor Standards Enforcement or a final determination by OLSE, the OLSE</p>	<p>Labor Standards Enforcement, Frequently Asked Questions (Feb. 2009).</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include, but are not limited to:</p> <ul style="list-style-type: none"> The right to file a complaint or inform any person about any party's alleged noncompliance with the law The right to inform any person of his or her potential rights under the law and to assist him or her in asserting such rights. <p>The protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person's exercising protected rights raises a rebuttable presumption of having</p>

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	<p>employees covered by a bona fide collective bargaining agreement to the extent that such requirements are expressly waived in the collective bargaining agreement in clear and unambiguous terms.</p> <p>*“The parties to a collective bargaining agreement are free to negotiate any language they desire, and the department will not interfere with or participate in the negotiation of such language. There may be many different ways to accomplish an effective waiver in a collective bargaining agreement. (One approach, that the department would recognize for purposes of enforcement, is as follows: ‘Waiver of San Francisco Minimum Wage Ordinance: To the fullest extent permitted, this agreement shall operate to waive any provisions of the San Francisco Minimum Wage Ordinance, San Francisco Administrative Code Chapter 12R, and shall supersede and be considered to have fulfilled all requirements of said Ordinance as</p>	<p>commissions for the pay period, together with other compensation earned, are less than that amount, employers must pay the difference. Whether the employer may thereafter recover any amounts based on commissions that the employee earns in a later pay period, or which are paid at a later date, depends on whether the employer and employee have an enforceable written agreement.”</p> <p>Office of Labor Standards Enforcement, Frequently Asked Questions (Feb. 2009).</p> <p>Tip Credit: “Wages do not include tips An employer may not use an employee’s tips as a credit toward its obligation to pay the San Francisco minimum wage.” Office of Labor Standards Enforcement, Frequently Asked Questions (Feb. 2009).</p> <p>Inflation Indexing</p> <p>Generally: Beginning on July 1, 2019, and each year thereafter, the minimum wage must be increased by an amount corresponding to</p>	<p>may require the employer to post public notice of its failure to comply in a form determined by the OLSE.</p> <p>San Francisco, CA Admin. Code § 12R.7.</p> <p>Recordkeeping</p> <p>Employers must retain payroll records pertaining to wages paid to employees for a period of 4 years. If an employer does not maintain or retain adequate records documenting wages paid or does not allow the Office of Labor Standards Enforcement access to such records, it is presumed the employer paid no more than the applicable federal or state minimum wage, absent clear and convincing evidence otherwise. San Francisco, CA Admin. Code § 12R.5.</p> <p><i>Updated 08/03/2016</i></p>	<p>done so in retaliation for the exercise of such rights.</p> <p>San Francisco, CA Admin. Code § 12R.6.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Interest, which accrues from the date wages were due and payable under state law to the date wages were paid in full • Penalty <ul style="list-style-type: none"> • \$50 to each employee or person whose rights were violated for each day that the violation occurred or continued • \$500 <ul style="list-style-type: none"> • Failure to keep or retain payroll records for 4 years, or allow OLSE access • Posting & notice violations • \$1,000 (Retaliation; per employee) • Penalty amounts must be increased

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>presently written, and or amended during the life of this agreement.’)”</p> <p>San Francisco, CA Admin. Code § 12R.8; *Office of Labor Standards Enforcement, Frequently Asked Questions (Feb. 2009).</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executives, who directly or indirectly or through an agent any other person, including through the services of a temporary services or staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee. San Francisco, CA Admin. Code § 12R.3.</p> <p>Miscellaneous</p> <p>Government Supported Employee / Non-Profit Corporation: This only applies to non-profit corporations operating as of January 1, 2015, and applies only as to the number of employees over the age of 55 holding positions in the corporation as of January 1, 2015 that are subsidized by federal, state, or</p>	<p>the prior year's increase, if any, in the consumer price index. San Francisco, CA Admin. Code § 12R.4.</p> <p>Government Supported Employee: Beginning on July 1, 2016, and each year thereafter, the minimum wage must be increased by an amount corresponding to the prior year's increase, if any, in the consumer price index. San Francisco, CA Admin. Code § 12R.4.</p> <p><i>Updated 07/01/2016</i></p>		<p>cumulatively by 50% for each subsequent violation of the same provision by the same employer or person within a 3-year period.</p> <ul style="list-style-type: none"> • The maximum penalty amount that may be imposed by administrative citation in a calendar year for each type of violation is \$5,000 or \$10,000 (if a citation for retaliation) <ul style="list-style-type: none"> • Reinstatement • Injunctive relief • Public notice of violation. • Reasonable attorneys' fees and costs. • The city's attorney's fees and costs • OLSE enforcement costs, including reasonable attorneys' fees • Lien against any property owned or operated by a person who fails to pay a penalty

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>local government, plus 25% of that number. Any employees hired by a Non-Profit Corporation after January 1, 2015 that exceed the numerical threshold in the prior sentence (including the additional 25%) do not qualify as "Government Supported Employees." If at any time the number of employees over the age of 55 holding positions in the corporation that are subsidized by federal, state, or local government falls below that numerical threshold (including the additional 25%), then those positions qualifies as "Government Supported Employee" positions.</p> <p><i>Nonprofit Corporation:</i> A nonprofit corporation, duly organized, validly existing and in good standing under the laws of the jurisdiction of its incorporation and (if a foreign corporation) in good standing under California laws, which corporation has established and maintains valid nonprofit 201(c)(3) status under federal law.</p>			<p>Suit on Public's Behalf: Any person or entity enforcing the law on the public's behalf per state law is only to equitable, injunctive or restitutionary relief, and reasonable attorneys' fees and costs.</p> <p>Criminal Suit: The law does not restrict, preclude, or otherwise limit a separate or concurrent criminal prosecution under local or state law. Jeopardy does not attach because an administrative or civil enforcement action was taken pursuant to the law.</p> <p>San Francisco, CA Admin. Code § 12R.7, 12R.16, 12R.17</p> <p>Other Violations: The remedies, penalties and procedures provided under the law are not intended to be exclusive of any other available remedies, penalties and procedures. San Francisco, CA Admin. Code § 12R.15.</p> <p>Enforcement</p> <p>Private: Any person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation of the law, or any other</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>San Francisco, CA Admin. Code § 12R.3.</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard that provides for paying higher or supplemental wages or benefits, or extending other protections. San Francisco, CA Admin. Code § 12R.9.</p> <p><i>Updated 01/19/2016</i></p>			<p>person or entity acting on behalf of the public per state law, may bring a civil action against the employer or other person violating the law. San Francisco, CA Admin. Code § 12R.7.</p> <p>Administrative: An employee or other person may report to the Office of Labor Standards Enforcement in writing any suspected violation of the law. The OLSE or the City Attorney may bring a civil action against the employer or other person violating the law. San Francisco, CA Admin. Code §§ 12R.7, 12R.14.</p> <p><i>Updated 01/19/2016</i></p>
	<p>NOTE: The city recently amended its law and announced most of the new rates (e.g., it did not list the newly created Youth Training Program (YTP) minimum wage rate). Moreover, a draft of the amendments Littler has seen contains numerous issues we believe will require further clarification from the city (e.g., the YTP rate, inflation indexing generally and for the</p>	<p>NOTE: The city recently amended its law and announced most of the new rates (e.g., it did not list the newly created Youth Training Program (YTP) minimum wage rate). Moreover, a draft of the amendments Littler has seen contains numerous issues we believe will require further clarification from the city (e.g., the YTP rate, inflation indexing generally and for the</p>	<p>NOTE: The city recently amended its law and announced most of the new rates (e.g., it did not list the newly created Youth Training Program (YTP) minimum wage rate). Moreover, a draft of the amendments Littler has seen contains numerous issues we believe will require further clarification from the city (e.g., the YTP rate, inflation indexing generally and for the</p>	<p>NOTE: The city recently amended its law and announced most of the new rates (e.g., it did not list the newly created Youth Training Program (YTP) minimum wage rate). Moreover, a draft of the amendments Littler has seen contains numerous issues we believe will require further clarification from the city (e.g., the YTP rate, inflation indexing generally and for the</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement												
	<p>YTP minimum wage). Additional updates to this summary will occur once the amended ordinance is published.</p> <p>City of San Jose</p> <p>Coverage</p> <p>Employee: A person who, in a calendar week, performs at least 2 hours of work for an employer, and qualifies as an employee entitled to the state minimum wage or is a Welfare-to-Work Program participant. San Jose, CA Code § 4.100.030.</p> <p><i>CBA Exception:</i> To the extent required by federal law, all or any portion of the law may be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in clear and unambiguous terms. San Jose, CA Code § 4.100.050.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executives, who directly or indirectly through any</p>	<p>YTP minimum wage). Additional updates to this summary will occur once the amended ordinance is published.</p> <p>City of San Jose</p> <table border="1" data-bbox="718 483 1127 792"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$10.30</td> </tr> <tr> <td>January 1, 2017</td> <td>\$10.50</td> </tr> <tr> <td>July 1, 2017</td> <td>\$12.00</td> </tr> <tr> <td>January 1, 2018</td> <td>\$13.50</td> </tr> <tr> <td>January 1, 2019</td> <td>\$15.00</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the minimum wage for each hour worked within San Jose’s geographic boundaries.</p> <p>San Jose, CA Code § 4.100.040.</p> <p>Wages: “Wages’ include compensation that is received in the form of salary, hourly pay, piece rate, commissions and non-discretionary performance bonuses.”</p> <p>Meal & Lodging Credit: “San Jose permits employers to offset a portion of the San Jose minimum wage for housing and meal costs.</p>	Date	Minimum Wage	Currently	\$10.30	January 1, 2017	\$10.50	July 1, 2017	\$12.00	January 1, 2018	\$13.50	January 1, 2019	\$15.00	<p>YTP minimum wage). Additional updates to this summary will occur once the amended ordinance is published.</p> <p>City of San Jose</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time of hire with the employer’s name, address, and telephone number in writing. San Jose, CA Code § 4.100.060.</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site where any employee works the city-created notice informing employees of the current minimum wage and of their rights under the law.</p> <p><i>Language:</i> The notice must be posted in any language spoken by at least 5% of the employees at the workplace or job site.</p>	<p>YTP minimum wage). Additional updates to this summary will occur once the amended ordinance is published.</p> <p>City of San Jose</p> <p>Prohibitions</p> <p>Minimum Wage: A violation for failing to pay the minimum wage continues from the date immediately following the date that wages were due under state law to the date immediately preceding the date the wages are paid in full. San Jose, CA Code § 4.100.040.</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include, but are not limited to:</p> <ul style="list-style-type: none"> • The right to file a complaint or inform any person about any party’s alleged noncompliance with the law • The right to inform any person of his or her potential rights under the law and to assist
Date	Minimum Wage															
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>other person, including through the services of a temporary employment agency, staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee and who is either subject to San Jose’s business license tax or maintains a facility in San Jose. San Jose, CA Code § 4.100.030.</p> <p>Miscellaneous</p> <p>Geographic Boundaries: The city provides online a map of San Jose’s geographic boundaries.</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard providing for payment of higher or supplemental wages or benefits, or extending other protections. San Jose. San Jose, CA Code § 4.100.100.</p> <p><i>Updated 12/01/2016</i></p>	<p>The City offsets for housing and meal costs are the same as those offsets available under the California minimum wage law. The offsets are only recognized if there is a prior voluntary agreement between the employer and employee.”</p> <p>Fringe Benefits: “An employer may not use an employee’s fringe benefits [health insurance, vacation, sick leave] as a credit towards its obligation to pay the San Jose minimum wage.”</p> <p>City of San Jose, Frequently Asked Questions (Feb. 27, 2013).</p> <p>Tip Credit: “An employer may not use an employee’s tips as a credit toward its obligation to pay the San Jose minimum wage.” City of San Jose, Frequently Asked Questions (Feb. 27, 2013).</p> <p>Inflation Indexing: Beginning on January 1, 2014, and each year thereafter, the minimum wage must be increased by an amount corresponding to increase in the cost of living (August – August). The adjusted minimum wage must</p>	<p><i>Model Poster:</i> The city provides online a poster in English, Spanish, Vietnamese & Chinese.</p> <p>San Jose, CA Code § 4.100.060.</p> <p>Investigation: If the Office of Equality Assurance notifies an Employer that it is investigating a complaint, the Office must require the employer to post or otherwise notify its employees that the Office is conducting an investigation, using a form provided by the city. San Jose, CA Code § 4.100.080.</p> <p>Repeated Violation / Public Posting: If a repeated violation of the law has been finally determined, the Office of Equality Assurance may require the employer to post public notice of its failure to comply in a form determined by the city. San Jose, CA Code § 4.100.090.</p> <p>Recordkeeping</p> <p>Employers must keep payroll records pertaining to wages paid to employees for a period of 4 years. If an employer does not maintain or retain adequate records documenting wages paid or does not allow the city reasonable access to such records, the employee’s account of how much</p>	<p>him or her in asserting such rights.</p> <p>The protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person exercising protected rights raises a rebuttable presumption of having done so in retaliation for the exercise of such rights.</p> <p>San Jose, CA Code § 4.100.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Interest, which accrues from the date wages were due per state law to the date wages were paid in full. • Reinstatement • Injunctive relief • Civil Penalty <ul style="list-style-type: none"> • \$50 to each employee or person whose rights were violated for

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		<p>be rounded to the nearest multiple of 5 cents. The adjusted minimum wage must be announced by October 1. San Jose, CA Code § 4.100.040.</p> <p><i>Updated 12/01/2016</i></p>	<p>he or she was paid is presumed to be accurate, absent clear and convincing evidence otherwise. San Jose, CA Code § 4.100.060.</p> <p><i>Updated 12/01/2016</i></p>	<p>each day the violation occurred or continued.</p> <ul style="list-style-type: none"> • Fine <ul style="list-style-type: none"> • Not more than \$50 for each day or portion thereof and for each employee or person as to whom a violation occurred or continued. • Reasonable attorneys' fees and costs • Reimbursement of the city's administrative costs of enforcement and reasonable attorneys' fees • Revocation or suspension of any registration certificates, permits or licenses held or requested by the employer until the violation is remedied. • Public notice of repeated violations. <p>Suit on Public's Behalf: Any person or entity enforcing the law on behalf of the public is only entitled only to equitable, injunctive or restitutionary relief to employees,</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>and reasonable attorneys' fees and costs.</p> <p>Other Violations: The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or rights</p> <p>San Jose, CA Code § 4.100.090.</p> <p>Enforcement</p> <p>Private: Any person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation of the law, or any other person or entity acting on behalf of the public per state law, may bring a civil action against the employer or other person violating the law. Exhausting administrative remedies is not a prerequisite to filing suit. San Jose, CA Code § 4.100.090.</p> <p>Administrative: An employee or any other person may report to the e Office of Equality Assurance in writing any suspected violation of the law. The City may initiate a civil action for injunctive relief and damages and civil penalties.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
				San Jose, CA Code §§ 4.100.080, 4.100.090. <i>Updated 12/01/2016</i>								
	<p>City of Santa Clara</p> <p>Coverage</p> <p>Employee: Any person who, in a calendar week, performs at least 2 hours of work for an employer, and qualifies as an employee entitled to the state minimum wage or is a Welfare-to-Work Program participant. Santa Clara, CA Code § 3.20.030.</p> <p><i>CBA Exception:</i> To the extent required by federal law, all or any portion of the law may be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in such agreement in clear and unambiguous terms. Santa Clara, CA Code § 3.20.050.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executives, who directly or indirectly through any</p>	<p>City of Santa Clara</p> <table border="1" data-bbox="724 467 1134 673"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$11.00</td> </tr> <tr> <td>January 1, 2017</td> <td>\$11.10</td> </tr> <tr> <td>January 1, 2018</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the minimum wage for each hour worked within Santa Clara’s geographic boundaries.</p> <p>Commissions / Guaranteed Gratuities: Commissions or guaranteed gratuities, not including discretionary tips, may be counted toward payment of the minimum wage when they are earned and paid together with other compensation paid to an employee and are equal to or greater than the minimum wage. For each pay period, employers must pay the employee an amount that equals or exceeds the current hourly minimum wage.</p>	Date	Minimum Wage	Currently	\$11.00	January 1, 2017	\$11.10	January 1, 2018	TBD	<p>City of Santa Clara</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time of hire with the Employer’s name, address, and telephone number in writing. Santa Clara, CA Code § 3.20.060.</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site where any employee works the city-created notice informing employees of the current minimum wage and of their rights under the law.</p> <p><i>Language:</i> The notice must be posted in the top three languages spoken in Santa Clara based on the latest available census information for the city at the workplace or job site.</p>	<p>City of Santa Clara</p> <p>Prohibitions</p> <p>Minimum Wage: A violation for failing to pay the minimum wage continues from the date immediately following the date that the wages were due and payable under state law to the date immediately preceding the date the wages are paid in full. Santa Clara, CA Code § 3.20.040.</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include, but are not limited to:</p> <ul style="list-style-type: none"> • The right to file a complaint or inform any person about any party’s alleged noncompliance with the law • The right to inform any person of his or her potential rights
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>other person, including through the services of a temporary employment agency, staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee and who is either subject to the Santa Clara business tax laws or maintains a facility in Santa Clara. Santa Clara, CA Code § 3.20.030.</p> <p><i>Residential Care Facilities:</i> “Although state law exempts residential care facilities for six or fewer elderly persons from the city’s business license tax, all residential care facilities, regardless of number or type of occupant, are required to pay local minimum wage to employees when located in Santa Clara.” City of Santa Clara, Minimum Wage Ordinance FAQs (Nov. 30, 2015).</p> <p>Miscellaneous</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard providing for</p>	<p>Meal & Lodging Credit: An employer may offset a portion of the minimum wage for housing and meal costs only if the offsets are the same as those available under the state minimum wage law. The offsets are only recognized if there is a prior voluntary agreement between the employer and the employee.</p> <p>*Fringe Benefits: “Employers are not able to use an employee’s . . . fringe benefits as a credit towards the employer’s obligation to pay the city minimum wage.”</p> <p>*Exempt Employees: “Under state law, employees who are classified as ‘exempt’ must earn a monthly salary that is twice the state minimum for a full time employee - so the 2x calculation for salaried employees is tied to the state minimum wage of \$10 per hour.”</p> <p>Santa Clara, CA Code § 3.20.040; *City of Santa Clara, Minimum Wage Ordinance FAQs (Nov. 30, 2015).</p>	<p><i>Model Poster:</i> The city provides online a poster in English, Spanish & Vietnamese.</p> <p>Santa Clara, CA Code § 3.20.060.</p> <p>Investigation: If the *Office of Equality Assurance* notifies an employer it is investigating a complaint, the city can require the employer to post or otherwise notify its employees that the city is conducting an investigation, using a form provided by the city. Santa Clara, CA Code § 3.20.080; *Santa Clara, Minimum Wage Ordinance.</p> <p>Recordkeeping</p> <p>Employers must retain payroll records pertaining to wages paid to employees for a period of 4 years. If an employer does not maintain or retain adequate records documenting wages paid or does not allow the *Office of Equality Assurance* reasonable access to such records, the employee’s account of how much he or she was paid is presumed to be accurate, absent clear and convincing evidence otherwise. Santa Clara, CA Code § 3.20.060;</p>	<p>under the law and to assist him or her in asserting such rights.</p> <p>The protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p>Santa Clara, CA Code § 3.20.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Interest, which accrued from the date wages were due and payable under state law to the date wages are paid in full. • Reinstatement • Injunctive relief • Civil Penalty <ul style="list-style-type: none"> • \$50 to each employee or person whose rights were violated for each day the violation occurred or continued • Fine <ul style="list-style-type: none"> • Not more than \$50 for each day or portion thereof and for each employee or person as

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>payment of higher or supplemental wages or benefits, or extending other protections. Santa Clara, CA Code § 3.20.100.</p> <p><i>Updated 01/19/2016</i></p>	<p>Tip Credit: “Employers are not able to use an employee’s tips . . . as a credit towards the employer’s obligation to pay the city minimum wage.” City of Santa Clara, Minimum Wage Ordinance FAQs (Nov. 30, 2015).</p> <p>Inflation Indexing: Beginning on *January 1, 2017,* and each year thereafter, the minimum wage must increase by an amount corresponding to the increase, if any, in the cost of living (August – August). The amount of the increase is rounded to the nearest multiple of 5 cents. The adjusted minimum wage must be announced by October 1. Santa Clara, CA Code § 3.20.040; *City of Santa Clara, Minimum Wage Ordinance FAQs (Nov. 30, 2015).</p> <p><i>Updated 10/18/2016</i></p>	<p>*Santa Clara, Minimum Wage Ordinance.</p> <p><i>Updated 01/19/2016</i></p>	<p>to whom the violation occurred or continued.</p> <ul style="list-style-type: none"> • Reasonable attorneys’ fees and costs • Reimbursement of city’s administrative costs of enforcement and reasonable attorneys’ fees • Revocation or suspension of any registration certificates, permits or licenses held or requested by the employer until the violation is remedied <p>Suit on Public’s Behalf: Any person or entity enforcing the law on behalf of the public per state law is only entitled to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys’ fees and costs.</p> <p>Other Laws: The law does not limit an employee’s right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or rights.</p> <p>Santa Clara, CA Code § 3.20.090.</p> <p>Enforcement</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
						<p>Private: Any person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation of the law, or any other person or entity acting on behalf of the public per state law, may bring a civil action against the employer or other person violating the law. Exhaustion of administrative remedies is not a prerequisite to filing suit. Santa Clara, CA Code §§ 3.20.080, 3.20.090.</p> <p>Administrative: An employee or any other person may report to the *Office of Equality Assurance* in writing any suspected violation of the law. The city may initiate a civil action for injunctive relief and damages and civil penalties. Santa Clara, CA Code § 3.20.080, 3.20.090; *Santa Clara, Minimum Wage Ordinance.</p> <p><i>Updated 01/19/2016</i></p>
	<p>City of Santa Monica</p> <p>Coverage</p> <p>Employee: A person who in a particular week performs at least 2 hours of work within Santa</p>	<p>City of Santa Monica</p> <p>Date</p>	<p>Minimum Wage (26 or More Employees)</p>	<p>Minimum Wage (25 or Fewer Employees)</p>	<p>City of Santa Monica</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee, at the time of hire, the employer’s name,</p>	<p>City of Santa Monica</p> <p>Prohibitions</p> <p>Waiver: Except for bona fide CBAs, any waiver by an employee of any provision of the law is contrary</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Monica’s geographic boundaries for an employer and qualifies as an employee entitled to the state minimum wage. Santa Monica, CA Code § 4.62.010.</p> <p>Note: Separate requirements apply to hotel workers. See Santa Monica, CA §§ 4.62.030 (Exemptions), 4.63.010 <i>et seq.</i> (Hotel Worker Living Wage)</p> <p><i>CBA Exception:</i> All or any part of the law may be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in clear and unambiguous terms (*in larger type than the surrounding text, or in contrasting type, font, or color to the surrounding text of the same, or set off from the surrounding text of the same size by symbols or other marks, in a manner that is clearly visible in context and clearly calls attention to the language*). Unilateral implementation of terms and conditions of employment by either party to a CBA does not constitute, nor is it permitted as, a</p>	Currently	\$10.50	Not Applicable	<p>address, and telephone number in writing. Santa Monica, CA Code § 4.62.015.</p> <p>Posting</p> <p>Employers must post in a conspicuous place at any workplace or job site where an employee works the city-created notice informing employees of the current minimum wage and their rights under the law.</p> <p>Language: The notice must be posted in English, Spanish, and any other language spoken by at least 5% of the employees.</p> <p>Model Poster: The city provides online a poster in English, Spanish, Chinese, Tagalog, Armenian & Korean.</p> <p>Santa Monica, CA Code § 4.62.015.</p> <p>Recordkeeping</p> <p>Employers must retain payroll records pertaining to employees for no less than 3 years. Santa Monica, CA Code § 4.62.015.</p>	<p>to public policy and is void and unenforceable. Santa Monica, CA Code § 4.62.050.</p> <p>Reducing Hours & Benefits / Generally: An employer cannot reduce the hours or benefits of, refuse to hire, discharge, discipline, or otherwise discriminate or take adverse action against an employee or other individual to pay wages less than the minimum amount required by the law.</p> <p>An employer cannot directly fund the wages and benefits required under the law by reducing the pension, vacation, or other non-wage benefits of an employee, or by increasing charges to employees for parking, uniforms, meals, or other work-related materials or equipment.</p> <p>Santa Monica, CA Code § 4.62.060.</p> <p>Retaliation: An employer cannot reduce the hours, wages or benefits of, demote, discharge, or otherwise discriminate or take adverse action against a person for exercising</p>
		July 1, 2017	\$12.00	\$10.50		
		July 1, 2018	\$13.25	\$12.00		
		July 1, 2019	\$14.25	\$13.25		
		July 1, 2020	\$15.00	\$14.25		
		July 1, 2021	\$15.00	\$15.00		
		July 1, 2022	TBD			
		<p>An employer must pay employees a wage of no less than the above hourly rates.</p> <p>Note: Separate wage rates apply to hotel workers. See Santa Monica, CA Code §§ 4.63.010 <i>et seq.</i> (Hotel Worker Living Wage).</p> <p>Learners: Learners (Cal. Lab. Code § 1192 / California Wage Orders) must be paid not less than 85% of the minimum wage, rounded to the nearest nickel, during their first 160</p>				

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>waiver. Santa Monica, CA Code §§ *4.62.010, 4.62.045.</p> <p>Employer: Any person, including a corporate officer or executive, association, organization, partnership, business trust, and limited liability company or corporation, who directly or indirectly, or through an agent or other person, including through the services of a temporary service or staffing agency or similar entity, employs or exercises control over the wages, hours, or working conditions of any employee. Santa Monica, CA Code § 4.62.010.</p> <p>Note: Separate requirements apply to hotel employers. See Santa Monica, CA §§ 4.62.030 (Exemptions), 4.63.010 <i>et seq.</i> (Hotel Worker Living Wage).</p> <p><i>Business Size:</i> The number of employees must be determined by the average number of employees employed per quarter during the previous calendar year.</p> <p><i>Integrated Enterprise:</i> Multiple employers that form a single</p>	<p>hours of employment. After, they must be paid the minimum wage.</p> <p>Santa Monica, CA Code § 4.62.015.</p> <p>Non-Profits (501(c)(3)): The city must establish a procedure to allow non-profits with 26 or more employees to qualify for the “25 or Fewer Employee” minimum wage rate. The non-profit must establish that:</p> <ul style="list-style-type: none"> • The CEO earns a salary that, when calculated on an hourly basis, is less than 5 times the lowest wage paid by the non-profit; or • The non-profit serves as a child care provider; • The non-profit is funded primarily by city, county, state, or federal grants or reimbursements; or • The non-profit is a transitional employer <ul style="list-style-type: none"> • *A non-profit providing transitional jobs for the long-term unemployed that has been certified by city* 	<p><i>Updated 08/03/2016</i></p>	<p>rights protected under the law, which include, but are not limited to:</p> <ul style="list-style-type: none"> • Opposing any practices prohibited by the law • Participating in proceedings related to the law • Seeking to enforce a person’s rights under the law by any lawful means • Otherwise asserting rights under the law <p><i>Rebuttable Presumption:</i> Tasking adverse action against a person within 90 days of the person exercising protected rights raises a rebuttable presumption the adverse action was taken in retaliation for exercising such rights.</p> <p>Santa Monica, CA Code § 4.62.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Penalty <ul style="list-style-type: none"> • Up to \$100 to each person whose rights were violated for each

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>integrated enterprise are considered a single employer if so deemed under the FLSA.</p> <p>Santa Monica, CA Code § 4.62.015.</p> <p>Miscellaneous</p> <p>Service Charges: The city has detailed requirements concerning service charges (which are not summarized here), including, but not limited to:</p> <ul style="list-style-type: none"> • Distribution • Who can receive • Grandfathered service charge plans • Notice requirements to customers and employees • Written disclosure to employees of charges when wages paid • When payment due • Recordkeeping <p>See Santa Monica, CA Code § 4.62.040.</p> <p>Interplay with Other Laws: The law is not interpreted or applied to create any power or duty that</p>	<ul style="list-style-type: none"> • *Transitional jobs are short-term, wage-paying, subsidized employment in a non-profit that combines actual work, skill development, and supportive services to help participants overcome barriers to employment and transition to unsubsidized competitive employment* • *Support services include, but are not limited to, counseling services, individual case management, pre-employment job readiness training, daily monitoring of participants while on the job, providing unsubsidized competitive employment opportunities, and assisting in applying for, obtaining, 		<p>day a violation occurred or continued</p> <ul style="list-style-type: none"> • Willful Violations <ul style="list-style-type: none"> • Amount of monies or penalties to be paid may be trebled • Reinstatement • Injunctive relief • Misdemeanor or Infraction <ul style="list-style-type: none"> • A fine between \$150 and \$500, imprisonment not exceeding 6 months, or both (Misdemeanor) • A fine between \$100 and \$250 (Infraction) • A separate offense occurs for each and every day during any portion of which a violation is committed, continued, or permitted • Administrative citation (Santa Monica, CA Code ch. 1.09) • Reimbursement for investigation costs (upon conviction, if violator holds city permit / approval)

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	<p>conflicts with state or federal law. See Santa Monica, CA Code § 4.62.120.</p> <p><i>Updated 05/19/2016</i></p>	<p>and maintaining unsubsidized competitive employment*</p> <p>Santa Monica, CA Code §§ *4.62.010, 4.62.020.</p> <p>Transitional Employers: Transitional employers providing supportive services and transitional jobs for the “hardest to employ” may pay each employee in a transitional job an hourly wage below the minimum wage during the first 18 months of the employee’s work in the transitional job. *The hardest to employ are persons who have been out of the workforce for an extended period of time and who face considerable barriers when trying to re-enter the mainstream workforce.*</p> <p>The city must establish a procedure to determine whether an employer may be certified as a transitional employer, including but not limited to considering the following criteria:</p> <ul style="list-style-type: none"> • The employer’s non-profit status 		<ul style="list-style-type: none"> • Reasonable attorneys’ fees and costs (private enforcement only) <p>The law’s remedies are cumulative.</p> <p>Suit on Public’s Behalf: Remedies are limited to equitable, injunctive or restitutionary relief, and reasonable attorneys’ fees and costs.</p> <p>Santa Monica, CA Code §§ 4.62.100, 4.62.110.</p> <p>Other Remedies: The law does not limit an employee’s right to obtain relief to which s/he may be entitled at law or in equity. Santa Monica, CA Code § 4.62.120.</p> <p>Enforcement</p> <p>Private: An aggrieved applicant or employee, or any person or entity acting on the public’s behalf, can file a civil action against a person violating the law. Santa Monica, CA Code § 4.62.110.</p> <p>Administrative: Prosecutions for violations, including administrative citations or orders, must be commenced within 3 years after</p>

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		<ul style="list-style-type: none"> • The profile of program participants (e.g., homeless individuals, individuals with addictions, at-risk youth) • The components of the employer’s transitional job program, including supportive services, designed to help program participants transition toward unsubsidized competitive employment; and • Any other criteria that may be developed. <p>Santa Monica, CA Code §§ *4.62.010, 4.62.035.</p> <p>Tip Credit: Although the law does not address this issue, tip credits are prohibited by state law (Cal. Labor Code § 351).</p> <p>Inflation Indexing: On July 1, 2022, and annually thereafter, the minimum wage will increase based on changes to the consumer price index. The adjusted rate will be announced on January 1. Santa Monica, CA Code § 4.62.015.</p> <p><i>Updated 07/01/2016</i></p>		<p>the offense was discovered by enforcement authorities or victims.</p> <p>The law does not restrict, preclude, or otherwise limit a separate or concurrent criminal prosecution under city or state law.</p> <p>Strict Liability: With the exceptions of sections 4.62.060 and 4.62.070 (see above, Prohibitions), violations are considered strict liability offenses and a prosecutor is not required to prove criminal intent or that the violator meant to commit a violation.</p> <p>Santa Monica, CA Code § 4.62.100.</p> <p><i>Updated 05/19/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement										
	<p>City of Sunnyvale</p> <p>Coverage</p> <p>Employee: Any person who, in a calendar week, performs at least 2 hours of work for an employer, and qualifies as an employee entitled to the state minimum wage or is a Welfare-to-Work Program participant. Sunnyvale, CA Code § 3.80.030.</p> <p><i>CBA Exception:</i> To the extent required by federal law, all or any portion of the law may be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in such agreement in clear and unambiguous terms. Sunnyvale, CA Code § 3.80.050.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executives, who directly or indirectly through any other person, including through the services of a temporary employment agency, staffing agency or similar entity, employs or</p>	<p>City of Sunnyvale</p> <table border="1" data-bbox="724 305 1134 560"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$11.00</td> </tr> <tr> <td>January 1,2017</td> <td>\$13.00</td> </tr> <tr> <td>January 1, 2018</td> <td>\$15.00</td> </tr> <tr> <td>January 1, 2019</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the minimum wage for each hour worked within the Sunnyvale’s geographic boundaries.</p> <p>Commissions / Guaranteed Gratuities: Commissions or guaranteed gratuities, not including discretionary tips, may be counted toward payment of the minimum wage when they are earned and paid together with other compensation paid to an employee and are equal to or greater than the current minimum wage. For each pay period, employers must pay the employee an amount that equals or exceeds the current hourly minimum wage.</p> <p>Meal & Lodging Credit: An employer may offset a portion of</p>	Date	Minimum Wage	Currently	\$11.00	January 1,2017	\$13.00	January 1, 2018	\$15.00	January 1, 2019	TBD	<p>City of Sunnyvale</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time of hire with the Employer’s name, address, and telephone number in writing. Sunnyvale, CA Code § 3.80.060.</p> <p>Posting</p> <p>Generally: Employers must post in a conspicuous place at any workplace or job site where any employee works the city-created notice informing employees of the current minimum wage and of their rights under the law.</p> <p><i>Language:</i> Employer must post the notice in the top 3 languages spoken in the city based on the latest available census information for the city at the work-place or job site.</p> <p><i>Model Poster:</i> The city provides online posters in English, Spanish & Chinese.</p> <p>Sunnyvale, CA Code § 3.80.060.</p>	<p>City of Sunnyvale</p> <p>Prohibitions</p> <p>Minimum Wage: A violation for failing to pay the minimum wage continues from the date immediately following the date that the wages were due and payable under state law to the date immediately preceding the date the wages are paid in full. Sunnyvale, CA Code § 3.80.040.</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include, but are not limited to:</p> <ul style="list-style-type: none"> • The right to file a complaint or inform any person about any party's alleged noncompliance with the law • The right to inform any person of his or her potential rights under the law and to assist him or her in asserting such rights.
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	<p>exercises control over the wages, hours or working conditions of any employee and who either is subject to Sunnyvale’s business tax laws or maintains a facility in Sunnyvale. Sunnyvale, CA Code § 3.80.030.</p> <p><i>Residential Care Facilities:</i> “Although state law exempts residential care facilities for six or fewer elderly persons from the City’s business license tax, all residential care facilities, regardless of number or type of occupant, are required to pay local minimum wage to employees when located in Sunnyvale.” City of Sunnyvale, Minimum Wage Increase (Dec. 9, 2015).</p> <p>Miscellaneous</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard providing for payment of higher or supplemental wages or benefits, or extending other protections. Sunnyvale, CA Code § 3.80.100.</p>	<p>the minimum wage for housing and meal costs only if the offsets are the same as those available under the state minimum wage law. The offsets will only be recognized if there is a prior voluntary agreement between the employer and the employee.</p> <p>*Fringe Benefits: “An employer may not use an employee’s . . . fringe benefits as a credit towards the employer’s obligation to pay the City Minimum Wage.”</p> <p>Sunnyvale, CA Code § 3.80.040; *City of Sunnyvale, Minimum Wage Increase (Dec. 9, 2015).</p> <p>Tip Credit: “An employer may not use an employee’s tips . . . as a credit towards the employer’s obligation to pay the City Minimum Wage.” City of Sunnyvale, Minimum Wage Increase (Dec. 9, 2015).</p> <p>Inflation Indexing: Beginning on January 1, 2019, and each year thereafter, the minimum wage must increase by an amount corresponding to the increase, if</p>	<p>Investigation: If the *Office of Equality Assurance* notifies an Employer it is investigating a complaint, it can require the employer to post or otherwise notify its employees that the city is conducting an investigation, using a form provided by the city. Sunnyvale, CA Code § 3.80.090; *City of Sunnyvale, Minimum Wage in Sunnyvale.</p> <p>Recordkeeping</p> <p>Employers must retain payroll records pertaining to wages paid to employees for a period of 4 years. If an employer does not maintain or retain adequate records documenting wages paid or does not allow the city reasonable access to such records, the employee’s account of how much he or she was paid is presumed to be accurate, absent clear and convincing evidence otherwise. Sunnyvale, CA Code § 3.80.060.</p> <p><i>Updated 01/19/2016</i></p>	<p>The protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person exercising protected rights raises a rebuttable presumption of having done so in retaliation for the exercise of such rights.</p> <p>Sunnyvale, CA Code § 3.80.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Interest, which accrues from the date wages were due and payable under state law to the date wages are paid in full. • Reinstatement • Injunctive relief • Civil penalty <ul style="list-style-type: none"> • \$50 to each employee or person whose rights were violated for each day a violation occurred or continued • Fine <ul style="list-style-type: none"> • Fine

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p><i>Updated 01/19/2016</i></p>	<p>any, in the cost of living (August – August). The amount of the increase is rounded to the nearest multiple of 5 cents. The adjusted minimum wage must be announced by November 1st. Sunnyvale, CA Code § 3.80.040.</p> <p><i>Updated 07/01/2016</i></p>		<ul style="list-style-type: none"> • Not more than \$50 for each day or portion thereof and for each employee or person as to whom the violation occurred or continued. • Reasonable attorneys' fees and costs. • Revocation or suspension of any registration certificates, permits or licenses held or requested by the employer until the violation is remedied. • Reimbursement of the city's administrative costs of enforcement and reasonable attorneys' fees. <p>Suit on Public's Behalf: A person or entity enforcing the law on the public's behalf per state law is only entitled to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys' fees and costs.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>Other Violations: The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or rights.</p> <p>Sunnyvale, CA Code § 3.80.090.</p> <p>Enforcement</p> <p>Private: Any person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation of the law, or any other person or entity acting on behalf of the public per state law, may bring a civil action against the employer or other person violating the law. Exhausting administrative remedies is not a prerequisite to filing suit. Sunnyvale, CA Code § 3.80.090.</p> <p>Administrative: An employee or any other person may report to the *Office of Equality Assurance* in writing any suspected violation of the law. The City may initiate a civil action for injunctive relief and damages and civil penalties. Sunnyvale, CA Code §§ 3.80.080, 3.80.090; *City of Sunnyvale, Minimum Wage in Sunnyvale.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement												
						Updated 01/19/2016												
	<p>City of Pasadena</p> <p>Coverage</p> <p>Employee: any individual who, in a particular week performs at least 2 hours of work within Pasadena’s geographic boundaries, and qualifies as an employee entitled to payment of the state minimum wage. Pasadena, CA Code § 5.02.010.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including a corporate officer or executive, who directly or indirectly or through an agent or any other. person, including through the services of a temporary service or staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee. Pasadena, CA Code § 5.02.010.</p> <p><i>Non-Profit Corporation:</i> A non-profit corporation, duly organized, validly existing and in good standing under the laws of the jurisdiction</p>	<p>City of Pasadena</p> <table border="1" data-bbox="724 365 1134 812"> <thead> <tr> <th data-bbox="724 365 861 535">Date</th> <th data-bbox="861 365 997 535">Minimum Wage (26 or More Employees)</th> <th data-bbox="997 365 1134 535">Minimum Wage (25 or Fewer Employees)</th> </tr> </thead> <tbody> <tr> <td data-bbox="724 535 861 625">Currently</td> <td data-bbox="861 535 997 625">\$10.50</td> <td data-bbox="997 535 1134 625">Not Applicable</td> </tr> <tr> <td data-bbox="724 625 861 714">July 1, 2017</td> <td data-bbox="861 625 997 714">\$12.00</td> <td data-bbox="997 625 1134 714">\$10.50</td> </tr> <tr> <td data-bbox="724 714 861 812">July 1, 2018</td> <td data-bbox="861 714 997 812">\$13.25</td> <td data-bbox="997 714 1134 812">\$12.00</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the above minimum wage rates for each hour worked within Pasadena’s geographic boundaries. Pasadena, CA Code § 5.02.015.</p> <p>Learners: Employees that are learners (Cal. Labor Code § 1192) and 14-17 years of age must be paid not less than 85% of the minimum wage, rounded to the nearest nickel, during their first 160 hours of employment. After more than 160 hours of employment, learners must be paid the minimum</p>			Date	Minimum Wage (26 or More Employees)	Minimum Wage (25 or Fewer Employees)	Currently	\$10.50	Not Applicable	July 1, 2017	\$12.00	\$10.50	July 1, 2018	\$13.25	\$12.00	<p>City of Pasadena</p> <p>Notice</p> <p>Time of Hiring: Each employer must give written notification to each new employee at the time of hire, of the employee’s rights under the law, the employee’s possible right to the federal Earned Income Tax Credit, and the employer’s name, address, and telephone number.</p> <p>Current Employees: Each employer must give written notification to each current employee of the employee’s rights under the law, and the employee’s possible right to the federal Earned Income Tax Credit.</p> <p><i>Language:</i> Notice must be in English and other languages as provided in corresponding regulations.</p> <ul style="list-style-type: none"> Effective October 22, 2016: Notice must be in English and other languages spoken by more than 5% of employees at the work site. 	<p>City of Pasadena</p> <p>Prohibitions</p> <p>Violations are declared to irreparably harm the public and covered employees generally. Pasadena, CA Code § 5.02.050.</p> <p>Waiver: A waiver by an employee of any or all provisions of the law is contrary to public policy, void and unenforceable. Pasadena, CA Code § 5.02.045.</p> <p>Generally: It is unlawful for any person to violate any provision of the law or to fail to comply with any of the law’s requirements. Pasadena, CA Code § 5.02.050.</p> <p>Retaliation: An employer cannot discharge, reduce in compensation, or otherwise discriminate against an employee for:</p> <ul style="list-style-type: none"> opposing a prohibited practice; participating in proceedings related to the law;
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	<p>of its incorporation and, if a foreign corporation, in good standing under the laws of the State of California, which corporation has established and maintains valid non-profit status under Section 501 (c)(3) of the United States Internal Revenue Code. The City Manager must establish a procedure to allow non-profits with 26 or more employees to qualify for the deferral rate (i.e., the 25 or fewer employees rate). A non-profit seeking a deferral must establish by compelling evidence that: the CEO earns a salary which, when calculated on an hourly basis, is less than 5 times the lowest wage paid by the corporation; or it is a transitional employer (an organization that provides transitional jobs for the long-term unemployed, and that has been certified by the City Manager as a transitional employer); or it serves as a child care provider; or it is funded primarily by city, county, state, or federal grants or</p>	<p>wage. Pasadena, CA Code § 5.02.015.</p> <p>Tip Credit: Although the law does not address this issue, tip credits are prohibited by state law (Cal. Labor Code § 351).</p> <p>Future Increases / Inflation Indexing: On or before February 18, 2019, the City Manager must present a report to the City Council about the law’s impact. As soon thereafter as practical, the City Manager must request direction from the Council to amend the law to increase the minimum wage as follows: \$14.25 (July 1, 2019); \$15.00 (July 1, 2020); Beginning July 1, 2022, and each July 1 after, the minimum wage must be adjusted according to a change in the consumer price index. Pasadena, CA Code § 5.02.065.</p> <p><i>Updated 07/01/2016</i></p>	<p>Pasadena, CA Code § 5.02.020.</p> <p>Posting</p> <p>The aforementioned notice must also be posted prominently in areas at the work site where it will be seen by all employees. Pasadena, CA Code § 5.02.020.</p> <p>Model Notice: The city provides online posters in English, Spanish, Armenian, and Chinese.</p> <p>Recordkeeping</p> <p>For at least 3 years, each employer must maintain for each employee a record of the employee’s name, hours worked, and pay rate.</p> <p>Employee Access: Upon an employee’s reasonable request, an employer must provide the employee a copy of his or her records.</p> <p>Pasadena, CA Code § 5.02.035.</p> <p><i>Updated 09/28/2016</i></p>	<ul style="list-style-type: none"> • seeking to enforce his or her rights under the law by any lawful means; or • otherwise asserting rights under the law. <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the individual exercising a protected right, in a civil or administrative proceeding, raises a rebuttable presumption the action was taken in retaliation for exercising protected rights.</p> <p>Pasadena, CA Code § 5.02.030.</p> <p>Remedies</p> <ul style="list-style-type: none"> • All legal and equitable relief, including, but not limited to: <ul style="list-style-type: none"> • back wages; • liquidated damages equal to triple back wages; • reinstatement; • other injunctive relief; • attorneys’ fees and costs. • Administrative citation (posting violation)

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>reimbursements. Pasadena, CA Code §§ 5.02.010, 5.02.025.</p> <p><i>Business Size:</i> The size of an employer’s business or non-profit corporation must be determined by the average number of employees employed during the previous calendar year (Effective October 22, 2016, including those employed throughout the U.S. If an employer did not employ anyone during the previous calendar year, the 25 or fewer employees minimum wage applies). Pasadena, CA Code § 5.02.015.</p> <p>Miscellaneous</p> <p>Interplay with State & Federal Law: The law must not be interpreted or applied to create any power or duty in conflict with any federal or state law. Pasadena, CA Code § 5.02.060.</p> <p>Geographic Boundaries: The city provides online a link to check whether an address is in Pasadena.</p> <p><i>Updated 09/28/2016</i></p>			<ul style="list-style-type: none"> • Administrative penalty: In addition to the below penalty provisions, violations of any administrative or regulatory provisions of the law may be subject to administrative proceedings in Pasadena Code chapters 1.24, 1.25, and 1.26, including, but not limited to, civil penalties, late payment penalties, administrative fees, general fee schedule penalties, and other related charges. • Misdemeanor: Any person who violates any provision of the law and is convicted of a misdemeanor must be punished by a fine of not more than \$1,000, imprisonment of not more than 6 months, or both. Each person convicted may be deemed guilty of a separate offense for each day during which a violation is committed or permitted, and for each and every person or employee as to whom the violation occurred or continued.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<ul style="list-style-type: none"> • Infraction: Any person who violates any provision of the law and is convicted of an infraction must be punished by a fine. Each person convicted may be deemed guilty of a separate offense for each day during which a violation is committed or permitted, and for each and every person or employee as to whom the violation occurred or continued. • License revocation: Except where prohibited by state or federal law, the city can revoke or suspend any registration, certificates, permits, or licenses held or requested by an employer until a violation is remedied. <p>The remedies and penalties and procedures provided under the law are cumulative and not intended to be exclusive of any other available remedies, penalties and procedures established by law that may be pursued to address violations of the law.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>Actions taken under the law must not prejudice or adversely affect any other action, administrative or judicial, that may be brought to abate a violation or to seek compensation for damages suffered.</p> <p>Pasadena, CA Code §§ 5.02.020, 5.02.050.</p> <p>The law is not to be interpreted to construe or limit an employee's right to obtain relief to which s/ he may be entitled to at law or in equity. Pasadena, CA Code § 5.02.055.</p> <p>Enforcement</p> <p>Private: Any person claiming harm from a violation can bring a civil action against the employer. Pasadena, CA Code § 5.02.050.</p> <p>Administrative: The Director of the Department of Finance has the power to enforce the law. The city can bring a civil action against the employer. Pasadena, CA Code §§ 5.02.040, 5.02.050.</p> <p><i>Updated 03/22/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	<p>City of San Diego Coverage</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation who exercises control over the wages, hours, or working conditions of any employee, or suffers or permits the employee to work, or engages the employee. San Diego, CA Code § 39.0104.</p> <p><i>Exception:</i> A person receiving services under the California In-Home Supportive Services program (Cal. Welf. & Inst. Code § 12300). San Diego, CA Code § 39.0104.</p> <p><i>Non-San Diego Employers:</i> In a memo about enforceability against non-resident employers with employees working in San Diego, the City Attorney, in its conclusion, stated: “There are three significant legal issues that could impact the ability of the City to enforce the Ordinance on nonresident employers whose employees work within the City’s limits. These include: the dormant Commerce</p>	<p>City of San Diego</p> <table border="1" data-bbox="718 289 1134 490"> <thead> <tr> <th data-bbox="718 289 928 337">Date</th> <th data-bbox="928 289 1134 337">Minimum Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="718 337 928 386">Currently</td> <td data-bbox="928 337 1134 386">\$10.50</td> </tr> <tr> <td data-bbox="718 386 928 435">January 1, 2017</td> <td data-bbox="928 386 1134 435">\$11.50</td> </tr> <tr> <td data-bbox="718 435 928 490">January 1, 2019</td> <td data-bbox="928 435 1134 490">TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the city minimum wage for each hour worked within San Diego’s geographic boundaries.</p> <p>Meal / Lodging Credit: Lawful credits under state law for meal and/or lodging provided to employees can be applied toward meeting the San Diego minimum wage.</p> <p>Tip Credit: Tip credits are prohibited. Employers must pay the full minimum wage. City of San Diego, Earned Sick Leave and Minimum Wage Ordinance Frequently Asked Questions (FAQs).</p> <p>Inflation Indexing: Starting January 1, 2019, and each year after, the minimum wage increases by an amount corresponding to the prior year’s increase, if any, in the cost of living (August-August), with</p>	Date	Minimum Wage	Currently	\$10.50	January 1, 2017	\$11.50	January 1, 2019	TBD	<p>City of San Diego</p> <p>Notice</p> <p>Time of Hiring: Every employer must provide each employee at the time of hire or October 1, 2016, whichever is later, written notice of the following:</p> <ul style="list-style-type: none"> • Employer’s legal name and any fictitious business name, address, and telephone number; and • Employer’s requirements under the law. • The notice must also include information on how the employer satisfies the law’s requirements, including the method of sick leave accrual. <p><i>Language:</i> The notice must be in English and in each employee’s primary language if spoken by at least 5% of the employees at the employer’s workplace (limited to languages for which the county registrar of voters provides translated ballot materials per federal law).</p>	<p>Prohibitions</p> <p>Retaliation: Employers cannot retaliate against an employee for exercising any right provided under the law, which include, but are not limited to, the right to:</p> <ul style="list-style-type: none"> • Request payment of the minimum wage • Request and use sick leave • File a complaint for alleged violations of the law with the City Treasurer or in court • Communicate with any person about any violation or alleged violation of the law • Participate in any administrative or judicial action regarding an alleged violation of the law • Inform any person of his or her potential rights under the law. <p>Protections apply to an employee who reasonably and in good faith reports a violation to his or her employer or a governmental agency tasked with overseeing the</p>
Date	Minimum Wage											
Currently	\$10.50											
January 1, 2017	\$11.50											
January 1, 2019	TBD											

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Clause, the prohibition against extraterritoriality, and the conflict of laws analysis. The legal analysis associated with each of these legal challenges is very fact intensive, and the outcome may vary on a case by case basis. Nevertheless, generally, the stronger the City's legitimate reasons for enforcing the Ordinance and the less this Ordinance burdens interstate commerce, the more likely a court will permit the City to enforce this ordinance on nonresident employers whose employees temporarily or permanently work within the City's geographical boundaries." Office of the City Attorney, City of San Diego, Memorandum MS-2014-11: Enforcement of Local Minimum Wage on Nonresident Employers (June 6, 2014).</p> <p>Employee: A person who: 1) in one or more calendar weeks of the year performs at least 2 hours of work within San Diego's geographic boundaries for an employer; and 2)</p>	<p>the increase rounded to the nearest multiple of 5 cents. The adjusted rate will be announced by October 1.</p> <p>San Diego, CA Code § 39.0107.</p> <p><i>Updated 07/13/2016</i></p>	<p><i>Electronic:</i> Employers may provide this notice through an accessible electronic communication in lieu of a paper notice.</p> <p><i>Model Notice:</i> The city provides online a notice in English.</p> <p>San Diego, CA Code § 39.0108.</p> <p>Posting</p> <p>Every employer must conspicuously post at any workplace or job site where any employee works the city-created notice informing employees of the current minimum wage and of their rights to it (and paid sick leave).</p> <p>Language: The notice must be in English and any other language spoken by at least 5% of the employees at the employee's job site (limited to languages for which the county registrar of voters provides translated ballot materials per federal law).</p> <p>Model Poster: The city provides online a poster in English, Spanish, Chinese, Vietnamese & Tagalog.</p>	<p>enforcement of any wage and hour law applicable to the employer.</p> <p><i>Rebuttable Presumption:</i> An employer's adverse action against an employee within 90 calendar days of exercising protected rights creates a rebuttable presumption the act was retaliation for exercising such rights.</p> <p><i>*Retaliation:</i> Any threat, discipline, discharge, demotion, suspension, reduction in employee hours, or any other adverse employment action against any employee for actually or attempting to exercise any right protected under the law.</p> <p>San Diego, CA Code §§ 39.0111, *39.0104.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Payment of back wages unlawfully withheld • Liquidated damages <ul style="list-style-type: none"> • Generally: Double back wages • Retaliation: Double back wages or \$1,000, whichever is greater, for each violation not

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>qualifies as an employee entitled to the state minimum wage or is State of California Welfare-to-Work Program participant. San Diego CA Code § 39.0104.</p> <p><i>Exceptions</i></p> <ul style="list-style-type: none"> Any person authorized to be employed at less than the minimum wage under a special license (Cal. Lab. Code §§ 1191, 1191.5) Any person employed under a publicly subsidized summer or short-term youth employment program, such as the San Diego County Urban Corps Program Any student employee, camp counselor, or program counselor of an organized camp (Cal. Lab. Code § 1182.4) Independent contractor <p>San Diego, CA Code § 39.0104.</p> <p>Miscellaneous</p> <p>More Generous Policies: The law is not interpreted to modify an employer’s obligation to comply</p>		<p>San Diego, CA Code § 39.0108.</p> <p>Recordkeeping</p> <p><i>Generally</i></p> <p>Employers must create contemporaneous written or electronic records documenting employees’ wages paid (and accrual and use of sick leave), and retain these records for at least 3 years. An employer’s failure to create and retain such records (or allow the city access to) creates a rebuttable presumption the employer violated the law and the employee’s reasonable estimate regarding hours worked, wages that should have been earned, and sick leave that should have accrued, may be relied upon.</p> <p><i>Employee Access</i></p> <p>Employers must provide these records to employees on a regular basis.</p> <p>San Diego, CA Code § 39.0109.</p> <p><i>Updated 09/12/2016</i></p>	<p>resulting in termination / double back wages or \$3,000 if termination occurs</p> <ul style="list-style-type: none"> (Damages for an employer’s denial of the use of accrued sick leave) Reinstatement or other injunctive relief Reasonable attorney’s fees and costs. Penalties <ul style="list-style-type: none"> Generally: An employer violating any requirement of the law is subject to a civil penalty of between \$5000 and \$1,000 per violation. Notice / Posting: An employer failing to comply with the notice and posting requirements is subject to a civil penalty of \$500 for each employee who was not given appropriate notice, up to a maximum of \$2,000.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>with any contract, collective bargaining agreement, employment benefit plan, or other agreement providing higher wages (or more sick leave) to an employee. San Diego, CA Code § 39.0113.</p> <p>Geographic Boundaries: The city provides online a link to a map of the city's geographic boundaries.</p> <p><i>Updated 07/13/2016</i></p>			<ul style="list-style-type: none"> • Retaliation: An employer who retaliates against an employee for exercising protected rights is subject to a civil penalty of between \$1,000 and \$3,000 per violation • Total Penalty for 1st-Time Offender: The cumulative civil penalties that may be assessed against a first-time offender who violates the minimum wage (or sick leave) provisions are limited to \$10,000. • Subsequent Violations: The minimum and maximum civil penalties must be increased cumulatively by 50% for each subsequent violation of the same provision by the same employer or other person within a 3-year period

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<ul style="list-style-type: none"> • <i>Successor Liability</i>: If an employer ceases business operations, sells out, exchanges, or otherwise disposes of its business, then any person who becomes a successor to the business will be liable for the unpaid amount of the remedies defined in a Notice and Order if, at the time of the conveyance of the business, the successor has actual or constructive knowledge of the fact and amount of the Notice and Order.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>Violations are declared to irreparably harm the public and covered employees generally. Each day and employer fails to pay the minimum wage (or provide sick leave) is a separate and distinct violation.</p> <p>San Diego, CA Code § 39.0112.</p> <p>Enforcement</p> <p>Private: Any person claiming harm from a violation of the law can file an action against the employer in court. Submitting a complaint to the city’s enforcement agency is neither a prerequisite to nor a bar to bringing a private cause of action. If successful, an aggrieved individual is entitled to all legal and equitable relief to remedy any violation of the law. San Diego, CA Code § 39.0112.</p> <p>Administrative: Written complaints must be filed with the City Treasurer within 2 years of the alleged. The city may bring an action against the employer in court to enforce the law. However, violations cannot be prosecuted as</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																								
						a misdemeanor or infraction. San Diego, CA Code § 39.0112. <i>Updated 07/13/2016</i>																								
	<p>City of Malibu</p> <p>Coverage</p> <p>Employee: An individual who: 1) in a particular week performs at least 2 hours of work in Malibu for an employer; and 2) qualifies as an employee entitled to the state minimum wage. Malibu, CA Code § 5.36.030.</p> <p><i>Exceptions:</i> Any person not subject to, or exempt from, the state minimum wage. Malibu, CA Code § 5.36.100.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including a corporate officer or executive, who directly or indirectly or through an agent or any other person, including through the services of a temporary service or staffing agency or similar entity, employs or exercises control over the wages,</p>	<p>City of Malibu</p> <table border="1" data-bbox="724 462 1134 1234"> <thead> <tr> <th data-bbox="724 462 850 633">Date</th> <th data-bbox="850 462 997 633">Minimum Wage (26 or More Employees)</th> <th data-bbox="997 462 1134 633">Minimum Wage (25 or Fewer Employees)</th> </tr> </thead> <tbody> <tr> <td data-bbox="724 633 850 690">Currently</td> <td data-bbox="850 633 997 690">\$ 10.50</td> <td data-bbox="997 633 1134 690">N/A</td> </tr> <tr> <td data-bbox="724 690 850 771">July 1, 2017</td> <td data-bbox="850 690 997 771">\$ 12.00</td> <td data-bbox="997 690 1134 771">\$10.50</td> </tr> <tr> <td data-bbox="724 771 850 868">July 1, 2018</td> <td data-bbox="850 771 997 868">\$13.25</td> <td data-bbox="997 771 1134 868">\$ 12.00</td> </tr> <tr> <td data-bbox="724 868 850 966">July 1, 2019</td> <td data-bbox="850 868 997 966">\$14.25</td> <td data-bbox="997 868 1134 966">\$ 13.25</td> </tr> <tr> <td data-bbox="724 966 850 1063">July 1, 2020</td> <td data-bbox="850 966 997 1063">\$15.00</td> <td data-bbox="997 966 1134 1063">\$ 14.25</td> </tr> <tr> <td data-bbox="724 1063 850 1144">July 1, 2021</td> <td colspan="2" data-bbox="850 1063 1134 1144">\$15.00</td> </tr> <tr> <td data-bbox="724 1144 850 1234">July 1, 2022</td> <td colspan="2" data-bbox="850 1144 1134 1234">TBD</td> </tr> </tbody> </table> <p>For each hour worked in Malibu, employers must pay employees no less than the above hourly rates.</p> <p>Tip Credit: Although the law does not address this issue, tip credits</p>			Date	Minimum Wage (26 or More Employees)	Minimum Wage (25 or Fewer Employees)	Currently	\$ 10.50	N/A	July 1, 2017	\$ 12.00	\$10.50	July 1, 2018	\$13.25	\$ 12.00	July 1, 2019	\$14.25	\$ 13.25	July 1, 2020	\$15.00	\$ 14.25	July 1, 2021	\$15.00		July 1, 2022	TBD		<p>City of Malibu</p> <p>Posting</p> <p>No relevant provisions.</p> <p>Model Poster: Although not expressly required by the law, the city provides online a poster it says " should " be conspicuously displayed.</p> <p><i>Updated 08/03/2016</i></p>	<p>City of Malibu</p> <p>Prohibitions</p> <p>Waiver: Any purported waiver by an employee of the law's provisions is contrary to public policy, void and unenforceable. Malibu, CA Code § 5.36.060.</p> <p>Retaliation: An employer cannot discharge, reduce in compensation, or otherwise discriminate against any employee for opposing any unlawful practice, for participating in proceedings related to the law, for seeking to enforce his or her rights provided under the chapter by any lawful means, or for otherwise asserting rights under the law. Malibu, CA Code § 5.36.050.</p> <p>Remedies</p> <p>The law does not limit employees' rights to obtain relief to which they may be entitled at law or in equity. Malibu, CA Code § 5.36.090.</p>
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>hours, or working conditions of any employee. Malibu, CA Code § 5.36.030.</p> <p><i>Business Size:</i> The number of employees is determined by the average number of employees employed during the previous calendar year. Malibu, CA Code § 5.36.040.</p> <p>Miscellaneous</p> <p>Interplay with Other Laws: The law does not create any power or duty that conflicts with any state or federal law.</p> <p>Minimum Requirements: The law provides for payment of a local minimum wage and does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy, or standard that provides for payment of higher or supplemental wages or benefits, or that extends other protections.</p> <p>Malibu, CA Code § 5.36.070.</p> <p><i>Updated 07/13/2016</i></p>	<p>are prohibited by state law (Cal. Labor Code § 351).</p> <p>Inflation Indexing: Beginning July 1, 2022, and each July 1 after, the minimum wage must increase based on changes to the consumer price index.</p> <p>Malibu, CA Code § 5.36.040.</p> <p><i>Updated 07/13/2016</i></p>		<p>Enforcement</p> <p>Administrative: The City Manager will be responsible for creating rules and enforcing the law. Malibu, CA Code § 5.36.080.</p> <p><i>Updated 07/13/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement															
	<p>City of San Mateo</p> <p>Coverage</p> <p>Employee: An individual who in a calendar week performs at least 2 hours of work within San Mateo's geographic boundaries and qualifies as an employee entitled to a state minimum wage; includes learners. San Mateo, CA Code § 5.92.010.</p> <p><i>CBA Exception:</i> The law's requirements can be wholly or partly waived for employees covered under a collective bargaining agreement (CBA) if all the following applies:</p> <ul style="list-style-type: none"> Both parties to the CBA agree in writing to the waiver; The CBA contains provisions specifically allowing waiver of municipal minimum wage rates that exceed the contractually required wage rates for any group(s) of covered employees; and The entire CBA (including provisions in second bullet point) was negotiated and 	<p>City of San Mateo</p> <table border="1" data-bbox="722 305 1136 760"> <thead> <tr> <th>Date</th> <th>Generally</th> <th>Non-Profit</th> </tr> </thead> <tbody> <tr> <td>January 1, 2017</td> <td>\$12.00</td> <td>\$10.50</td> </tr> <tr> <td>January 1, 2018</td> <td>\$13.50</td> <td>\$12.00</td> </tr> <tr> <td>January 1, 2019</td> <td>\$15.00</td> <td>\$13.50</td> </tr> <tr> <td>January 1, 2020</td> <td colspan="2">TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the above minimum wage rates for each hour worked in San Mateo's geographic boundaries.</p> <p>Learner: A learner can be paid no less than 85% of the applicable minimum wage for the first 160 hours of employment. After, learners must be paid the full minimum wage.</p> <p>San Mateo, CA Code § 5.92.020.</p> <p>Tip Credit: Tip credits are prohibited. San Mateo, CA Code § 5.92.020.</p>	Date	Generally	Non-Profit	January 1, 2017	\$12.00	\$10.50	January 1, 2018	\$13.50	\$12.00	January 1, 2019	\$15.00	\$13.50	January 1, 2020	TBD		<p>City of San Mateo</p> <p>Notice</p> <p>Time of Hiring: At the time of hire, employers must give written notification to each new employee of his or her rights under the law. Additionally, at the time of hire, each employee must be given the employer's name, address, and telephone number in writing.</p> <p>Current Employees: Employers must give written notification to each current employee of his or her rights under the law.</p> <p><i>Language:</i> Above notices must be in English and other languages specific in forthcoming regulations.</p> <p><i>Model Notice:</i> The city provides online a notice.</p> <p>San Mateo, CA Code § 5.92.030.</p> <p>Posting</p> <p>The above-referenced notice must be prominently posted at the work site where it will be seen by all employees. San Mateo, CA Code § 5.92.030.</p>	<p>City of San Mateo</p> <p>Prohibitions</p> <p>Posting: Not posting the notice is a violation. San Mateo, CA Code § 5.92.030.</p> <p>Reducing Pay, Perks, etc.: Employers cannot fund required pay increases, or otherwise respond to the law's requirements, by:</p> <ul style="list-style-type: none"> Reducing an employee's wage rate Increasing charges to employees for parking, meals, uniforms, or other items Reducing the citation or other non-wage benefits of an employee (unless the prohibition is preempted by ERISA) <p>San Mateo, CA Code § 5.92.050.</p> <p>Retaliation: Employers cannot discharge, reduce the compensation, or otherwise retaliation against employees for:</p> <ul style="list-style-type: none"> Making a complaint to the city
Date	Generally	Non-Profit																	
January 1, 2017	\$12.00	\$10.50																	
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January 1, 2020	TBD																		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>entered into before the date, or when, the waiver would take effect.</p> <p>However, the CBA exception does not apply to employees in the property services industry, i.e., janitors, landscapers, groundskeepers, and security guards.</p> <p>San Mateo, CA Code § 5.92.060.</p> <p>Employer: A person – including a natural person, corporation, non-profit corporation, general / limited / limited liability partnership, limited liability company, business trust, estate, trust, association, joint venture, agency, instrumentality, or any other legal or commercial entity, whether domestic or foreign – who directly or indirectly – including through the services of a temporary services, staffing agency, or similar entity – employs or exercises control over the wages, hours, or working conditions of any employee. San Mateo, CA Code § 5.92.010.</p>	<p>Inflation Indexing: Beginning January 1, 2020, and each January after, the minimum wage must increase by an amount equal to the prior year’s increase, if any, in the consumer price index (August-August). A decrease in the CPI will not cause the minimum wage to decrease. San Mateo, CA Code § 5.92.020.</p> <p><i>Updated 08/22/2016</i></p>	<p>Recordkeeping</p> <p>Generally: Employers must keep a record of each employee’s name, hours worked, and pay rate for at least 3 years.</p> <p>Employee Access: Upon an employee’s reasonable request, employers must provide the employee a copy of records relating to him or her.</p> <p>San Mateo, CA Code § 5.92.050.</p> <p><i>Updated 11/29/2016</i></p>	<ul style="list-style-type: none"> Participating in any of the city’s proceedings Using any civil remedies to enforce their rights Otherwise asserting their rights under the law <p><i>Rebuttable Presumption:</i> Discharging an employee within 120 of an employer being notified about a protected activity is unlawful unless clear and convincing evidence of just cause for the discharge exists.</p> <p>San Mateo, CA Code § 5.92.050.</p> <p>Remedies</p> <ul style="list-style-type: none"> All remedies available to correct a violation, including but not limited to: <ul style="list-style-type: none"> Back pay Reinstatement Injunctive relief Civil penalty: \$50 to each employee whose rights were violated for each day or portion thereof the violation occurred or continues

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Miscellaneous</p> <p>Minimum Standards: The law ensures minimum labor standards. It does not preempt or prevent superior standards, including higher wages, or the expansion of coverage by ordinance, resolution, contract, or any other action of the city. San Mateo, CA Code § 5.92.070.</p> <p>Calendar Week: A period of seven consecutive days, starting on Sunday.</p> <p>Non-Profit Corporation: A non-profit corporation, duly organized, validly existing, and in good standing under the laws of the jurisdiction of its incorporation and – if a foreign corporation – in good standing under California laws, which has established and maintains valid non-profit status under federal law (26 U.S.C. § 501(c)(3)).</p> <p>San Mateo, CA Code § 5.92.010.</p> <p>Geographic Boundaries: The city provides an online map portal</p>			<ul style="list-style-type: none"> • Interest on due and unpaid wages per state law, which accrue from the date wages were due and payable per state law to the date they were paid in full. • Reasonable attorney fees, witness fees, and costs <p>The remedies, penalties, and procedures are cumulative and are not exclusive of any other available remedies, penalties and procedures established by law which can be pursued to address violations of the law.</p> <p>San Mateo, CA Code § 5.92.050. <i>See also</i> Enforcement (Administrative).</p> <p>Enforcement</p> <p>Private: An employee claiming harm from a violation can file a civil action. Actions taken under the law cannot prejudice or adversely affect any other action – administrative or judicial – that may be brought to abate a violation or to seek compensation for damages</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>page which includes a static map of the city's geographic boundaries.</p> <p><i>Updated 10/31/2016</i></p>			<p>suffered. San Mateo, CA Code § 5.92.050.</p> <p>The law does not limit a discharged employee's right to bring a common law cause of action for wrongful termination. San Mateo, CA Code § 5.92.070.</p> <p>Administrative: The city can take enforcement action to address violations, which includes assessing against a noncompliant employer:</p> <ul style="list-style-type: none"> • Fines • Reimbursement of city's administrative costs of enforcement and reasonable attorney fees • Civil penalty: \$50 to the city for each employee whose rights were violated for each day or portion thereof the violation occurred or continues <p>San Mateo, CA Code § 5.92.050. See also San Mateo, CA Code, tit. 1.</p> <p><i>Updated 08/22/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement										
	<p>City of San Leandro</p> <p>Employee: Any person who, i a calendar week performs at least 2 hours of work for an employer in San Leandro's geographic boundaries of the City and qualifies as an employee entitled to payment of the state minimum wage or is a Welfare-to-Work Program participant. San Leandro, CA Code § 4-35-300.</p> <p><i>Exceptions</i></p> <ul style="list-style-type: none"> • Employees up to 25 years of age who are employed by a non-profit or governmental entity for after-school or summer employment, or as a student intern, or as a volunteer, or as a trainee for a period not longer than 120 days. • Employees who are standing by or on-call (per FLSA). This exemption applies only during the time when the employee is actually standing by or on-call. 	<p>City of San Leandro</p> <table border="1" data-bbox="722 289 1136 540"> <thead> <tr> <th data-bbox="722 289 926 337">Date</th> <th data-bbox="926 289 1136 337">Minimum Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="722 337 926 386">July 1, 2017</td> <td data-bbox="926 337 1136 386">\$12.00</td> </tr> <tr> <td data-bbox="722 386 926 435">July 1, 2018</td> <td data-bbox="926 386 1136 435">\$13.00</td> </tr> <tr> <td data-bbox="722 435 926 483">July 1, 2019</td> <td data-bbox="926 435 1136 483">\$14.00</td> </tr> <tr> <td data-bbox="722 483 926 532">July 1, 2020</td> <td data-bbox="926 483 1136 532">\$15.00</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the above minimum wage for each hour worked in San Leandro's geographic boundaries. San Leandro, CA Code § 4-35-400.</p> <p>Tip Credit: Although the law does not address this issue, tip credits are prohibited by state law (Cal. Labor Code § 351).</p> <p><i>Updated 09/28/2016</i></p>	Date	Minimum Wage	July 1, 2017	\$12.00	July 1, 2018	\$13.00	July 1, 2019	\$14.00	July 1, 2020	\$15.00	<p>City of San Leandro</p> <p>Notice</p> <p>Time of Hire: Employers must provide each employee at the time of hire with the employer's name, address, and telephone number in writing. San Leandro, CA Code § 4-35-600.</p> <p>Posting</p> <p>Generally: Employers must conspicuously post at any workplace or job site in San Leandro where any employee works the city-create notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p><i>Language:</i> The notice must be posted in the top 5 languages spoken by San Leandro residents as determined by the city.</p> <p>San Leandro, CA Code § 4-35-600. <i>See also</i> Enforcement (Administrative).</p> <p>Recordkeeping</p>	<p>City of San Leandro</p> <p>Prohibitions</p> <p>Generally: A violation for unlawfully failing to pay the minimum wage continues from the date immediately following the date wages were due and payable under state law to the date immediately preceding the date wages are paid in full. San Leandro, CA Code § 4-35-400.</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take any adverse action (including action relating to any term, condition or privilege of employment) against any person in retaliation for exercising protected rights, which include but are not limited to the right to:</p> <ul style="list-style-type: none"> • File a complaint or inform any person about any party's alleged noncompliance with the law; • Inform any person of his or her potential rights under the law or otherwise educate any person about the law or to
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July 1, 2017	\$12.00													
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>San Leandro, CA Code § 4-35-1300. See also Unionized Workforce.</p> <p><i>CBA Exception:</i> To the extent required by federal law, all or any portion of the law may be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in clear and unambiguous terms. San Leandro, CA Code § 4-35-500.</p> <p>Employer: Any person receiving or holding a San Leandro business license or any person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executives, who directly or indirectly through any other person, including through the services of a temporary employment agency, staffing agency, subcontractor or similar entity, employs or exercises control over any employee's wages, hours or working conditions.</p> <p><i>Nonprofit Corporation:</i> A nonprofit corporation, duly organized, validly existing and in good standing under the laws of the jurisdiction of its</p>		<p>Employers must retain payroll records pertaining to employees for a period of 4 years. If an employer does not maintain or retain adequate records documenting wages paid or does not allow the city reasonable access to the records, an employee's account of how much s/he was paid is presumed accurate absent clear and convincing evidence otherwise. San Leandro, CA Code § 4-35-600.</p> <p><i>Updated 09/28/2016</i></p>	<p>assist him or her in asserting such rights.</p> <p>Protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person's exercising protected rights raises a rebuttable presumption of having done so in retaliation for exercising such rights.</p> <p>San Leandro, CA Code § 4-35-700.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Reasonable attorneys' fees and costs • Appropriate legal or equitable relief, including, without limitation <ul style="list-style-type: none"> • Back wages • \$25 civil penalty to each employee or person whose rights were violated for each day the violation occurred or continued • Reinstatement

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>incorporation and (if a foreign corporation) in good standing under the laws of the State of California, that has established and maintains valid nonprofit status under federal law (26 U.S.C. § 501(c)(3)) or any nonprofit educational organization qualified under federal law (26 U.S.C. § 23701(d)).</p> <p>San Leandro, CA Code § 4-35-300.</p> <p>Miscellaneous</p> <p>If State Rate Becomes Higher: All the law's requirements are preempted and ineffective if the state minimum wage is or becomes greater than the city minimum wage. San Leandro, CA Code § 4-35-450.</p> <p>Minimum Requirements: The law provides for payment of a local minimum wage and does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard that provides for payment of higher or supplemental wages or benefits, or that extends other</p>			<ul style="list-style-type: none"> • Injunctive relief. <p>Suit on Public's Behalf: Any person or entity enforcing the law on the public's behalf per state law must, upon prevailing, be entitled only to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys' fees and costs.</p> <p>San Leandro, CA Code § 4-35-900. See <i>also</i> Enforcement (Administrative).</p> <p>Enforcement</p> <p>The remedies, penalties and procedures are cumulative and not intended to be exclusive of any other available remedies, penalties and procedures established by law which may be pursued to address violations of the law. Actions taken pursuant to the law do not prejudice or adversely affect any other civil or criminal action that may be brought to abate a violation or to seek compensation for damages suffered. San Leandro, CA Code § 4-35-900.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>protections. San Leandro, CA Code § 4-35-1000.</p> <p><i>Updated 09/28/2016</i></p>			<p>Private: Any person aggrieved by a violation may bring a civil action against the employer or other person violating the law. The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or rights nor is exhausting administrative remedies a prerequisite to the assertion of any right. San Leandro, CA Code § 4-35-900.</p> <p>Administrative: An employee or any other person may report to the Department of Finance in writing any suspected violation. In addition to administrative enforcement, the city may initiate a civil action for injunctive relief and damages and civil penalties.</p> <p><i>Investigation / Violation Posting:</i> If the Department notifies an employer that the Department is investigating a complaint, the Department must require the employer to post or otherwise notify employees that the Department is conducting an investigation,</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>using a Department-provided form. If a violation has been finally determined, the city must require the employer to post public notice of its failure to comply in a form determined by the city.</p> <p>Where prompt compliance is not forthcoming, the city and the Department must take any appropriate enforcement action to secure compliance, including but not limited to the following:</p> <ul style="list-style-type: none"> • Administrative Citation <ul style="list-style-type: none"> • \$500 fine (retaliation) • \$250 fine • Failure to post notice of the minimum wage rate • Failure to provide notice of investigation

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<ul style="list-style-type: none"> • Failure to maintain payroll records for 4 years • Failure to allow the City access to payroll records • A fine equal to the total amount of appropriate remedies <ul style="list-style-type: none"> • Reinstatement, back wages, and a \$25 civil penalty to each employee or person whose rights were violated for each day or portion thereof the violation occurred or continued, and fines imposed pursuant to other provisions of the city code or state law. • Interest on all due and unpaid wages per state law (Cal. Civil Code § 3289),

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>which accrues from the date wages were due and payable per state law to the date the wages are paid in full.</p> <ul style="list-style-type: none"> • Reimbursement of the city's administrative costs of enforcement and attorney's fees and costs. • Repeat Offender: If a repeated violation has been finally determined, the city may require the employer to pay an additional \$50 civil penalty to the city for each employee or person whose rights were violated for each day or portion thereof the

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates		Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement		
					<p>violation occurred or continued, and fines imposed pursuant to other provisions of the city code or state law.</p> <ul style="list-style-type: none"> • Compliance order • Except where prohibited by state or federal law, city agencies or departments may revoke or suspend any registration certificates, permits or licenses held or requested by the employer until a violation is remedied. The city must not renew any license of an employer with outstanding violations until the violation is remedied. <p>San Leandro, CA Code §§ § 4-35-600 (posting & recordkeeping violations), 4-35-700 (retaliation violations), 4-35-800, 4-35-900.</p> <p><i>Updated 09/28/2016</i></p>		
	<p>City of Los Altos</p> <p>Coverage</p>	<p>City of Los Altos</p> <table border="1" data-bbox="724 1396 1134 1445"> <tr> <td data-bbox="724 1396 934 1445">Date</td> <td data-bbox="934 1396 1134 1445">Minimum Wage</td> </tr> </table>	Date	Minimum Wage		<p>City of Los Altos</p> <p>Notice</p>	<p>City of Los Altos</p> <p>Prohibitions</p>
Date	Minimum Wage						

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	<p>Employee: A person who, in a calendar week performs at least 2 hours of work for an employer and qualifies as an employee entitled to payment of the state minimum wage or is a Welfare-to-Work Program participant. Los Altos, CA Code § 3.50.030.</p> <p><i>CBA Exception:</i> All or any portion of the law does not apply to employees covered by a bona fide collective bargaining agreement to the extent that such requirements are expressly waived in clear and unambiguous terms. Los Altos, CA Code § 3.50.050.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executives, who directly or indirectly through any other person, including through the services of a temporary employment agency, staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee and who is either</p>	<table border="1" data-bbox="724 251 1134 446"> <tr> <td>January 1, 2017</td> <td>\$12.00</td> </tr> <tr> <td>January 1, 2018</td> <td>\$13.50</td> </tr> <tr> <td>January 1, 2019</td> <td>\$15.00</td> </tr> <tr> <td>January 1, 2020</td> <td>TBD</td> </tr> </table> <p>Employers must pay employees no less than the above minimum wage for each hour worked in Los Altos' geographic boundaries.</p> <p>Commissions or Guaranteed Gratuities / Tips: Commissions or guaranteed gratuities (excluding discretionary tips) may be counted toward payment of the minimum wage when they are earned and paid together with other compensation paid to an employee and are equal to or greater than the current minimum wage. For each pay period, employers must pay the employee an amount that equals or exceeds the current hourly minimum wage.</p> <p>Meals & Lodging: Employer may offset a portion of the minimum wage for housing and meal costs only if the offsets are the same as those available under the California minimum wage law. The offsets are</p>	January 1, 2017	\$12.00	January 1, 2018	\$13.50	January 1, 2019	\$15.00	January 1, 2020	TBD	<p>Time of Hire: Employers must provide each employee at the time of hire with the employer's name, address, and telephone number in writing. Los Altos, CA Code § 3.50.060.</p> <p>Posting</p> <p>Employers must conspicuously post at any workplace or job site where any employee works the city-created notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p>Language: The notice must be posted in the top 3 languages spoken in Los Altos based on the latest available census information for the city at the workplace or job site.</p> <p>Model Poster: The city provides online a poster in English, Spanish & Chinese.</p> <p>Los Altos, CA Code § 3.50.060. See <i>also</i> Enforcement (Administrative).</p> <p>Recordkeeping</p>	<p>Generally: A violation for unlawfully failing to pay the minimum wage continues from the date immediately following the date wages were due and payable per state law to the date immediately preceding the date the wages are paid in full. Los Altos, CA Code § 3.50.040.</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising protected rights, which include, but are not limited to the right to:</p> <ul style="list-style-type: none"> • File a complaint or inform any person about any party's alleged noncompliance with the law; • Inform any person of his or her potential rights under the law and to assist him or her in asserting such rights. <p>Protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p>
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>subject to the city’s business license requirements or maintains a business facility in the city. Los Altos, CA Code § 3.50.030.</p> <p>Miscellaneous</p> <p>Minimum Requirements: The law provides for payment of a local minimum wage and does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard that provides for payment of higher or supplemental wages or benefits, or that extends other protections. Los Altos, CA Code § 3.50.100.</p> <p><i>Updated 09/29/2016</i></p>	<p>only recognized if there is a prior voluntary agreement between the employer and the employee</p> <p>Los Altos, CA Code § 3.50.040.</p> <p>Inflation Indexing: Beginning on January 1, 2020, and each January 1st thereafter, the minimum wage must increase by an amount corresponding to the increase, if any, in the consumer price index (August – August), with the amount of the increase rounded to the nearest multiple of \$.05. If there is no net increase, the minimum wage remains unchanged.</p> <p>Annual Review: On or before September 1, 2017, and on or before every September 1 thereafter until the minimum wage is \$15.00 per hour, the City Council must annually make a determination to ensure that economic conditions can support a minimum wage increase. If for any year certain conditions are met, the City Council may, on or before October 1 of that year, make a determination to temporarily suspend the minimum</p>	<p>Employers must keep payroll records pertaining to employees for a period of 4 years. If an employer does not maintain or retain adequate records documenting wages paid or does not allow the city reasonable access to records, the employee’s account of how much s/he was paid is presumed accurate absent clear and convincing evidence otherwise.</p> <p>Los Altos, CA Code § 3.50.060.</p> <p><i>Updated 11/29/2016</i></p>	<p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person exercising protected rights raises a rebuttable presumption of having done so in retaliation for exercising such rights.</p> <p>Los Altos, CA Code § 3.50.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Reasonable attorneys’ fees and costs • Appropriate legal or equitable relief, including, without limitation: <ul style="list-style-type: none"> • Back wages • \$50 civil penalty to each employee or person whose rights were violated for each day the violation occurred or continued • Reinstatement • Injunctive relief. • Interest per state law, which accrues from the date wages were due and payable per state law to the date wages are paid in full.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		<p>wage increase scheduled for the following year. If this occurs, all scheduled increases are postponed an additional year.</p> <p>Los Altos, CA Code § 3.50.040.</p> <p><i>Updated 09/29/2016</i></p>		<p>Suit on Public's Behalf: Any person or entity enforcing the law on the public's behalf per state law is entitled only to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys' fees and costs.</p> <p>Los Altos, CA Code § 3.50.090.</p> <p>Enforcement</p> <p>Private: Any person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation of the law, or any other person or entity acting on behalf of the public per state law, may bring a civil action against the employer or other person violating the law. The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or rights. Exhausting administrative remedies is not a prerequisite to asserting any right. Los Altos, CA Code § 3.50.090.</p> <p>Administrative: An employee or any other person may report to the city</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>in writing any suspected violation of the law.</p> <p><i>Investigation Posting:</i> If the city notifies an employer that it is investigating a complaint, the city must require the employer to post or otherwise notify its employees that the city is conducting an investigation, using a city-provided form.</p> <p>Los Altos, CA Code § 3.50.070.</p> <p>All remedies in the Los Altos Municipal Code are considered cumulative and the use of one or more remedies by the city does not bar the use of any other remedy for the purpose of enforcing the law.</p> <ul style="list-style-type: none"> • Administrative citation with a fine of not more than \$50 for each day or portion thereof and for each employee or person as to whom the violation occurred or continued. • Compliance order. • Except where prohibited by state or federal law, city agencies or departments

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement										
				<p>may revoke or suspend any registration certificates, permits or licenses held or requested by the employer until the violation is remedied.</p> <ul style="list-style-type: none"> • Reimbursement of the city's administrative costs of enforcement and reasonable attorney's fees. <p>The city may initiate a civil action for injunctive relief and damages and civil penalties.</p> <p>Los Altos, CA Code § 3.50.090.</p> <p><i>Updated 09/29/2016</i></p>										
	<p>City of Cupertino</p> <p>Coverage</p> <p>Employee: Any person who in a calendar week performs at least 2 hours of work for an employer and either qualifies as an employee entitled to payment of the state minimum wage or is a Welfare-to-Work Program participant. Cupertino, CA Code § 3.37.030.</p> <p><i>CBA Exception:</i> All or any portion of the law does not apply to employees covered by a</p>	<p>City of Cupertino</p> <table border="1" data-bbox="724 941 1134 1193"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>January 1, 2017</td> <td>\$12.00</td> </tr> <tr> <td>January 1, 2018</td> <td>\$13.50</td> </tr> <tr> <td>January 1, 2019</td> <td>\$15.00</td> </tr> <tr> <td>January 1, 2020</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the above minimum wage for each hour worked in Cupertino's geographic boundaries.</p> <p>Commissions / Mandatory Gratuity: Commissions or guaranteed</p>	Date	Minimum Wage	January 1, 2017	\$12.00	January 1, 2018	\$13.50	January 1, 2019	\$15.00	January 1, 2020	TBD	<p>City of Cupertino</p> <p>Notice</p> <p>Time of Hiring: At the time of hire, employers must provide each employee, in writing, the employer's name, address, and telephone number. Cupertino. Cupertino, CA Code § 3.37.060.</p> <p>Posting</p> <p>Employers must conspicuous post at any workplace or job site where any employee works the city-</p>	<p>City of Cupertino</p> <p>Prohibitions</p> <p>Generally: A violation for unlawfully failing to pay the minimum wage continues from the date immediately following the date wages were due and payable under state law to the date immediately preceding the date wages are paid in full. Cupertino. Cupertino, CA Code § 3.37.040.</p> <p>Retaliation: An employer or any other party cannot discriminate in</p>
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>bona fide collective bargaining agreement to the extent that such requirements are expressly waived in clear and unambiguous terms. Cupertino, CA Code § 3.37.050.</p> <p>Employer: Any person, association, organization, partnership, business trust, limited liability company, or corporation, including corporate officers or executives, who directly or indirectly through any other person, including through the services of a temporary employment agency, staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any employee and is either subject to Cupertino’s business license requirements or maintains a business facility in Cupertino. Cupertino, CA Code § 3.37.030.</p> <p>Miscellaneous</p> <p>Minimum Standards: The law provides for payment of a local minimum wage and does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or</p>	<p>gratuities, excluding discretionary tips, may be counted toward the minimum wage when they are earned and paid together with other compensation paid to an employee and are equal to or greater than the current minimum wage. For each pay period, employers must pay employees an amount that equals or exceeds the current hourly minimum wage.</p> <p>Lodging / Meals: Employer may offset a portion of the minimum wage for housing and meal costs only if the offsets are the same available under the state’s minimum wage law and there is a prior voluntary agreement between the employer and the employee.</p> <p>Cupertino, CA Code § 3.37.040.</p> <p>Tip Credit: Although the law does not address this issue, tip credits are prohibited by state law (Cal. Labor Code § 351).</p> <p>Inflation Indexing: Beginning on January 1, 2020, and each January 1st after, the minimum wage must increase by an amount</p>	<p>created notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p>Language: The notice must be posted in the top three languages spoken in Cupertino, based on the latest available census information for the city.</p> <p>Cupertino, CA Code § 3.37.060. <i>See also</i> Enforcement (Administrative).</p> <p>Recordkeeping</p> <p>Employers must keep payroll records pertaining to employees for a period of 4 years. If an employer does not maintain or retain adequate records documenting wages paid or does not allow the city reasonable access to the records, an employee’s account of how much s/he was paid is presumed to be accurate absent clear and convincing evidence otherwise. Cupertino, CA Code § 3.37.060.</p> <p><i>Updated 10/17/2016</i></p>	<p>any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include but are not limited to the right to:</p> <ul style="list-style-type: none"> • File a complaint or inform any person about any party’s alleged noncompliance with the law • Inform any person of his or her potential rights under the law and to assist him or her in asserting those rights. <p>Protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person exercising protected rights raises a rebuttable presumption the act was done in retaliation for exercising such right.</p> <p>Cupertino, CA Code § 3.37.070.</p> <p>Remedies</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>standard that provides for payment of higher or supplemental wages or benefits, or that extends other protections. Cupertino, CA Code § 3.37.100.</p> <p><i>Updated 10/17/2016</i></p>	<p>corresponding to the increase, if any, in the consumer price index (August – August), not to exceed 5%. The increase amount will be rounded to the nearest multiple of \$.05. If there is no net increase in the cost of living, the minimum wage remains unchanged.</p> <p>Annual Review: On or before September 1, 2017, and on or before every September 1 thereafter until the minimum wage is \$15.00 per hour, the City Manager or its designee must annually make a determination and certify to the City Council that economic conditions can support a minimum wage increase. If for any year certain conditions are met, the City Council may, on or before October 1 of that year, make a determination to temporarily suspend the minimum wage increase scheduled for the following year. If this occurs, all scheduled increases are posted an additional year.</p> <p>Cupertino, CA Code § 3.37.040.</p>		<ul style="list-style-type: none"> • Legal or equitable relief as may be appropriate to remedy the violation, including, without limitation <ul style="list-style-type: none"> • Back wages unlawfully withheld • An additional sum as a civil penalty in the amount of \$50 to each employee or person whose rights were violated for each day the violation occurred or continued • Reinstatement • Injunctive relief. • Reasonable attorneys' fees and costs • Fines imposed per other provisions of city or state law. • Interest on all due and unpaid wages at the rate of interest specified under state law, which accrues from the date wages were due and payable per state law to the date wages are paid in full. <p>Suit on Public's Behalf: Any person or entity enforcing the law on the</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		<p><i>Updated 10/17/2016</i></p>		<p>public's behalf per state law is entitled only to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys' fees and costs.</p> <p>Cupertino, CA Code § 3.37.090. See also Enforcement (Administrative).</p> <p>Enforcement</p> <p>Private: Any person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation, or any other person or entity acting on the public's behalf under state law can file a civil action. The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or Rights. Exhausting administrative remedies is not a prerequisite to asserting of any right under the law. Cupertino, CA Code § 3.37.090.</p> <p>Administrative: An employee or any other person may report to the city in writing any suspected violation of the law. *All remedies in</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>the Cupertino Municipal Code are cumulative and the use of one or more remedies by the city does not bar the use of any other remedy to enforce the law:</p> <ul style="list-style-type: none"> • Administrative citation with a fine of not more \$50 for each day or portion thereof and for each employee or person as to whom the violation occurred or continued. • Compliance order. • A civil action for injunctive relief and damages and civil penalties. • Except where prohibited by state or federal law, city agencies or departments may revoke or suspend any registration certificates, permits or licenses held or requested by the employer until a violation is remedied. • Reinstatement • Back wages unlawfully withheld • An additional sum as a civil penalty in the amount of \$50 to each employee or person whose rights were violated

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>for each day the violation occurred or continued</p> <ul style="list-style-type: none"> • Fines imposed per other provisions of city or state law. • Interest on all due and unpaid wages at the rate of interest specified under state law, which accrues from the date wages were due and payable per state law to the date wages are paid in full. • Reimbursement of the city's administrative costs of enforcement and reasonable attorney's fees. <p><i>Investigation Posting:</i> If the city notifies an employer it is investigating a complaint, the city must require the employer to post or otherwise notify employees the city is conducting an investigation, using a city-provided form.</p> <p>Cupertino, CA Code §§ 3.37.080, *3.37.090.</p> <p>Prohibitions</p> <p>Generally: A violation for unlawfully failing to pay the minimum wage continues from the date</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>immediately following the date wages were due and payable under state law to the date immediately preceding the date wages are paid in full. Cupertino, CA Code § 3.37.040.</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising rights protected under the law, which include but are not limited to the right to:</p> <ul style="list-style-type: none"> • File a complaint or inform any person about any party's alleged noncompliance with the law • Inform any person of his or her potential rights under the law and to assist him or her in asserting those rights. <p>Protections apply to any person who mistakenly, but in good faith, alleges noncompliance with the law.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against a person within 90 days of the person</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>exercising protected rights raises a rebuttable presumption the act was done in retaliation for exercising such right.</p> <p>Cupertino, CA Code § 3.37.070.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Legal or equitable relief as may be appropriate to remedy the violation, including, without limitation <ul style="list-style-type: none"> • Back wages unlawfully withheld • An additional sum as a civil penalty in the amount of \$50 to each employee or person whose rights were violated for each day the violation occurred or continued • Reinstatement • Injunctive relief. • Reasonable attorneys' fees and costs • Fines imposed per other provisions of city or state law. • Interest on all due and unpaid wages at the rate of interest

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>specified under state law, which accrues from the date wages were due and payable per state law to the date wages are paid in full.</p> <p>Suit on Public's Behalf: Any person or entity enforcing the law on the public's behalf per state law is entitled only to equitable, injunctive or restitutionary relief to employees, and reasonable attorneys' fees and costs.</p> <p>Cupertino, CA Code § 3.37.090. See <i>also</i> Enforcement (Administrative).</p> <p>Enforcement</p> <p>Private: Any person aggrieved by a violation of the law, any entity a member of which is aggrieved by a violation, or any other person or entity acting on the public's behalf under state law can file a civil action. The law does not limit an employee's right to bring legal action for a violation of any other laws concerning wages, hours, or other standards or Rights. Exhausting administrative remedies</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>is not a prerequisite to asserting of any right under the law. Cupertino, CA Code § 3.37.090.</p> <p>Administrative: An employee or any other person may report to the city in writing any suspected violation of the law. *All remedies in the Cupertino Municipal Code are cumulative and the use of one or more remedies by the city does not bar the use of any other remedy to enforce the law:</p> <ul style="list-style-type: none"> • Administrative citation with a fine of not more \$50 for each day or portion thereof and for each employee or person as to whom the violation occurred or continued. • Compliance order. • A civil action for injunctive relief and damages and civil penalties. • Except where prohibited by state or federal law, city agencies or departments may revoke or suspend any registration certificates, permits or licenses held or

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
				<p>requested by the employer until a violation is remedied.</p> <ul style="list-style-type: none"> • Reinstatement • Back wages unlawfully withheld • An additional sum as a civil penalty in the amount of \$50 to each employee or person whose rights were violated for each day the violation occurred or continued • Fines imposed per other provisions of city or state law. • Interest on all due and unpaid wages at the rate of interest specified under state law, which accrues from the date wages were due and payable per state law to the date wages are paid in full. • Reimbursement of the city's administrative costs of enforcement and reasonable attorney's fees. <p><i>Investigation Posting:</i> If the city notifies an employer it is investigating a complaint, the city must require the employer to post or otherwise notify employees the</p>

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				city is conducting an investigation, using a city-provided form. Cupertino, CA Code §§ 3.37.080, *3.37.090. <i>Updated 10/17/2016</i>																				
Florida	<p>Note: Although we indicate in the introduction a state statute preempting local minimum wage laws, the city contends the state constitution, which implemented the state minimum wage, permits it to implement a local minimum wage. We expect legal challenges to be filed.</p> <p>City of Miami Beach</p> <p>Coverage</p> <ul style="list-style-type: none"> Employer (defined per FLSA) Employee (defined per FLSA) <ul style="list-style-type: none"> Tipped Employee (defined per FLSA). <p>Miami Beach, FL Code § 18-920.</p> <p>Miscellaneous</p> <p>Business License / Permits: An application to renew or receive a Miami Beach transferred business</p>	<p>Note: Although we indicate in the introduction a state statute preempting local minimum wage laws, the city contends the state constitution, which implemented the state minimum wage, permits it to implement a local minimum wage. We expect legal challenges to be filed.</p> <p>City of Miami Beach</p> <table border="1" data-bbox="724 941 1134 1437"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>January 1, 2018</td> <td>\$10.31</td> <td>*See Note</td> <td>*See Note</td> </tr> <tr> <td>January 1, 2019</td> <td>\$11.31</td> <td>*See Note</td> <td>*See Note</td> </tr> <tr> <td>January 1, 2020</td> <td>\$12.31</td> <td>*See Note</td> <td>*See Note</td> </tr> <tr> <td>January 1, 2021</td> <td>\$13.31</td> <td>*See Note</td> <td>*See Note</td> </tr> </tbody> </table>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	January 1, 2018	\$10.31	*See Note	*See Note	January 1, 2019	\$11.31	*See Note	*See Note	January 1, 2020	\$12.31	*See Note	*See Note	January 1, 2021	\$13.31	*See Note	*See Note	<p>Note: Although we indicate in the introduction a state statute preempting local minimum wage laws, the city contends the state constitution, which implemented the state minimum wage, permits it to implement a local minimum wage. We expect legal challenges to be filed.</p> <p>City of Miami Beach</p> <p>No applicable provisions. <i>Updated 08/22/2016</i></p>	<p>Note: Although we indicate in the introduction a state statute preempting local minimum wage laws, the city contends the state constitution, which implemented the state minimum wage, permits it to implement a local minimum wage. We expect legal challenges to be filed.</p> <p>City of Miami Beach</p> <p>Prohibitions</p> <p>Retaliation: An employer or any other party cannot discriminate in any manner or take adverse action against any person in retaliation for exercising protected rights, which include, but are not limited to, the right to:</p> <ul style="list-style-type: none"> File a complaint or inform any person about any party's alleged noncompliance with the law
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																					
January 1, 2018	\$10.31	*See Note	*See Note																					
January 1, 2019	\$11.31	*See Note	*See Note																					
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>tax receipt must include an affidavit attesting to compliance with the law. *For good and sufficient cause, the City Manager may deny an application for any Miami Beach permit or license if, during the 5-year period before the application, the applicant admitted guilt or liability or was found guilty or liable in any judicial or administrative proceeding of committing or attempting to commit a willful violation, or 2 or more violations that do not include a willful violation, of the Miami Beach, state, or federal minimum wage laws. Miami Beach, FL Code §§ 18-925, *18-926, 102-371 (Application Procedures).</p> <p>Definitions / Interpretations</p> <p>Wage (defined per FLSA). Miami Beach, FL Code § 18-920.</p> <p>Case law, administrative interpretations, and other guiding standards developed under the FLSA guide how the law will be interpreted. Miami Beach, FL Code § 18-924.</p>	January 1, 2022	TBD	*See Note	*See Note		<ul style="list-style-type: none"> Inform any person of his or her potential rights under the ordinance and to assist him or her assert those rights. <p>Miami Beach, FL Code § 18-922.</p> <p>Remedies</p> <ul style="list-style-type: none"> Back wages unlawfully withheld Liquidated damages in the same amount Reasonable attorney's fees and costs. Appropriate legal or equitable relief, including, but not limited to, reinstatement and/or injunctive relief. <p>Miami Beach, FL Code § 18-923.</p> <p>Enforcement</p> <p>Private: Aggrieved individuals can file a civil lawsuit against an employer or person violating the law. The statute of limitation is 2 years or 3 years (willful violations). Miami Beach, FL Code § 18-923.</p> <p><i>Updated 08/22/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																
	<p><i>Updated 08/22/2016</i></p>	<p>or federal minimum wage exceeds the city rate, that rate must be paid.</p> <p>Inflation Indexing: Beginning January 1, 2022, and every year after, the minimum wage rate may be adjusted annually based on inflation, by up to 3%. Although the city commission may elect not to adjust in a particular year, if it later determines that making up all or any part of the prior year's (or years') un-adjusted rate would not have an adverse fiscal impact upon the city, it can cumulatively adjust the rate to "make- up" for prior deficiencies.</p> <p>Miami Beach, FL Code § 18-921.</p> <p><i>Updated 08/22/2016</i></p>																		
<p>Illinois</p>	<p>City of Chicago</p> <p>Coverage</p> <p>Covered Employee: Any employee who is not subject to any of the exclusions in the city law and, in any particular 2-week period, performs at least 2 hours of work for an employer while</p>	<p>City of Chicago</p> <table border="1" data-bbox="718 1101 1134 1463"> <thead> <tr> <th data-bbox="718 1101 823 1230">Date</th> <th data-bbox="823 1101 928 1230">Minimum Wage</th> <th data-bbox="928 1101 1033 1230">Maximum Tip Credit</th> <th data-bbox="1033 1101 1134 1230">Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="718 1230 823 1279">Currently</td> <td data-bbox="823 1230 928 1279">\$10.50</td> <td data-bbox="928 1230 1033 1279">\$4.55</td> <td data-bbox="1033 1230 1134 1279">\$5.95</td> </tr> <tr> <td data-bbox="718 1279 823 1377">July 1, 2017</td> <td data-bbox="823 1279 928 1377">\$11.00</td> <td data-bbox="928 1279 1033 1377">TBD</td> <td data-bbox="1033 1279 1134 1377">TBD</td> </tr> <tr> <td data-bbox="718 1377 823 1463">July 1, 2018</td> <td data-bbox="823 1377 928 1463">\$12.00</td> <td data-bbox="928 1377 1033 1463">TBD</td> <td data-bbox="1033 1377 1134 1463">TBD</td> </tr> </tbody> </table>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	Currently	\$10.50	\$4.55	\$5.95	July 1, 2017	\$11.00	TBD	TBD	July 1, 2018	\$12.00	TBD	TBD	<p>City of Chicago</p> <p>Notice</p> <p>Paycheck Notice: For an employee's first paycheck after the law takes effect, employers must provide a covered employee a city-created notice advising the covered employee of the current minimum wage rates and of the employee's</p>	<p>City of Chicago</p> <p>Prohibitions</p> <p>Retaliation: An employer cannot discriminate in any manner or take any adverse action against any covered employee in retaliation for exercising protected rights, which include but are not limited to, disclosing, reporting, or testifying</p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																	
Currently	\$10.50	\$4.55	\$5.95																	
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>physically present within Chicago's geographic boundaries.</p> <p><i>Employee / Domestic Worker.</i> The term "employee" has the same meaning as in the state minimum wage law (see 820 Ill. Comp. Stat. 105/3); except domestic workers, including those employed by employers with fewer than 4 employees, qualify as an employee under the city's law.</p> <p><i>Exceptions:</i> The law does not apply to hours worked:</p> <ul style="list-style-type: none"> By any person subject to the following subsections of the state minimum wage law: <ul style="list-style-type: none"> 4(a)(2) (Employees 18 year of age or older paid not more than \$0.50 less than the state minimum wage during the first 90 consecutive calendar days of employment) <ul style="list-style-type: none"> Note: Employees described in subsections 4(a)(2)(A) and 4(a)(2)(B) are entitled 	July 1, 2019	\$13.00	TBD	TBD	rights under the law. Chicago, IL Code § 1-24-070.	about any violation of the law. Prohibited adverse actions include, but are not limited to:
		July 1, 2020	TBD	TBD	TBD	Tipped Employees: The amount per hour which the employer takes as a gratuity credit must be reported to the employee in writing each time it is changed from the amount per hour taken in the preceding pay period. Chicago Rule MW 1.07.	<ul style="list-style-type: none"> Unjustified termination, denial of promotion, or negative evaluation; Punitive schedule changes or decreases in the desirability of work assignments; and Other acts of harassment shown to be linked to such exercise of rights.
		Employers must pay no less than the above wages to each covered employee for each hour of work performed for the employer while physically present within Chicago's geographic boundaries.				Posting	Chicago, IL Code § 1-24-080.
		Tip Credit: Beginning on July 1, 2017, and on every July 1 thereafter, qualified tipped employees must be paid the greater of: (A) the FLSA minimum cash wage; (B) the state minimum cash wage; or (C) the city's minimum cash wage from the previous year, increased in proportion to the increase, if any, in the CPI. Chicago, IL Code § 1-24-020; <i>see also below</i> , Inflation Indexing.				Employers must post in a conspicuous place at each facility where any covered employee works that is located within Chicago's geographic boundaries a city-created notice advising the employee of the current minimum wage rates, and of his or her rights under the law.	Remedies
		Inflation Indexing: Beginning on July 1, 2020, and on every July 1 thereafter, the minimum wage may be adjusted based on changes				Exception: Employers that do not maintain a business facility within Chicago's geographic boundaries and households that serve as the worksites for domestic workers are exempt from the posting requirement.	Employers violating the law can be subject to the following damages and penalties: <ul style="list-style-type: none"> Fine <ul style="list-style-type: none"> Between \$500 and \$1,000 per offense (each day a violation continues constitutes a separate and distinct offense) 3 times the amount of any underpayment.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>to the city's minimum wage and overtime (Day or temporary, per state Day and Temporary Labor Services Act, who is 18 years of age or older; Employee who is 18 years of age or older and whose employment is occasional or irregular and requires not more than 90 days to complete).</p> <ul style="list-style-type: none"> • 4(a)(3) (Employees less than 18 years of age who are paid up to \$0.50 less than the state minimum wage) • 4(d) (Camp counselor) • 4(e) (Camp counselor) • 5 (Persons whose earning capacity is impaired by age, physical or mental deficiency, or injury) 	<p>to the consumer price index. However, if the CPI increases by more than 2.5% in any year, the minimum wage increase will be capped at 2.5%. An increase will not occur in any year when the unemployment rate in Chicago for the preceding year was equal to or greater than 8.5%. Any increase must be rounded up to the nearest multiple of \$0.05. Chicago, IL Code § 1-24-020.</p> <p><i>Updated 07/01/2016</i></p>	<p>Model Poster: The city provides online a notice that complies with the above requirement in English, Spanish, and Polish.</p> <p>Chicago, IL Code § 1-24-070.</p> <p>Recordkeeping</p> <p>Law & Rules: Employers must have on file and readily accessible current copies of the ordinance and rules. Chicago Rule MW 1.02.</p> <p>Generally: Employers must maintain, at a minimum, the following records for covered employees, for a period of not less than 3 years:</p> <ul style="list-style-type: none"> • Name of each covered employee. • Address of each covered employee. • Occupation of each covered employee. • Social Security Number of each covered employee. • Hours worked each day and hours worked each workweek by each covered employee. • Type of payment (hourly rate, salary, commission, etc.), straight-time and overtime 	<ul style="list-style-type: none"> • Reasonable attorney's fees. • License denial, revocation, or suspension. • Ineligibility for city transactions <p>Chicago, IL Code §§ 1-24-100, 1-24-110, 4-4-320, 2-92-320.</p> <p>Licenses: The Commissioner of Business Affairs and Consumer Protection may deny an application for any license issued under Title 4 of the Chicago Code if, e.g.:</p> <ul style="list-style-type: none"> • During the 5-year period prior to the application date, the applicant admitted guilt or liability or has been found guilty or liable in any judicial or administrative proceeding of committing or attempting to commit a willful violation, or 2 or more violations which do not include a willful violation, of the Illinois Wage Payment and Collection Act, or any other federal or state law regulating the payment of wages; or • During the 24-month period prior to the application date,

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> 6 (Learners – A person participating in a training program for an occupation in which he or she is employed, where the program involves either formal instruction or on-the-job training during a period when the employee is entrusted with limited responsibility and is under supervision or guidance.) For any Subsidized Youth Employment Program (Any publicly subsidized summer or other temporary youth employment program through which persons aged 24 or younger are employed by or engaged in employment coordinated by a nonprofit organization or governmental entity); or For any Subsidized Transitional Employment Program (Any publicly subsidized temporary employment program 		<p>pay, and total wages paid to each covered employee in each pay period.</p> <ul style="list-style-type: none"> Additions and deductions from each covered employee’s wages for each pay period and an explanation of additions and deductions. Dates of payment of each pay period covered by each wage payment to each covered employee. <p>Chicago Rule MW 1.06.</p> <p>Tipped Employees: Employers must maintain, at a minimum, the following records for covered employees whose compensation is derived in part from gratuities, for a period of not less than 3 years:</p> <ul style="list-style-type: none"> An identifying symbol, letter, or number on the payroll record indicating such employee is a person whose wage is determined in part by gratuities. The report received from the employee setting forth gratuities received during 	<p>the applicant admitted guilt or liability or has been found guilty or liable in any judicial or administrative proceeding of committing 3 or more violations of the city minimum wage law.</p> <p>Chicago, IL Code § 4-4-320.</p> <p>City Transactions: A person or business entity cannot participate in a transaction, and may have its current transactions permanently or temporarily suspended or canceled, if that person or business entity has committed, within a 24-month period, 3 or more violations of the city minimum wage law. Chicago, IL Code § 2-92-320.</p> <p>Enforcement</p> <p>Private: If any covered employee is paid less than the minimum wage, s/he may file a civil lawsuit. Chicago, IL Code § 1-24-110.</p> <p>Administrative: Covered employees who believes they were not paid the minimum wage can file a complaint with Chicago Business Affairs and</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>through which persons with unsuccessful employment histories and/or members of statistically hard-to-employ populations (such as formerly homeless persons, the long-term unemployed, and formerly incarcerated persons) are provided temporary paid employment and case-managed services, under a program administered by a nonprofit organization or governmental entity, with the goal of transitioning program participants into unsubsidized employment).</p> <p>Chicago, IL Code §§ 1-24-010, 1-24-050; Chicago Rule MW 1.05.</p> <p><i>CBA Exception:</i> The law's requirements may be waived in a bona fide collective bargaining agreement, but only if the waiver is set forth explicitly in such agreement in clear and unambiguous terms. Chicago, IL Code § 1-24-060. <i>See also below</i>, Miscellaneous – Unionized Workforce.</p>		<p>each workday. Such reports submitted by the employee must be signed and include his or her Social Security Number.</p> <ul style="list-style-type: none"> • The amount by which the wage of each such employee has been deemed to be increased by gratuities as determined by the employer. • Hours worked each workday in any occupation in which the employee does not receive gratuities, and total daily or weekly straight-time payment made by the employer for such hours. • Hours worked each workday in occupations in which the employee received gratuities, and total daily or weekly straight time earnings for such hours. <p>Chicago Rule MW 1.07.</p> <p><i>Updated 01/19/2016</i></p>	<p>Consumer Protection. Chicago Rule MW 2.01.</p> <p><i>Updated 01/19/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Employer: Any individual, partnership, association, corporation, limited liability company, business trust, or any person or group of persons that gainfully employs at least 1 covered employee. To qualify as an employer, such individual, group, or entity must: (1) maintain a business facility within Chicago's geographic boundaries; and/or (2) be subject to one or more of the license requirements in Title 4 of the Chicago Code. Chicago, IL Code § 1-24-010.</p> <p>Domestic Work / Day Labor: A person or entity that employs 1 or more domestic workers or day laborers who qualify as covered employee qualifies as an employer. Chicago Rule MW 1.03.</p> <p>Miscellaneous</p> <p>Working in Chicago: Time spent traveling in Chicago that is compensated time, including, but not limited to, deliveries, sales calls, and travel related to other business activity taking place within Chicago, constitutes work while</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>physically present within Chicago’s geographic boundaries. However, time spent traveling in Chicago that is uncompensated commuting time does not constitute work while physically present within Chicago’s geographic boundaries. Chicago, IL Code § 1-24-010.</p> <p>Overtime: The minimum wages required are subject to state overtime provisions, except the definition of “employer” and “employee” in the minimum wage law apply. Chicago, IL Code § 1-24-040.</p> <p>Unless subject to one of exceptions in subsection 4a(2) of the state minimum wage law, a covered employee is entitled to at least 1.5 times the City minimum wage for each hour in excess of 40 worked in any particular week.</p> <p>A tipped covered employee is entitled to an overtime hourly wage of at least 1.5 times the city minimum wage, minus no more than the current maximum tip allowance</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Chicago Rule MW 1.08.</p> <p>Unionized Workforce: The law does not interfere with, impede, or in any way diminish the right of employees to bargain collectively with their employers through representatives of their own choosing to establish wages or other conditions of work that exceed the law's minimum requirements. Chicago, IL Code § 1-24-060.</p> <p>Domestic worker: A person whose primary duties include housekeeping; house cleaning; home management; nanny services, including childcare and child monitoring; caregiving, personal care or home health services for elderly persons or persons with illnesses, injuries, or disabilities who require assistance in caring for themselves; laundering; cooking; companion services; chauffeuring; and other household services to members of households or their guests in or about a private home or residence, or any other location where the</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																								
	domestic work is performed. Chicago, IL Code § 1-24-010. <i>Updated 01/19/2016</i>																											
	<p>Cook County Coverage</p> <p>Employee: Any employee who in any particular 2-week period performs at least 2 hours of work for an employer while physically present in Cook County's geographic boundaries. Cook County, IL Code § 42-8.</p> <p><i>Exceptions:</i> The law does not apply to hours worked:</p> <ul style="list-style-type: none"> By any person subject to the following subsections of the state minimum wage law: <ul style="list-style-type: none"> 4(a)(2) (Employees 18 year of age or older paid not more than \$0.50 less than the state minimum wage during the first 90 consecutive calendar days of employment) <ul style="list-style-type: none"> Note: Employees described in subsections 4(a) 	<p>Cook County</p> <table border="1" data-bbox="724 446 1134 1031"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>July 1, 2017</td> <td>\$10.00</td> <td>\$5.05</td> <td>\$4.95</td> </tr> <tr> <td>July 1, 2018</td> <td>\$11.00</td> <td>TBD</td> <td>TBD</td> </tr> <tr> <td>July 1, 2019</td> <td>\$12.00</td> <td>TBD</td> <td>TBD</td> </tr> <tr> <td>July 1, 2020</td> <td>\$13.00</td> <td>TBD</td> <td>TBD</td> </tr> <tr> <td>July 1, 2021</td> <td>TBD</td> <td>TBD</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay no less than the above wages to each covered employee for each hour of work performed for the employer while physically present in Cook County's geographic boundaries (Note: The rate is the greater of the federal, state, or local minimum wage rate. Currently, the local rate is the</p>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	July 1, 2017	\$10.00	\$5.05	\$4.95	July 1, 2018	\$11.00	TBD	TBD	July 1, 2019	\$12.00	TBD	TBD	July 1, 2020	\$13.00	TBD	TBD	July 1, 2021	TBD	TBD	TBD	<p>Cook County</p> <p>Notice</p> <p>First Paycheck: With the first paycheck subject to the law, employers must provide covered employees a notice advising them of the current minimum wage rates, and of their rights under the law. Cook County, IL Code § 42-15.</p> <p>Posting</p> <p>Employers must conspicuously post at each facility in the county's geographic boundaries where any covered employees work a notice advising them of the current minimum wage rates, and of their rights under the law.</p> <p>Exception: Employers that do not maintain a business facility in the county's geographic boundaries, and households that serve as the worksites for domestic workers, are exempt from the requirement.</p>	<p>Cook County</p> <p>Prohibitions</p> <p>Retaliation: Employers cannot discriminate in any manner or take any adverse action against a covered employee in retaliation for exercising any protected right under the law, including, but not limited to, disclosing, reporting, or testifying about any violation of the law. Prohibited adverse actions include, but are not limited to, unjustified termination, unjustified denial of promotion, unjustified negative evaluations, punitive schedule changes, punitive decreases in the desirability of work assignments, and other acts of harassment shown to be linked to the protected activity. Cook County, IL Code § 42-16.</p> <p>Penalties & Remedies</p> <ul style="list-style-type: none"> Fine: \$500, up to \$1,000 for each offense. Each day
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																									
July 1, 2017	\$10.00	\$5.05	\$4.95																									
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	<p>(2)(A) and 4(a)(2) (B) are entitled to the city's minimum wage and overtime (Day or temporary, per state Day and Temporary Labor Services Act, who is 18 years of age or older; Employee who is 18 years of age or older and whose employment is occasional or irregular and requires not more than 90 days to complete).</p> <ul style="list-style-type: none"> • 4(a)(3) (Employees less than 18 years of age who are paid up to \$0.50 less than the state minimum wage) • 4(d) (Camp counselor) • 4(e) (Camp counselor) • 5 (Persons whose earning capacity is impaired by age, 	<p>greatest and is noted above). Cook County, IL Code § 42-9.</p> <p>Tip Credit: Employers of a covered employee engaged in an occupation in which gratuities have customarily and usually constituted part of the remuneration must pay the greater of the federal or state minimum cash wage (Note: Currently the state rate exceeds the federal rate and is listed above). *Beginning on July 1, 2018, and on each July 1 after, qualified tipped employees must be paid the greater of: (A) the FLSA minimum cash wage; (B) the state minimum cash wage; or (C) the city's minimum cash wage from the previous year, increased in proportion to the increase, if any, in the CPI. Cook County, IL Code §§ 42-9, *42-10. See <i>also</i> Inflation Indexing (same methodology applies, but with different dates).</p> <p>Inflation Indexing: Beginning on July 1, 2021, and each July 1 after, the local minimum wage rate will be adjusted to account for an increase, if any, in the consumer price index. The increase is capped at 2.5%. An increase will not occur</p>	<p>Cook County, IL Code § 42-15.</p> <p><i>Updated 11/12/2016</i></p>	<p>a violation continues is a separate and distinct offense for which a separate fine applies.</p> <ul style="list-style-type: none"> • 3 times the amount of any wage underpayment • Reasonable attorneys' fees and costs. • License denial, revocation, or suspension • Ineligibility for county transactions and property tax incentives <p>Cook County, IL Code §§ 42-18 (Fine), 42-19, 34-179 (County Transactions), 74-74 (Property Tax Incentive), 54-384 & 54-390 (Licenses).</p> <p>Enforcement</p> <p>Private: A covered employee paid less than the minimum wage can file a civil lawsuit against an employer. An agreement to work for less than the minimum wage is not an available defense. Cook County, IL Code § 42-19.</p> <p>Administrative: The Cook County Commission on Human Rights will</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>physical or mental deficiency, or injury)</p> <ul style="list-style-type: none"> • 6 (Learners – A person participating in a training program for an occupation in which he or she is employed, where the program involves either formal instruction or on-the-job training during a period when the employee is entrusted with limited responsibility and is under supervision or guidance.) • For any Subsidized Youth Employment Program (Any publicly subsidized summer or other temporary youth employment program through which persons aged 24 or younger are employed by or engaged in employment coordinated by a nonprofit organization or governmental entity); or • For any Subsidized Transitional Employment Program (Any publicly 	<p>in in any year when the county unemployment rate equals or exceeds 8.5%. Any increase must be rounded up to the nearest multiple of \$0.05. Cook County, IL Code § 42-9.</p>		<p>enforce the law. Cook County, IL Code § 42-17.</p> <p><i>Updated 11/12/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>subsidized temporary employment program through which persons with unsuccessful employment histories and/or members of statistically hard-to-employ populations (such as formerly homeless persons, the long-term unemployed, and formerly incarcerated persons) are provided temporary paid employment and case-managed services, under a program administered by a nonprofit organization or governmental entity, with the goal of transitioning program participants into unsubsidized employment).</p> <p>Cook County, IL Code § 42-12.</p> <p><i>CBA Exception:</i> The law's requirements may be waived in a bona fide collective bargaining agreement if the waiver is set forth explicitly in clear and unambiguous terms. Cook County, IL Code § 42-13. <i>But see also</i> Miscellaneous (Unionized Workforce).</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Employer: Any individual, partnership, association, corporation, limited liability company, business trust, or any person or group of persons that gainfully employs at least 1 covered employee and either maintains a business facility in Cook County's geographic boundaries or is subject to one or more Cook County license requirements (Title 4). Cook County, IL Code § 42-8.</p> <p>Miscellaneous</p> <p>Working in Cook County: Time spent traveling in Cook County that is compensated time, including, but not limited to, deliveries, sales calls, and travel related to other business activity taking place in Cook County, constitutes work while physically present in Cook County; time spent traveling that is uncompensated commuting time does not. Cook County, IL Code § 42-8.</p> <p>Overtime: The minimum wages required are subject to state overtime provisions, except the definition of "employer" and</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	<p>“employee” in the local law applies. Cook County, IL Code § 42-11.</p> <p>Unionized Workforce: The law does not interfere with, impede, or in any way diminish the right of employees to bargain collectively with their employers through representatives of their own choosing to establish wages or other conditions of work that exceed the law’s minimum standards. Cook County, IL Code § 42-13.</p> <p>Interplay with Prevailing Wage: The law does not conflict with the county prevailing wage law. All contractors must comply with the prevailing wage requirements even if the wages required to be paid under that law are higher than the minimum wage law. Cook County, IL Code § 42-14.</p> <p><i>Updated 11/12/2016</i></p>											
Iowa	<p>Johnson County</p> <p>Coverage</p> <p>Employee: An employee who has worked 90 days or more for a covered employer and who</p>	<p>Johnson County</p> <table border="1" data-bbox="722 1263 1136 1438"> <thead> <tr> <th data-bbox="722 1263 827 1390">Date</th> <th data-bbox="827 1263 932 1390">Minimum Wage</th> <th data-bbox="932 1263 1037 1390">Maximum Tip Credit</th> <th data-bbox="1037 1263 1136 1390">Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="722 1390 827 1438">Currently</td> <td data-bbox="827 1390 932 1438">\$9.15</td> <td data-bbox="932 1390 1037 1438">\$3.66</td> <td data-bbox="1037 1390 1136 1438">\$5.49</td> </tr> </tbody> </table>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	Currently	\$9.15	\$3.66	\$5.49	<p>Johnson County</p> <p>Posting</p> <p>No applicable provisions.</p>	<p>Johnson County</p> <p>Remedies</p> <ul style="list-style-type: none"> • Unpaid wages • Civil Penalty
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage									
Currently	\$9.15	\$3.66	\$5.49									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	<p>performs more than 2 hours of work within Johnson County or an applicable municipality within a 2-week time period. Johnson County, Minimum Wage FAQ's.</p> <p><i>Occasional Basis:</i> Employees who perform work in Johnson County's geographic boundaries, or one of the municipalities located therein, on an occasional basis are covered in a 2-week period only if the employee performs more than 2 hours of work within the county or an applicable municipality during that 2-week period. Johnson County, IA Code § 4:7.1.</p> <p><i>Exemption:</i> The state minimum wage law's exemptions (Iowa Code § 91D.1(2)) apply to the city's law. Johnson County, IA Code § 4:7.1</p> <p>Employer: "Johnson County's ordinance applies to the same employers covered by the state minimum wage law, set forth in Iowa Code Chapter 91D. Generally, employers that gross at least \$300,000 in sales or business per year must comply with the ordinance. In addition</p>	<table border="1" data-bbox="722 246 1136 427"> <tr> <td data-bbox="722 246 827 332">January 1, 2017</td> <td data-bbox="827 246 932 332">\$10.10</td> <td data-bbox="932 246 1037 332">\$4.04</td> <td data-bbox="1037 246 1136 332">\$6.06</td> </tr> <tr> <td data-bbox="722 332 827 427">July 1, 2018</td> <td data-bbox="827 332 932 427">TBD</td> <td data-bbox="932 332 1037 427">TBD</td> <td data-bbox="1037 332 1136 427">TBD</td> </tr> </table> <p>Employees are covered by the law for each hour worked within Johnson County's geographic boundaries or one of the municipalities located therein.</p> <p>Johnson County, IA Code § 4:7.1; Johnson County, Minimum Wage FAQ's.</p> <p>Waiting Period / Lower Wage: An employer is not required to pay the minimum wage until the employee has completed 90 calendar days of employment with the employer. An employer must pay an employee who has not completed the 90-calendar-day period an hourly wage of at least \$6.35 per hour (Note: Paying an employee the lower wage may violate the FLSA).</p> <p>Johnson County, IA Code § 4:7.1.</p> <p>Tip Credit: For qualifying employees of restaurants, hotels, motels, inns, or cabins, the maximum tip credit is 40% of the</p>	January 1, 2017	\$10.10	\$4.04	\$6.06	July 1, 2018	TBD	TBD	TBD	<p>Model Notice: Although posting is not required, the county provides online a poster.</p> <p><i>Updated 01/19/2016</i></p>	<ul style="list-style-type: none"> • Not more than \$750 for each violation; or • Not more than \$1,000 for each repeat offense. <p>Johnson County, IA Code § 4:7.3; Johnson County, Minimum Wage FAQ's.</p> <p>Enforcement</p> <p>Private: Violations may be enforced pursuant to the state's wage payment law (Iowa Code ch. 91A). Johnson County, IA Code § 4:7.3; Johnson County, Minimum Wage FAQ's.</p> <p>Administrative: A violation of the law is a county infraction, punishable per state law (Iowa Code § 331.307) (enforced by county officials). Additionally, the state labor department can enforce wage claims pursuant to state law. Johnson County, IA Code § 4:7.3; Johnson County, Minimum Wage FAQ's.</p> <p><i>Updated 01/19/2016</i></p>
January 1, 2017	\$10.10	\$4.04	\$6.06									
July 1, 2018	TBD	TBD	TBD									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>some employers may be covered regardless of business volume. This includes: . . .</p> <ul style="list-style-type: none"> • Hospitals and residential care facilities for the sick, elderly, mentally or physically handicapped or gifted children • Schools and preschools • Most daycares • Employers engaged in construction, reconstruction, laundry or dry cleaning. <p>Certain employers in agriculture, certain summer camps and others are exempt from the minimum wage requirements of the federal Fair Labor Standards Act of 1938, as amended to January 1, 2007 and thus exempt from the Johnson County ordinance.” Johnson County, Minimum Wage FAQ’s.</p> <p>Miscellaneous</p> <p>Municipal Exception: The ordinance does not apply within the geographic boundaries of any Johnson County municipality that has adopted a conflicting ordinance, or to work performed by</p>	<p>applicable minimum wage. Johnson County, IA Code § 4:7.1.</p> <p>Inflation Indexing: Beginning on July 1, 2018, and each July 1 thereafter, the minimum wage must be increased by an amount corresponding to the previous calendar year’s increase, if any, in the consumer price index. The adjusted minimum wage must be announced by April 1 of each year. Johnson County, IA Code § 4:7.1.</p> <p><i>Updated 01/19/2016</i></p>		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	<p>employees within that municipality. Johnson County, IA Code § 4:7.4.</p> <p><i>Updated 01/19/2016</i></p>											
	<p>City of Tiffin Coverage</p> <p>Employee: Defined per FLSA.</p> <p><i>Exceptions:</i> The state minimum wage exemptions (Iowa Code § 91D.1(2)) apply.</p> <p>Employer: Defined per FLSA.</p> <p>Tiffin, IA Ordinance 2016-381, § III.</p> <p>Miscellaneous</p> <p>The City of Tiffin declined to follow the Johnson County Minimum Wage Ordinance. See Tiffin, IA Ordinance 2016-381, §§ I, III.</p> <p><i>Updated 09/07/2016</i></p>	<p>City of Tiffin</p> <table border="1" data-bbox="722 483 1129 667"> <thead> <tr> <th data-bbox="722 483 827 618">Date</th> <th data-bbox="827 483 932 618">Minimum Wage</th> <th data-bbox="932 483 1037 618">Maximum Tip Credit</th> <th data-bbox="1037 483 1129 618">Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="722 618 827 667">Currently</td> <td data-bbox="827 618 932 667">\$9.00</td> <td data-bbox="932 618 1037 667">\$3.60</td> <td data-bbox="1037 618 1129 667">\$5.40</td> </tr> </tbody> </table> <p>Employers must pay each employee the city, state, or federal minimum wage, whichever is greater.</p> <p>90-Day Waiting Period: Employers are not required to pay the Tiffin minimum wage until an employee completes 90 calendar days of employment. During the initial 90-day period, employees can be paid \$6.35 per hour.</p> <p>Tip Credit: For covered restaurant, hotel, motel, inn, or cabin employees, a tip credit not to exceed 40% of the applicable minimum wage can be applied.</p> <p>Tiffin, IA Ordinance 2016-381, § III.</p>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	Currently	\$9.00	\$3.60	\$5.40	<p>City of Tiffin</p> <p>No applicable provisions. See Tiffin, IA Ordinance 2016-381.</p> <p><i>Updated 09/07/2016</i></p>	<p>City of Tiffin Enforcement</p> <p>A violation is a municipal infraction, punishable as provided in the City Code. Violations can also be enforced per state wage payment laws (Iowa Code ch. 91A). Tiffin, IA Ordinance 2016-381, § III.</p> <p><i>Updated 09/07/2016</i></p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage									
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																
		<i>Updated 09/07/2016</i>																		
	<p>Linn County</p> <p>Coverage</p> <p>Employee: Defined per FLSA (as amended to January 1, 2007). Employees are covered by the ordinance for each hour worked in the county's geographic boundaries or in any city or portion of a city in the county.</p> <p><i>Occasional Basis:</i> Occasional basis employees are covered in a 2-week period only if they perform more than 2 hours of work in the County or a city or portion of the city in the County during that 2-week period.</p> <p><i>*Exceptions:</i> The FLSA's minimum wage exemptions apply (29 U.S.C. § 213, as amended to January 1, 2007).</p> <p>Employer: Defined per FLSA.</p> <p>*The law applies, regardless of an enterprise's gross volume of sales or business done, to:</p> <ul style="list-style-type: none"> An enterprise engaged in the business of laundering, 	<p>Linn County</p> <table border="1" data-bbox="718 370 1136 771"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>January 1, 2017</td> <td>\$8.25</td> <td>\$3.30</td> <td>\$4.95</td> </tr> <tr> <td>January 1, 2018</td> <td>\$9.25</td> <td>\$3.70</td> <td>\$5.55</td> </tr> <tr> <td>January 1, 2019</td> <td>\$10.25</td> <td>\$4.10</td> <td>\$6.15</td> </tr> </tbody> </table> <p>Employers must pay each employee the city, state, or federal minimum wage, whichever is greater.</p> <p>90-Day Waiting Period: Employers are not required to pay the Linn County minimum wage until an employee completes 90 calendar days of employment. During the initial 90-day period, employees can be paid \$6.35 per hour.</p> <p>Tip Credit: For covered restaurant, hotel, motel, inn, or cabin employees, a tip credit not to exceed 40% of the applicable minimum wage can be applied.</p>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	January 1, 2017	\$8.25	\$3.30	\$4.95	January 1, 2018	\$9.25	\$3.70	\$5.55	January 1, 2019	\$10.25	\$4.10	\$6.15	<p>Linn County</p> <p>No applicable provisions. See Linn County, IA Ordinance 4-9-2016.</p> <p><i>Updated 09/12/2016</i></p>	<p>Linn County</p> <p>Enforcement</p> <p>A violation is a county infraction, punishable as provided under state law (Iowa Code § 331.307) and/or the County Code's enforcement ordinance (ch. 19). Violations can also be enforced per state wage payment laws (Iowa Code ch. 91A). Linn County, IA Ordinance 4-9-2016, § 6.</p> <p><i>Updated 09/12/2016</i></p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																	
January 1, 2017	\$8.25	\$3.30	\$4.95																	
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	<p>cleaning, or repairing clothing or fabrics</p> <ul style="list-style-type: none"> • An enterprise engaged in construction or reconstruction • Regardless of whether public or private, or operated for profit or not for profit: <ul style="list-style-type: none"> • An enterprise engaged in operating a hospital • An institution primarily engaged in the care of the sick, aged, or mentally ill or persons with symptoms of mental illness who reside on the institution's premises • A school for persons with mental or physical disabilities or for gifted children • A preschool, elementary or second school • An institution of higher learning <p><i>*Exceptions:</i> The law does not apply to enterprises with an annual gross volume of sales made</p>	<p>Linn County, IA Ordinance 4-9-2016, § 4.</p> <p><i>Updated 09/12/2016</i></p>		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																				
	<p>or business done of \$300,000, exclusive of excise retail taxes.</p> <p>Linn County, IA Ordinance 4-9-2016, §§ 4, *5.</p> <p>Miscellaneous</p> <p>Unincorporated Areas / Municipal Exception: The law applies in the county's unincorporated areas and in any city or portion of a city in the county that has not enacted a conflicting ordinance. Linn County, IA Ordinance 4-9-2016, § 3.</p> <p><i>Updated 09/12/2016</i></p>																							
	<p>Wapello County</p> <p>Coverage</p> <p>Employee: Defined per FLSA (as amended to January 1, 2007). Employees are covered by the ordinance for each hour worked in the county's geographic boundaries or in any city or portion of a city in the county.</p> <p><i>Occasional Basis:</i> Occasional basis employees are covered in a 2-week period only if they perform more than 2 hours of work in the county</p>	<p>Wapello County</p> <table border="1" data-bbox="724 917 1134 1421"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>January 1, 2017</td> <td>\$8.20</td> <td>\$3.28</td> <td>\$4.92</td> </tr> <tr> <td>January 1, 2018</td> <td>\$9.15</td> <td>\$3.66</td> <td>\$5.49</td> </tr> <tr> <td>January 1, 2019</td> <td>\$10.10</td> <td>\$4.04</td> <td>\$6.06</td> </tr> <tr> <td>July 1, 2020</td> <td>TBD</td> <td>TBD</td> <td>TBD</td> </tr> </tbody> </table>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	January 1, 2017	\$8.20	\$3.28	\$4.92	January 1, 2018	\$9.15	\$3.66	\$5.49	January 1, 2019	\$10.10	\$4.04	\$6.06	July 1, 2020	TBD	TBD	TBD	<p>Wapello County</p> <p>No applicable provisions. See Wapello County, IA Minimum Wage Ordinance.</p> <p><i>Updated 09/19/2016</i></p>	<p>Wapello County</p> <p>Enforcement</p> <p>A violation is a county infraction, punishable as provided under state law (Iowa Code § 331.307). Violations can also be enforced per state wage payment laws (Iowa Code ch. 91A). Wapello County, IA Minimum Wage Ordinance, § IV.</p> <p><i>Updated 09/19/2016</i></p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																					
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	<p>or a city or portion of the city in the county during that 2-week period.</p> <p><i>Exception:</i> The state law minimum wage exemptions apply (Iowa Code § 91D.1(2)).</p> <p>Employer: Defined per FLSA.</p> <p>Wapello County, IA Minimum Wage Ordinance, § IV.</p> <p>Miscellaneous</p> <p>Unincorporated Areas / Municipal Exception: The law applies in the county’s unincorporated areas and in any municipality in the county that has not enacted a conflicting ordinance. Wapello County, IA Minimum Wage Ordinance, §§ III, IV.</p> <p><i>Updated 09/19/2016</i></p>	<p>Employers must pay each employee the city, state, or federal minimum wage, whichever is greater.</p> <p>90-Day Waiting Period: Employers are not required to pay the Wapello County minimum wage until an employee completes 90 calendar days of employment. During the initial 90-day period, employees can be paid \$6.35 per hour. If an employee has completed 90 calendar days of employment by January 1, 2017, 2018, or 2019, s/he must be paid the above minimum wage rate.</p> <p>Tip Credit: For covered restaurant, hotel, motel, inn, or cabin employees, a tip credit not to exceed 40% of the applicable minimum wage can be applied.</p> <p>Inflation Indexing: Beginning July 1, 2020, and each July after, the minimum wage must be increased by an amount corresponding to the previous calendar year’s increase, if any, of the consumer price index.</p>		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																				
		Wapello County, IA Minimum Wage Ordinance, § IV. <i>Updated 09/19/2016</i>																						
	<p>Polk County</p> <p>Coverage</p> <p>Employee</p> <p><i>Exceptions:</i> The state minimum wage law's exemptions and exceptions apply.</p> <p><i>Occasional Basis:</i> An employee who performs work on an occasional basis is covered in a 2-week period only if the employee performs more than 2 hours of work in the county or municipality during that two-week period.</p> <p>Employer: Defined per FLSA.</p> <p>Polk County Minimum Wage Ordinance, § IV.</p> <p>Miscellaneous</p> <p>Unincorporated Areas / Municipal Exception: The law applies in the county's unincorporated areas and in any county municipality that has not adopted a conflicting</p>	<p>Polk County</p> <table border="1" data-bbox="718 467 1134 1198"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>April 1, 2017</td> <td>\$8.75</td> <td>See below, Tip Credit</td> <td>See below, Tip Credit</td> </tr> <tr> <td>January 1, 2018</td> <td>\$9.75</td> <td>See below, Tip Credit</td> <td>See below, Tip Credit</td> </tr> <tr> <td>January 1, 2019</td> <td>\$10.75</td> <td>See below, Tip Credit</td> <td>See below, Tip Credit</td> </tr> <tr> <td>July 1, 2020</td> <td>TBD</td> <td>TBD</td> <td>TBD</td> </tr> </tbody> </table> <p>Employees are covered for each hour worked in the county's geographic boundaries or one of its municipalities.</p> <p>90-Day Waiting Period: An employer is not required to pay the</p>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	April 1, 2017	\$8.75	See below, Tip Credit	See below, Tip Credit	January 1, 2018	\$9.75	See below, Tip Credit	See below, Tip Credit	January 1, 2019	\$10.75	See below, Tip Credit	See below, Tip Credit	July 1, 2020	TBD	TBD	TBD	<p>Polk County</p> <p>No applicable provisions.</p> <p><i>Updated 10/18/2016</i></p>	<p>Polk County</p> <p>Prohibitions</p> <p>Employers cannot take any action to displace any employee (including partial displacements such as a reduction in hours, wages, or employment benefits) to employ someone at the youth wage. (County considers such action to constitute FLSA retaliation). Polk County Minimum Wage Ordinance, § IV.</p> <p>Remedies</p> <p>A violation is considered a county infraction, punishable and enforceable per state law (Iowa Code § 331.307). State law remedies apply to violations. Polk County Minimum Wage Ordinance, § IV.</p> <p>Enforcement</p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																					
April 1, 2017	\$8.75	See below, Tip Credit	See below, Tip Credit																					
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>ordinance. *The law does not apply in the geographic boundaries of any county municipality that has adopted a conflicting ordinance or to work performed by covered employees within that municipality.</p> <p>Polk County Minimum Wage Ordinance, §§ III, *IV.</p> <p><i>Updated 10/18/2016</i></p>	<p>minimum wage until an employee has completed 90 calendar days of employment with the employer. An employee that has completed 90 calendar days of employment with the employer before April 1, 2017, January 1, 2018, January 1, 2019, or on future minimum wage increase dates, must be paid the applicable county minimum wage as of that date. The training wage cannot be less than \$6.25 per hour. (Note: Paying an employer the lower wage may violate the FLSA and does not comply with state law which permits a \$6.35 per hour wage during the first 90 days of employment).</p> <p>Youth Wage: An employer can pay 14-20 year olds \$4.25 per hour for their first 90 days of employment. After an employee's first 90 days of employment, employees who are at least 14 years of age but not over 17 years of age can be paid 85% of the county minimum wage rate if the state minimum wage does not exceed 85% of the county minimum wage.</p>		<p>Private: Aggrieved individuals can enforce violations per state law (Iowa Code § 91A.8).</p> <p>Administrative: Employee may file a written appeal with the state labor department if the amount of tips received by the employee is less than the amount the ordinance requires. Additionally, violations may be enforced by the state labor department or the county attorney per state law (Iowa Code ch. 91A).</p> <p>Polk County Minimum Wage Ordinance, § IV.</p> <p><i>Updated 10/18/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		<p>Tip Credit: "For purposes of determining whether an employee of a restaurant, hotel, motel, inn or cabin, who customarily and regularly receives more than thirty dollars a month in tips ('tipped wage employees') is receiving the minimum hourly wage rate prescribed in this section, the amount paid the employee by the employer shall be deemed to be increased on account of the tips by an amount determined by the employer not to exceed \$5.00 per hour at every Polk County Minimum Wage level. Barring anything to the contrary in Iowa or Federal law (which limitation under current Iowa and Federal law is considered to be a credit and expressed as 40 percent of the minimum wage) employers are obligated to pay employees any hourly wage amount less than the Polk County Minimum Wage."</p> <p>Note: In response to our inquiry seeking clarification concerning the second sentence's meaning, a representative of the County Attorney's Office - which can</p>		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		<p>enforce the law - stated a recommendation would be put to the County Board of Supervisors to amend the ordinance to resolve the issue before the ordinance becomes operative in April 2017. Email Response, Roger J. Kuhle, Assistant Polk County Attorney, Civil Bureau Chief (Oct. 18, 2016).</p> <p>Inflation Indexing: Beginning January 1, 2020 the minimum wage must be increased by an amount corresponding to the previous calendar year's increase (January 1 – December 31), if any, in the Consumer Price Index. The adjusted minimum wage will be effective July 1.</p> <p>Polk County Minimum Wage Ordinance, § IV.</p> <p><i>Updated 10/18/2016</i></p>		
Kentucky	<p>Note: In <i>Ky. Rest. Ass'n v. Louisville Jefferson Cty. Metro Gov't</i>, 2016 Ky. LEXIS 506 (Oct. 20, 2016), the Kentucky Supreme Court struck down Louisville-Jefferson</p>	<p>Note: In <i>Ky. Rest. Ass'n v. Louisville Jefferson Cty. Metro Gov't</i>, 2016 Ky. LEXIS 506 (Oct. 20, 2016), the Kentucky Supreme Court struck down Louisville-Jefferson</p>	<p>Note: In <i>Ky. Rest. Ass'n v. Louisville Jefferson Cty. Metro Gov't</i>, 2016 Ky. LEXIS 506 (Oct. 20, 2016), the Kentucky Supreme Court struck down Louisville-Jefferson</p>	<p>Note: In <i>Ky. Rest. Ass'n v. Louisville Jefferson Cty. Metro Gov't</i>, 2016 Ky. LEXIS 506 (Oct. 20, 2016), the Kentucky Supreme Court struck down Louisville-Jefferson</p>

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	<p>County Metro Government's minimum wage ordinance. We believe the decision also, by application, invalidates the Lexington-Fayette Urban County Government's minimum wage ordinance. Accordingly, both laws, which were previously summarized, have been removed from the survey.</p> <p><i>Updated 10/21/2016</i></p>	<p>County Metro Government's minimum wage ordinance. We believe the decision also, by application, invalidates the Lexington-Fayette Urban County Government's minimum wage ordinance. Accordingly, both laws, which were previously summarized, have been removed from the survey.</p> <p><i>Updated 10/21/2016</i></p>	<p>County Metro Government's minimum wage ordinance. We believe the decision also, by application, invalidates the Lexington-Fayette Urban County Government's minimum wage ordinance. Accordingly, both laws, which were previously summarized, have been removed from the survey.</p> <p><i>Updated 10/21/2016</i></p>	<p>County Metro Government's minimum wage ordinance. We believe the decision also, by application, invalidates the Lexington-Fayette Urban County Government's minimum wage ordinance. Accordingly, both laws, which were previously summarized, have been removed from the survey.</p> <p><i>Updated 10/21/2016</i></p>																				
<p>Maine</p>	<p>City of Bangor</p> <p>Coverage</p> <p>Employee: Any person who performs work for an employer for monetary compensation within Bangor's municipal limits, including persons who perform work for an employer on a full-time, part-time, seasonal or temporary basis.</p> <p><i>Exceptions:</i> Any person who is excluded from the definition of employee under the state minimum wage (26 Me. Rev. Stat. Ann. § 663) and working for an employer for academic credit from</p>	<p>City of Bangor</p> <table border="1" data-bbox="718 781 1127 1279"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>January 1, 2017</td> <td>\$8.25</td> <td>\$4.12</td> <td>\$4.13</td> </tr> <tr> <td>January 1, 2018</td> <td>\$9.00</td> <td>\$4.50</td> <td>\$4.50</td> </tr> <tr> <td>January 1, 2019</td> <td>\$9.75</td> <td>\$4.37</td> <td>\$4.38</td> </tr> <tr> <td>January 1, 2020</td> <td>TBD</td> <td>TBD</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay employees no less than the above minimum wage rates for each hour worked within</p>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	January 1, 2017	\$8.25	\$4.12	\$4.13	January 1, 2018	\$9.00	\$4.50	\$4.50	January 1, 2019	\$9.75	\$4.37	\$4.38	January 1, 2020	TBD	TBD	TBD	<p>City of Bangor</p> <p>Notice</p> <p>Tipped Employee: An employer who elects to use the tip credit must inform the affected employee in advance. Bangor, ME Code § 179-3.</p> <p>Posting</p> <p>Employers must post in a conspicuous place at any workplace or job site where any employee works, a city-created notice informing employees of the current minimum wage rates, as well as a copy of the law. Bangor, ME Code § 179-4.</p>	<p>City of Bangor</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Penalty <ul style="list-style-type: none"> • \$100 for each day that a violation occurred. • A violation of the law may also be considered a civil violation subject to the general penalty provisions of Bangor's City Code. <p>Bangor, ME Code § 179-5.</p> <p>Enforcement</p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																					
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>an accredited school, college or university.</p> <p>Employer: Any individual, group of individuals, partnership, association, corporation, business trust, or any other entity or group of persons or entities who employs or exercises control over the wages, hours or working conditions of employees.</p> <p>Bangor, ME Code § 179-2.</p> <p>Miscellaneous</p> <p>Minimum Requirements: The law must not be construed to preempt or otherwise limit or affect the applicability of any other law, regulation, requirement or policy that provides for payment of higher wages and/or benefits. The law does not prohibit an employer from paying more than the minimum wage rates established in the law.</p> <p>Bangor, ME Code § 179-6.</p> <p><i>Updated 01/19/2016</i></p>	<p>Bangor’s city limits. Bangor, ME Code § 179-3.</p> <p>Tip Credit: A tip credit cannot exceed 50% of the minimum wage.</p> <p>Tips: The tips received by a service employee become his or her property and cannot be shared with the employer.</p> <p>Auto-Tip / Credit Cards: Tips that are automatically included in the customer’s bill or that are charged to a credit card must be treated like tips given to the service employee. A tip that is charged to a credit card must be paid by the employer to the employee by the next regular payday and cannot be held while the employer is awaiting reimbursement from a credit card company.</p> <p>Bangor, ME Code § 179-3.</p> <p>Inflation Indexing: Effective January 1, 2020, and every January 1 thereafter, the minimum wage must increase at the percentage set by the consumer price index of the previous most</p>	<p>Recordkeeping</p> <p>Tipped Employee: An employer who elects to use the tip credit must be able to show that the employee receives at least the minimum wage when direct wages and the tip credit are combined. Bangor, ME Code § 179-3.</p> <p><i>Updated 01/19/2016</i></p>	<p>Private: Any employee may bring a civil action against the employer for any and all violations of the law, including, but not limited to, wages and expenses owed under the law.</p> <p>Administrative: An employee receiving less than the minimum wage may file a written complaint with the City Manager’s office.</p> <p>Bangor, ME Code § 179-5.</p> <p><i>Updated 01/19/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																
		up-to-date 12 months. Bangor, ME Code § 179-3. <i>Updated 01/19/2016</i>																		
	<p>City of Portland</p> <p>Coverage</p> <p>Employee: Any person who performs work for an employer for monetary compensation within Portland’s municipal limits, including persons who perform work for an employer on a full-time, part-time, seasonal or temporary basis.</p> <p><i>Exception:</i> Any person who is exempted from the definition of employee under the state minimum wage law (Me. Rev. Stat. tit. 26, § 663(3)).</p> <p>Employer: Any individual, group of individuals, partnership, association, corporation, business trust, or any other entity or group of persons or entities who employs or exercises control over the wages, hours, or working conditions of any employee, and who has a</p>	<p>City of Portland</p> <table border="1" data-bbox="718 467 1136 829"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$10.10</td> <td>\$6.35</td> <td>\$3.75</td> </tr> <tr> <td>January 1, 2017</td> <td>\$10.68</td> <td>\$6.93</td> <td>\$3.75</td> </tr> <tr> <td>July 1, 2018</td> <td>TBD</td> <td>TBD</td> <td>TBD</td> </tr> </tbody> </table> <p>Employers must pay all employees no less than the minimum wage for each hour worked within Portland’s municipal limits.</p> <p>Portland, ME Code § 33.7.</p> <p>Tip Credit: An employer may consider tips as part of service employee’s wages. The maximum tip credit can be no greater than amount permitted under state law. An employer who elects to use the tip credit must be able to show that the employee receives at least the minimum wage when direct wages and the tip credit are combined.</p>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	Currently	\$10.10	\$6.35	\$3.75	January 1, 2017	\$10.68	\$6.93	\$3.75	July 1, 2018	TBD	TBD	TBD	<p>City of Portland</p> <p>Notice</p> <p>Paycheck Notice: Employers must provide with the first paycheck issued to an employee a notice advising the employee of the current minimum wage and of the employee’s rights under the law.</p> <p>Tipped Employee: An employer who elects to use the tip credit must inform the affected employee in advance. Portland, ME Code § 33.7.</p> <p>Posting</p> <p>Employers must post in a conspicuous place at any workplace or job site where any employee works a notice informing employees of the current minimum wage and a copy of the law. Portland, ME Code § 33.8.</p> <p>Model Poster: The city provides online a poster in English.</p>	<p>City of Portland</p> <p>Prohibitions</p> <p>Retaliation: An employer cannot discriminate in any manner or take any adverse action against any employee in retaliation for exercising protected rights. Portland, ME Code § 33.7.</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages • Penalty <ul style="list-style-type: none"> • Not less than \$100 for each day a violation occurred. • A violation may also be subject to Portland’s general penalty provisions. • Reasonable attorneys’ fees and costs <p>Portland, ME Code § 33.9.</p> <p>Enforcement</p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																	
Currently	\$10.10	\$6.35	\$3.75																	
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July 1, 2018	TBD	TBD	TBD																	

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>place of business within Portland's municipal limits.</p> <p>Portland, ME Code § 33.2.</p> <p>Miscellaneous</p> <p>Overtime: The local minimum wage is subject to state overtime provisions (Me. Rev. Stat. tit. 26, § 664(3)). Portland, ME Code § 33.7.</p> <p>CBA (More Generous Policy): The law does not interfere with, impede, or in any way diminish the right of all employees including, but not limited to, service employees to bargain collectively with their employers to establish wages or other conditions of work exceeding the law's minimum standards. Portland, ME Code § 33.7.</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement or policy, including any that provides for paying higher wages and/or benefits. The law does not prohibit an employer from paying more than the required minimum wage.</p>	<p>Upon a satisfactory showing by the employee or the employee's representative that the actual tips received were less than the tip credit, the employer must increase the direct wages by the difference.</p> <p>Tips/ Tip Pooling: Tips received by a service employee are his or her property and cannot be shared with the employer. However, the law does not prohibit an employer from establishing a valid tip pooling arrangement among service employees that complies with federal law.</p> <p>*A "tip" is a sum presented by a customer in recognition of services performed by one or more service employees, including a charge automatically included in the customer's bill, but does not include a service charge added to a customer's bill in a banquet or private club setting by agreement between the customer and the employer.</p> <p>Auto-Tip / Credit Card: Tips that are automatically included in the customer's bill or that are charged</p>	<p>Recordkeeping</p> <p>Employers must keep payroll records for a period of at least 3 years after an employee has left employment showing:</p> <ul style="list-style-type: none"> • Hours worked daily • Wages paid <p>Portland, ME Code § 33.8.</p> <p><i>Updated 01/19/2016</i></p>	<p>Private: An employee or any person aggrieved by a violation of the law may file a civil action against the employer.</p> <p>Administrative: An employee receiving less than the minimum wage may file a written complaint with the City Manager's office. The city may file a civil action against the employer.</p> <p>Portland, ME Code § 33.9.</p> <p><i>Updated 01/19/2016</i></p>

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		<p>to a credit card must be treated like tips given to the service employee. A tip that is charged to a credit card must be paid by the next regular payday and cannot be held while the employer is awaiting reimbursement from a credit card company.</p> <p>Portland, ME Code §§ *33.2, 33.7.</p> <p>Inflation Indexing: Beginning on July 1, 2018, and every July 1 thereafter, the minimum wage must be increased according to the consumer price index percentage increase from the prior year. If an increase does not occur, the minimum wage will not change. Portland, ME Code § 33.7.</p> <p><i>Updated 01/19/2016</i></p>														
Maryland	<p>Montgomery County</p> <p>Coverage</p> <p>Employee: Any person permitted or instructed to work or be present by an employer in the county and who is an employee subject to federal or state minimum wage requirements.</p>	<p>Montgomery County</p> <table border="1" data-bbox="722 1138 1136 1414"> <thead> <tr> <th data-bbox="722 1138 827 1273">Date</th> <th data-bbox="827 1138 932 1273">Minimum Wage</th> <th data-bbox="932 1138 1037 1273">Maximum Tip Credit</th> <th data-bbox="1037 1138 1136 1273">Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="722 1273 827 1321">Currently</td> <td data-bbox="827 1273 932 1321">\$10.75</td> <td data-bbox="932 1273 1037 1321">\$6.75</td> <td data-bbox="1037 1273 1136 1321">\$4.00</td> </tr> <tr> <td data-bbox="722 1321 827 1414">July 1, 2017</td> <td data-bbox="827 1321 932 1414">\$11.50</td> <td data-bbox="932 1321 1037 1414">\$7.50</td> <td data-bbox="1037 1321 1136 1414">\$4.00</td> </tr> </tbody> </table>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	Currently	\$10.75	\$6.75	\$4.00	July 1, 2017	\$11.50	\$7.50	\$4.00	<p>Montgomery County</p> <p>Notice</p> <p>Tipped Employees (Generally): A qualified tipped employee must be notified about the tip credit provisions. Montgomery County, MD Code § 27-69.</p>	<p>Montgomery County</p> <p>Prohibitions</p> <p>Generally: A person cannot obstruct or prevent enforcement or compliance with the law.</p> <p>Retaliation: A person cannot retaliate against any person for:</p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage													
Currently	\$10.75	\$6.75	\$4.00													
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	<p>Montgomery County, MD Code § 27-67.</p> <p><i>Exceptions:</i> An employee who:</p> <ul style="list-style-type: none"> • Is exempt from state or federal minimum wage requirements; • Is under the age of 19 years and is employed no more than 20 hours per week; or • Is subject to an opportunity wage under state or federal minimum wage laws. <p>Montgomery County, MD Code § 27-68.</p> <p>Employer: Any person, individual, proprietorship, partnership, joint venture, corporation, limited liability company, trust, association, or other entity operating and doing business in the county that employs 2 or more persons in the county.</p> <p>Montgomery County, MD Code § 27-67.</p> <p>Miscellaneous</p> <p>Tipped Employees (Reports): An employer who employs a tipped employee in the County must</p>	<p>Montgomery County, MD Code § 27-68.</p> <p>Tip Credit: The tip credit must not exceed the county minimum wage less \$4.00 per hour.</p> <p>Tips / Tip Pooling: Tipped employees must keep all tips they receive. The law does not prohibit the pooling of tips.</p> <p>Montgomery County, MD Code § 27-69.</p> <p><i>Updated 07/01/2016</i></p>	<p><i>Updated 01/19/2016</i></p>	<ul style="list-style-type: none"> • Lawfully opposing any violation of the law; or • Filing a complaint, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing under the law. <p>Montgomery County, MD Code § 27-68.</p> <p>Enforcement</p> <p>Administrative: A covered employee who was paid less than the county minimum wage may file a complaint with the state labor department. Montgomery County, MD Code § 27-67; see <i>also</i> Maryland Department of Labor, Licensing and Regulation, Maryland Minimum Wage and Overtime Law: Montgomery County.</p> <p><i>Updated 01/19/2016</i></p>

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	<p>submit a quarterly wage report within 30 days after the end of each quarter to the Director certifying that each tipped employee was paid the minimum wage required by this Section. Montgomery County, MD Code § 27-69.</p> <p><i>Updated 01/19/2016</i></p>																			
	<p>Prince George’s County</p> <p>Coverage</p> <p>Employee (Not defined) (Effective TBD 2017: An individual employed by an employer).</p> <p><i>Exceptions:</i> An employee who is:</p> <ul style="list-style-type: none"> Exempt from federal or state minimum wage requirements; or Under the age of 19 years and employed no more than 20 hours in a week. <p>Employer: Includes a person who acts directly or indirectly in the interest of another employer with an employee.</p> <p>Prince George’s County, MD Code §§ 13A-117, 13A-118 (</p>	<p>Prince George’s County</p> <table border="1" data-bbox="720 662 1138 1029"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$9.55</td> <td>\$5.92</td> <td>\$3.63</td> </tr> <tr> <td>October 1, 2016</td> <td>\$10.75</td> <td>\$7.12</td> <td>\$3.63</td> </tr> <tr> <td>October 1, 2017</td> <td>\$11.50</td> <td>\$7.87</td> <td>\$3.63</td> </tr> </tbody> </table> <p>The above minimum wage rates must be paid to any employee by any employer in Prince George's County.</p> <p>Prince George’s County, MD Code § 13A-117.</p> <p>Tip Credit: Tipped employee wages are determined per state law, so the tip credit cannot exceed the minimum wage less \$3.63.</p>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	Currently	\$9.55	\$5.92	\$3.63	October 1, 2016	\$10.75	\$7.12	\$3.63	October 1, 2017	\$11.50	\$7.87	\$3.63	<p>Prince George’s County</p> <p>No applicable provisions.</p> <p><i>Updated 01/19/2016</i></p>	<p>Prince George’s County</p> <p>Enforcement</p> <p>Administrative: “DLLR enforces the Prince George’s County Minimum Wage Law.” Maryland Department of Labor, Licensing and Regulation, Maryland Minimum Wage and Overtime Law: Prince George’s County.</p> <p><i>Updated 01/19/2016</i></p>
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	<p>Effective TBD 2017, definition the same as under federal and state minimum wage / overtime law).</p> <p>Miscellaneous</p> <p>(Effective TBD 2017) Waiver: Developmental Disabilities Administration Providers may apply to the Director of the Department of Finance to obtain a waiver from the law's requirements from October 1, 2017 to July 1, 2018. Prince George's County, MD Code § 13A-118 (statute expires July 2, 2018).</p> <p><i>Updated 12/05/2016</i></p>	<p>Prince George's County, MD Code §13A-117.</p> <p><i>Updated 01/19/2016</i></p>										
Missouri	<p>City of St. Louis</p> <p>NOTE: A state trial court held the ordinance was void and unenforceable, and permanently enjoined the city from implementing or enforcing the ordinance. The city has appealed the ruling. <i>Cooperative Home Care v. St. Louis.</i></p> <p>Coverage</p> <p>Employee: Any individual employed by an employer who performs at</p>	<p>City of St. Louis</p> <p>NOTE: A state trial court held the ordinance was void and unenforceable, and permanently enjoined the city from implementing or enforcing the ordinance. The city has appealed the ruling. <i>Cooperative Home Care v. St. Louis.</i></p> <table border="1" data-bbox="724 1315 1134 1445"> <thead> <tr> <th data-bbox="724 1315 829 1356">Date</th> <th data-bbox="829 1315 934 1356">Minimum Wage</th> <th data-bbox="934 1315 1039 1356">Maximum Tip Credit</th> <th data-bbox="1039 1315 1134 1356">Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="724 1356 829 1445"></td> <td data-bbox="829 1356 934 1445"></td> <td data-bbox="934 1356 1039 1445"></td> <td data-bbox="1039 1356 1134 1445"></td> </tr> </tbody> </table>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage					<p>City of St. Louis</p> <p>NOTE: A state trial court held the ordinance was void and unenforceable, and permanently enjoined the city from implementing or enforcing the ordinance. The city has appealed the ruling. <i>Cooperative Home Care v. St. Louis.</i></p> <p>Notice</p> <p>Paycheck Notice: Employers must provide, with the first paycheck</p>	<p>City of St. Louis</p> <p>NOTE: A state trial court held the ordinance was void and unenforceable, and permanently enjoined the city from implementing or enforcing the ordinance. The city has appealed the ruling. <i>Cooperative Home Care v. St. Louis.</i></p> <p>Prohibitions</p> <p>Generally: An employer cannot pay an employee below the minimum</p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>least 20 hours of work within a calendar year for an employer while physically present within St. Louis's geographic boundaries, whether on a part-time, full-time or temporary basis, including contingent and contracted workers and individuals working through a temporary service, staffing or employment agency or similar entity.</p> <p><i>Exceptions:</i> The term "employee" does not include:</p> <ul style="list-style-type: none"> Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization where the employer-employee relationship does not, in fact, exist or where the services rendered to the organization are on a voluntary basis; Any individual standing <i>in loco parentis</i> to foster children in their care; Any individual employed for less than 4 months in any year in a resident or day camp for children or youth, or any individual employed by an 	January 1, 2016	\$9.00	\$4.50	\$4.50	<p>subject to the law that is issued to an employee, a notice advising the employee of the current minimum wage and the employee's rights under this ordinance. The notice must include the text of Sections 2, 3, and 5 of the law. St. Louis, MO Ordinance, § 4.</p> <p>Posting</p> <p>Employers must post in a conspicuous place at each facility where any employee works that is located within St. Louis's geographic boundaries a notice advising the employee of the current minimum wage and of the employee's rights under the law. The notice must include the text of Sections 2, 3, and 5 of the law.</p> <p>Exemption: Employers that do not maintain a business facility within St. Louis's geographic boundaries and households that serve as worksites for domestic workers are exempt from the posting requirement.</p> <p>St. Louis, MO Ordinance, § 4.</p>	<p>wage. Each day this occurs is a separate violation. St. Louis, MO Ordinance, § 2.</p> <p>An employer or any other person cannot interfere with, restrain, or deny the exercise of, or the attempt to exercise, any protected right. St. Louis, MO Ordinance, § 3.</p> <p>Retaliation: An employer cannot discharge any employee, reduce the compensation of any employee, take any adverse action against an employee, or to discriminate against an employee because the employee engaged in any of the following activities:</p> <ul style="list-style-type: none"> Making a complaint to the Department of Human Services regarding compliance with the law; Participating in any investigation of the Department of Human Services regarding compliance with the law; Informing his or her employer, fellow employees, union or similar organization, or legal
		January 1, 2017	\$10.00	\$5.00	\$5.00		
		January 1, 2018	\$11.00	\$5.50	\$5.50		
		January 1, 2019	TBD	TBD	TBD		
		<p>Note: To pay employees the above listed minimum wage rates, employers must comply with all provisions of the law. Otherwise, they must, in all years until January 1, 2019, pay an \$11.00 per hour minimum wage. Also, in addition to any other penalty, obligation, or requirement in the law, an employer that pays an employee less than the applicable minimum wage will be required to pay employees an \$11.00 per hour minimum wage from the date of the first violation until January 1, 2019.</p> <p>Employers must pay the above wages to each employee for each hour worked while physically present within St. Louis's geographic boundaries.</p>					

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	<p>educational conference center operated by an educational, charitable or not-for-profit organization;</p> <ul style="list-style-type: none"> Any person employed on a casual basis to provide baby-sitting services; Any individual who is an offender, who is incarcerated in any correctional facility, including offenders who provide labor or services on the grounds of such correctional facility; Students of a secondary or post-secondary educational institution participating in a bona fide work-study program if the program is certified in advance by the Director of the Department of Human Services or their designee. <ul style="list-style-type: none"> A “work-study program” means an internship or similar program in which a student receives academic credit toward graduation at his or her school in exchange for work or service under 	<p>St. Louis, MO Ordinance, § 2.</p> <p>Tip Credit: An employer may apply a tip credit, but tipped employees must receive a cash wage of not less than 50% percent of the minimum wage, and tips and wages must total at least the minimum wage. St. Louis, MO Ordinance, § 1.</p> <p>Inflation Indexing: Beginning January 1, 2019, and on each successive January 1, the minimum must be increased based on the rate of inflation (for the 12 months prior to each July 1st). The increase is calculated to the nearest 5 cents. The minimum wage cannot decrease. By October 1, 2018 and each October 1 of each successive year, the revised minimum wage rate must be announced. St. Louis, MO Ordinance, § 2.</p> <p><i>Updated 01/19/2016</i></p>	<p>Recordkeeping</p> <p>Tipped Employees: An employer must provide evidence of tips received by a tipped employee. St. Louis, MO Ordinance, § 2.</p> <p><i>Updated 01/19/2016</i></p>	<p>counsel about an employer’s alleged violation of the law;</p> <ul style="list-style-type: none"> Exercising, in good faith, the rights protected by the law; Opposing or otherwise speaking or advocating against any policy, practice, or act that is unlawful under the law; Availing himself or herself of any of the civil remedies provided in the law. <p>St. Louis, MO Ordinance, § 3.</p> <p>Waiver: An employer cannot enter into any agreement whereby it will pay an individual to work for less than the minimum wage. St. Louis, MO Ordinance, § 3.</p> <p>Rules: An employer cannot violate the rules and regulations promulgated to set the annual minimum wage rate, or that are otherwise promulgated to interpret, apply, or enforce the law. St. Louis, MO Ordinance, § 3.</p> <p>False Complaint: An employee cannot make any complaint or report to the Department of Human Services that the employee</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>the monitoring of a professional.</p> <p>St. Louis, MO Ordinance, § 1.</p> <p>Employer: Any individual, partnership, association, corporation, business trust, or any person or group of persons acting directly or indirectly in the interest of an employer in relation to an employee.</p> <p><i>Exceptions:</i> Any individual, partnership, association, corporation, entity, business trust, or any person or group of persons:</p> <ul style="list-style-type: none"> • Whose annual gross revenues made or business done is less than \$500,000 or, if the business has been in operation for less than 1 year, whose annual gross revenues made or business done is reasonably projected to be less than \$500,000; or • Which has employed no more than 15 regardless of location or status as exempt during each calendar week within the current calendar year 			<p>knows to be false. St. Louis, MO Ordinance, § 3.</p> <p>Remedies</p> <ul style="list-style-type: none"> • A sentence of not more than 90 days in jail, a fine of not more than \$500 per violation, or both. Each day a violation continues is a separate violation subject to the penalties provided in this Ordinance. • Restitution to an employee in the form of unpaid back wages plus interest from the date of non-payment or underpayment. • License / Permit Revocation. <p>License / Permit Revocation: Every business license issued pursuant to Title 8 of the St. Louis Code may be revoked by the License Collector's Office if it concludes the employer has engaged in repeated violations or intentional violations of the law. Any Occupancy Permit, and any other permit, variance, or license issued by St. Louis may be revoked by the Board of Public Service</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>and the previous calendar year, whether on a part-time, full-time or temporary basis, including include contingent and contracted workers and individuals working through a temporary service, staffing or employment agency or similar entity either directly, indirectly, or through affiliates.</p> <ul style="list-style-type: none"> If the employer is a franchise (Mo. Rev. Stat Ann. § 407.400(1)), all employees of franchisees associated with the same franchisor or a network of franchises, wherever located, are counted in the aggregate in determining whether the employer is eligible for this exclusion. <p>St. Louis, MO Ordinance, § 1.</p> <p>Miscellaneous</p> <p>Unionized Workforce: The law does not interfere with, impede, or in any way diminish the right of employees</p>			<p>if it concludes the Employer has engaged in repeated violations or intentional violations of the law/.</p> <p>St. Louis, MO Ordinance, § 5.</p> <p>Enforcement</p> <p>Private: The law does not limit or abridge any rights of an employee at common law, by statute, or by ordinance to bring a civil action against an employer.</p> <p>Administrative: The Department of Human Services and the City Counselor’s Office are authorized to receive any complaint regarding a possible or suspected violation of the law and to take appropriate steps to enforce the law, including, regardless of whether there is a complaint, investigating any possible or suspected violation of the law.</p> <p>St. Louis, MO Ordinance, § 5.</p> <p><i>Updated 01/19/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement															
	<p>to bargain collectively with their employers through a representative of their own choosing to establish wages or other conditions of employment that exceed the minimum wage rate established by the law. St. Louis, MO Ordinance, § 6.</p> <p><i>Updated 01/19/2016</i></p>																		
<p>New Mexico</p>	<p>City of Albuquerque</p> <p>Coverage</p> <p>Employee: Any person who performs work for an employer for monetary compensation for at least 2 hours in a given week within Albuquerque’s municipal limits, including persons who perform work for an employer on a full-time, part-time, seasonal, or temporary basis.</p> <p><i>Exceptions:</i></p> <ul style="list-style-type: none"> Individuals excluded from the definition of employee under the state minimum wage law (N.M. Stat. Ann. § 40-4-21(c)(3)-(5), (c)(7)) 	<p>City of Albuquerque</p> <table border="1" data-bbox="724 706 1134 1096"> <thead> <tr> <th>Date</th> <th>Minimum Wage (With Benefits)</th> <th>Minimum Wage (Without Benefits)</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>Current</td> <td>\$7.75</td> <td>\$8.75</td> <td>\$2.50 / \$3.50</td> <td>\$5.25</td> </tr> <tr> <td>January 1, 2017</td> <td>\$7.80</td> <td>\$8.80</td> <td>\$2.50 / \$3.50</td> <td>\$5.30</td> </tr> </tbody> </table> <p>Employers must pay all employees no less than the above minimum wage rates for each hour worked within Albuquerque’s municipal limits.</p> <p>Benefits: For employers who provide healthcare and/or childcare benefits to an employee during</p>	Date	Minimum Wage (With Benefits)	Minimum Wage (Without Benefits)	Maximum Tip Credit	Minimum Cash Wage	Current	\$7.75	\$8.75	\$2.50 / \$3.50	\$5.25	January 1, 2017	\$7.80	\$8.80	\$2.50 / \$3.50	\$5.30	<p>City of Albuquerque</p> <p>Notice</p> <p>Tipped Employee: An employer may credit tips as part of the wages of a tipped employee only if the employer informs the tipped employee in advance in writing. Albuquerque, NM Code § 13-12-3.</p> <p>Posting</p> <p>Employer must post in a conspicuous place at any workplace or job site where any employee works a city-created notice informing employees of the current minimum wage rates and of their rights under the law.</p>	<p>City of Albuquerque</p> <p>Remedies</p> <ul style="list-style-type: none"> Minimum Wage Unpaid wages Interest An additional amount equal to twice the wages owed Any other appropriate legal or equitable relief. Damages & Reinstatement (If discharged) <ul style="list-style-type: none"> If discharged for exercising protected rights, the period of violation extends from the day of discharge until the day the employee is reinstated, the day the employee
Date	Minimum Wage (With Benefits)	Minimum Wage (Without Benefits)	Maximum Tip Credit	Minimum Cash Wage															
Current	\$7.75	\$8.75	\$2.50 / \$3.50	\$5.25															
January 1, 2017	\$7.80	\$8.80	\$2.50 / \$3.50	\$5.30															

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> Interns working for an employer for academic credit in connection with a course of study at an accredited school, college or university Employees working for an accredited school, college or university pursuant to a work-study program while attending that school, college or university. Any person who has received a certificate from the state labor commissioner per N.M. Stat. Ann. §§ 50-4-23 or 50-4-21(c)(12). <p>Albuquerque, NM Code § 13-12-2.</p> <p>Employer: Any person, partnership, association, corporation, business trust, legal representative, or any other entity, or group of persons or entities, including corporate officers or executives, who is required to have a business license or business registration from the City of Albuquerque and who directly or indirectly or through an agent or any other person including, but not limited to, through a subsidiary or through the services of a temporary</p>	<p>any pay period for which the employer pays an amount for those healthcare benefits equal to or in excess of an annualized cost of \$2,500, the minimum wage for that employee is an hourly rate of \$1.00 less than the minimum wage. Albuquerque, NM Code § 13-12-3.</p> <p>Tip Credit: Tips or commissions received and retained by a tipped employee may be counted as wages and credited towards partial satisfaction of the minimum wage, but the minimum cash wage must be no less than 60% of the minimum wage. Albuquerque, NM Code § 13-12-3.</p> <p>Tips: The tips received by a tipped employee become the property of the tipped employee and cannot be shared with the employer.</p> <p>Tip Pooling: The law does not prohibit the pooling of tips among employees who customarily and regularly receive tips. *Where employees practice tip pooling or splitting, both the actual amounts retained by the tipped employee and those given to other employees</p>	<p>Language: The notice must be posted in English and Spanish.</p> <p>Model Poster: The city provides online a poster in English and Spanish.</p> <p>Albuquerque, NM Code § 13-12-4.</p> <p>Recordkeeping</p> <p>Generally: For a period of 3 years, employers must maintain payroll records showing, for all employees:</p> <ul style="list-style-type: none"> Hours worked daily Wages paid <p>Albuquerque, NM Code § 13-12-4.</p> <p>Tipped Employee: When the employer uses tips to meet the minimum wage for an employee, the employer must have a tip declaration signed by the tipped employee for each pay period for 3 years. *An employer must be able to establish by the tipped employee's declaration for Federal Insurance Contributions Act (FICA) purposes or by its records of charged tips that the total of the tips received by the tipped employee and the cash wages paid by the employer is equal to or greater than</p>	<p>agrees to waive reinstatement or, in the case of an employee who may not be rehired, from the day of discharge until the day legal judgment is final. In such case, unpaid wages and actual damages recovered are payable to the individual employee as to whom the violation occurred.</p> <ul style="list-style-type: none"> Reasonable attorneys' fees and costs and expenses of suit. Criminal penalty <ul style="list-style-type: none"> Petty misdemeanor, punishable by a \$500 fine, imprisonment not exceeding 90 days, or both (Albuquerque, NM Code § 1-1-99). Each violation, and each day a violation occurs, is a separate offense. <p>Albuquerque, NM Code § 13-12-5.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>services agency, a staffing agency, a building services contractor, or any similar entity, employs or exercises control over the wages, hours or working conditions of any employee.</p> <p>Albuquerque, NM Code § 13-12-2.</p> <p>Miscellaneous</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard that provides for payment of higher or supplemental wages, benefits, or protections. The law does not prohibit an employer from paying more than the minimum wage rates established under the law.</p> <p>Albuquerque, NM Code § 13-12-6.</p> <p><i>Updated 01/19/2016</i></p>	<p>are considered tips of the individual employee who retains them.</p> <p>Service Charge: A compulsory charge for service imposed on a customer by an employer's establishment is not considered a tip unless distributed by the employer to its employees.</p> <p>Albuquerque, NM Code §§ 13-12-3, *13-12-2.</p> <p>Inflation Indexing: Beginning on January 1, 2014, and annually on each January 1 thereafter, the minimum wage must be adjusted based on the increase, if any, in the cost of living (August-August). The increase must be rounded to the nearest multiple of 5 cents. The city must publish the adjusted minimum wage and tipped minimum wage by October 15. Albuquerque, NM Code § 13-12-3.</p> <p><i>Updated 11/07/2016</i></p>	<p>the minimum wage. Albuquerque, NM Code §§ 13-12-4, *13-12-3.</p> <p><i>Updated 07/13/2016</i></p>	<p>Enforcement</p> <p>Private: Any employee receiving less than the minimum wage, or who has suffered discrimination in any manner or had adverse action taken against that employee in retaliation for exercising rights protected under the law, can file a civil lawsuit. Albuquerque, NM Code § 13-12-5.</p> <p>Administrative: A current or former employee can contact the City of Albuquerque Legal Department to report an allegation of non-compliance with the law by an employer. Rule Regarding Enforcement of the Albuquerque Minimum Wage Ordinance.</p> <p><i>Updated 01/19/2016</i></p>
	<p>Bernalillo County (Unincorporated)</p> <p>Coverage</p>	<p>Bernalillo County (Unincorporated)</p>	<p>Bernalillo County (Unincorporated)</p> <p>Posting</p>	<p>Bernalillo County (Unincorporated)</p> <p>Remedies</p> <ul style="list-style-type: none"> • Back wages

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates					Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Employee: Any person who performs work for an employer for monetary compensation for at least 2 hours in a given week within the unincorporated limits of the county, including persons who perform work for an employer on a full-time, part-time, seasonal, or temporary basis.</p> <p><i>Exception:</i> Any person who is excluded from the definition of employee under the state minimum wage law (N.M. Stat. Ann. § 50-4-21(c)(3)-(5), (c)(7)).</p> <p>Bernalillo County, NM Code § 2-219.</p> <p>Employer: Any person, who is required to have a business registration from the county and who directly or indirectly or through an agent or any other person including, but not limited to, through a subsidiary or through the services of a temporary services agency, a staffing agency, a building services contractor, or any similar entity, employs or exercises control</p>	<p>Date</p>	<p>Minimum Wage (Without Benefits)</p>	<p>Minimum Wage (With Benefits)</p>	<p>Maximum Tip Credit</p>	<p>Minimum Cash Wage</p>	<p>Employers must post in a conspicuous place at any workplace or job site where any employee works a county-created notice informing employees of the current minimum wage and of their rights under the law.</p> <p>Language: The notice must be posted in English and Spanish.</p> <p>Model Poster: The county provides online a poster in English and Spanish.</p> <p>Bernalillo County, NM Code § 2-221.</p> <p>Recordkeeping</p> <p>Generally: Employers must keep the following records relating to employees for a period of 3 years:</p> <ul style="list-style-type: none"> Hours worked daily Wages paid <p>Tipped Employees: If an employer claims a tip credit, it must have a tip declaration signed by the tipped employee for each pay period.</p>	<ul style="list-style-type: none"> Interest An additional amount equal to twice the wages owed Any other appropriate legal or equitable relief <p>Bernalillo County, NM Code § 2-222.</p> <p>Enforcement</p> <p>Private: An employee receiving less than the minimum wage may bring a civil action. Bernalillo County, NM Code § 2-222.</p> <p><i>Updated 01/19/2016</i></p>
		Current	\$8.65	\$7.65	\$6.52 / \$5.52	\$2.13		
		January 1, 2017	\$8.70	\$7.70	\$6.57 / \$5.57	\$2.13		
		Employers must pay all employees no less than the minimum wage for each hour worked within Bernalillo County's unincorporated limits.						
		Healthcare / Childcare Benefits: For employers who provide healthcare and/or childcare benefits to an employee during any pay period for which the employer pays an amount for those healthcare benefits equal to or in excess of an annualized cost of \$2,500, the minimum wage for that employee can be an hourly rate of \$1.00 less than the minimum wage otherwise applicable to employees who do not receive such benefits.						
		Bernalillo County, NM Code § 2-220.						

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>over the wages, hours or working conditions of any employee.</p> <p>Bernalillo County, NM Code § 2-219.</p> <p>Miscellaneous</p> <p>Minimum Requirements: The law does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard providing for payment of higher or supplemental wages, benefits, or protections. The law does not prohibit an employer from paying more than the minimum wage required.</p> <p>Bernalillo County, NM Code § 2-223.</p> <p><i>Updated 01/19/2016</i></p>	<p>*Tip Credit: The minimum wage for a tipped employee is \$2.13 per hour. If an employee's tips combined with the employer's cash wage do not equal the minimum wage, an employer must make up the difference.</p> <p>Tip Pooling / Sharing: *The law does not prohibit the pooling of tips among employees who customarily and regularly receive tips.* Where employees practice tip pooling or splitting, both the actual amounts retained by the tipped employees and those given to others are considered "tips" of the individual employee who retains them.</p> <p>Service Charge: A compulsory charge for service imposed on a customer by an employer's establishment is not a "tip" unless it is distributed by the employer to its employees.</p> <p>Bernalillo County, NM Code § 2-219, *2-220.</p> <p>Inflation Indexing: The minimum wage must be increased on January 1, 2015, and on January</p>	<p>Bernalillo County, NM Code § 2-221.</p> <p><i>Updated 07/13/2016</i></p>	

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																				
		<p>1 of successive years based on the increase, if any, in the cost of living. The increase is rounded to the nearest multiple \$0.05. The adjusted minimum wage must be published by October 15.</p> <p><i>Exception:</i> Any person employed by a parent, spouse or a sibling; Any person performing babysitting services in the employer's home on a casual basis; Any employee under the age of 16.</p> <p>Bernalillo County, NM Code § 2-220.</p> <p><i>Updated 12/05/2016</i></p>																						
	<p>City of Las Cruces</p> <p>Coverage</p> <p>Employee: Includes any individual who is employed by an employer within Las Cruces.</p> <p>Exceptions</p> <ul style="list-style-type: none"> An individual employed in a bona fide executive, administrative or professional capacity and forepersons, 	<p>City of Las Cruces</p> <table border="1" data-bbox="722 980 1129 1437"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$8.40</td> <td>\$5.04</td> <td>\$3.36</td> </tr> <tr> <td>January 1, 2017</td> <td>\$9.20</td> <td>\$5.52</td> <td>\$3.68</td> </tr> <tr> <td>January 1, 2019</td> <td>\$10.10</td> <td>\$6.06</td> <td>\$4.04</td> </tr> <tr> <td>January 1, 2020</td> <td>TBD</td> <td>TBD</td> <td>TBD</td> </tr> </tbody> </table>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	Currently	\$8.40	\$5.04	\$3.36	January 1, 2017	\$9.20	\$5.52	\$3.68	January 1, 2019	\$10.10	\$6.06	\$4.04	January 1, 2020	TBD	TBD	TBD	<p>City of Las Cruces</p> <p>Posting</p> <p>Employers must post in a conspicuous place at any workplace or job site where any employee works a city-created notice informing employees of the current minimum wage rate and of their rights under the law.</p> <p>Language: The notice must be posted in English and Spanish.</p>	<p>City of Las Cruces</p> <p>Prohibitions</p> <p>Generally: It is a public nuisance for employers to pay their employees below the minimum wage. Las Cruces, NM Code § 14-64.</p> <p>Remedies</p> <ul style="list-style-type: none"> Unpaid wages Interest Reasonable attorney's fees and costs.
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage																					
Currently	\$8.40	\$5.04	\$3.36																					
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January 1, 2020	TBD	TBD	TBD																					

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>superintendents and supervisors;</p> <ul style="list-style-type: none"> An individual engaged in the activities of an educational, charitable, religious or nonprofit organization where the employer-employee relationship does not, in fact, exist or where the services rendered to such organizations are on a voluntary basis. <ul style="list-style-type: none"> The employer-employee relationship does not exist with respect to an individual being served for purposes of rehabilitation by a charitable or nonprofit organization, notwithstanding the payment to the individual of a stipend based upon the value of the work performed by the individual. Students regularly enrolled in primary or secondary schools working after school hours or on vacation; 	<p>Employers must pay all employees no less than the above minimum wage, and must pay tipped employees no less than the above tipped minimum wage, for each hour worked within Las Cruces' municipal limits. Las Cruces, NM Code § 14-62.</p> <p>Tip Credit: A tipped employee must be paid no less than 40% of the minimum wage. Las Cruces, NM Code § 14-62.</p> <p>Tips: Only tips actually retained and reported as income for Federal Insurance Contributions Act (FICA) purposes by the employee are considered tips received by the employee.</p> <p>Tip Pooling: The law does not prohibit tip pooling among tipped employees. Tip pooling is a written procedure which each tipped employee has read and signed, which sets out the method for sharing tips among tipped employees. The procedure must prohibit tips to be shared with the employer or any employee</p>	<p>Model Poster: The city provides online a poster in English and Spanish.</p> <p>Las Cruces, NM Code § 14-63.</p> <p>Recordkeeping</p> <p>Employers must maintain payroll records showing the following for a period of not less than 3 years:</p> <ul style="list-style-type: none"> Hours worked daily Hourly wages paid to all employees, including tips <p>If an employer does not maintain or retain adequate records or does not allow the city or its designee reasonable access to such records, it is presumed the employer paid no more than the applicable federal, state, or city minimum wage, absent clear and convincing evidence otherwise. Las Cruces, NM Code § 14-63.</p> <p><i>Updated 07/13/2016</i></p>	<ul style="list-style-type: none"> Any other remedies, penalties, or relief provided by law. <p>Las Cruces, NM Code § 14-64.</p> <p>Enforcement</p> <p>Private: An employee receiving less than the minimum wage can file a civil lawsuit. Las Cruces, NM Code § 14-63.</p> <p><i>Updated 01/19/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> • Registered apprentices and learners otherwise provided by law; • Persons 18 years of age or under who are not students in a primary, secondary, vocational or training school; • Persons 18 years of age or under who are not graduates of a secondary school; • Bill trainees while under training. <p>Las Cruces, NM Code § 14-61.</p> <p>Employer: Includes any individual, partnership, association, corporation, business trust, legal representative or any organized group of persons employing 1 or more employees at any one time, acting directly or indirectly in the interests of an employer in relation to an employee, and includes businesses having contracts with the city in excess of \$30,000 which provide services to or on behalf of the city, and businesses which are required to have a city-issued business license. Las Cruces, NM Code § 14-61.</p>	<p>who is not a tipped employee. Tips resulting from tip pooling are considered tips received by the employee.</p> <p>Las Cruces, NM Code § 14-61.</p> <p>Inflation Indexing: Beginning January 1, 2018 and on January 1 of each year thereafter, the minimum wage must be adjusted by the increase, if any, in the consumer price index's cost of living (August – August). The amount of the increase, if any, must be rounded up to the nearest 5 cents. The city or its designee must publish the adjusted minimum wage rate by October 15 of each year. The minimum wage cannot be reduced if the CPI has decreased during any applicable year. Las Cruces, NM Code § 14-62.</p> <p><i>Updated 01/19/2016</i></p>		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Miscellaneous</p> <p>Overtime: An employee cannot be required to work more than 40 hours in any week of 7 days unless the employee is paid the higher of 1.5 times the employee's regular hourly rate of pay or 1.5 times the minimum wage for all hours worked in excess of 40 hours. Tipped employees must be paid the higher of their average hourly wage, including tips, for the previous 40 hours worked, or 1.5 times the minimum wage. Las Cruces, NM Code § 14-62.</p> <p>Minimum Requirements: The law provides for payment of a minimum wage rate and does not preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard that provides for payment of higher or supplemental wages, benefits or protections. The law does not prohibit an employer from paying more than the minimum wage rate established under the law. Las Cruces, NM Code § 14-65.</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	Updated 01/19/2016											
	<p>City of Santa Fe</p> <p>Employee: All individuals employed by or providing work to the business for compensation, whether on a part-time, full-time or temporary basis, during a given month, including contingent or contracted workers, and persons made available to work through the services of a temporary service, staffing or employment agency or similar entity.</p> <p><i>Exceptions</i></p> <ul style="list-style-type: none"> Any person who is related by blood or by marriage to any person who may have or possess any ownership interest in the business that employs them. Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university Persons working for an accredited school, college or university while also 	<p>City of Santa Fe</p> <table border="1" data-bbox="718 370 1136 548"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> <th>Maximum Tip Credit</th> <th>Minimum Cash Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$10.91</td> <td>*\$8.78</td> <td>*\$2.13</td> </tr> </tbody> </table> <p>Employers must pay the above minimum wage rates to their workers for all hours worked within Santa Fe that month. Santa Fe, NM Code § 28-1.5.</p> <p>Tip Credit: *Neither the ordinance, nor accompanying posters, state the minimum cash wage and maximum tip credit. However, under both state and federal law, covered tipped employees must be paid a minimum cash wage of \$2.13 per hour and employers can apply a tip credit if tips plus cash wages equal at least the minimum wage.</p> <p>For workers who customarily receive more than \$100 per month in tips or commissions, any tips or commissions received and retained by them count as wages and can</p>	Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage	Currently	\$10.91	*\$8.78	*\$2.13	<p>City of Santa Fe</p> <p>Posting</p> <p>Employers must, as a condition to obtaining and holding a city of Santa Fe business license or registration, post and display in a prominent location next to its business license or registration on the business premises a notice that the business complies with the law and must post the text of sections 28-1.5, 28-1.6 and 28-1.8.</p> <p>Language: The notice must be posted in English and Spanish.</p> <p>Model Notice: The city provides online a poster.</p> <p>Santa Fe, NM Code § 28-1.11.</p> <p>Updated 01/19/2016</p>	<p>City of Santa Fe</p> <p>Prohibitions</p> <p>Posting: Failure to post the required notice is grounds for suspension, revocation, or termination of the employer’s business license or registration. Santa Fe, NM Code § 28-1.11.</p> <p>Retaliation: An employer or its agent or representative cannot take any action against an individual in retaliation for exercising, or communicating information about, rights under the law. The protections apply to an individual that mistakenly, but in good faith, alleges noncompliance with the law. It is unlawful for any business or employer to intentionally circumvent the requirements of the anti-retaliation statute by contracting portions of its operation or leasing portions of its property.</p> <p><i>Rebuttable Presumption:</i> Taking adverse action against an individual within 60 days of the individual asserting or communicating</p>
Date	Minimum Wage	Maximum Tip Credit	Minimum Cash Wage									
Currently	\$10.91	*\$8.78	*\$2.13									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>attending that school, college or university</p> <ul style="list-style-type: none"> Persons working for a business in connection with a court-ordered community service program such as teen court Workers who are in an apprenticeship program in a 501C(3) organization. <p>Santa Fe, NM Code § 28-1.5.</p> <p>Employer: The following must pay the minimum wage:</p> <ul style="list-style-type: none"> Businesses required to have a business license or business registration from the City of Santa Fe Nonprofit organizations. Businesses receiving assistance relating to economic development in the form of grants, subsidies, loan guarantees or industrial revenue bonds in excess of \$25,000 to those employed by such entity for the duration of the city grant or subsidy. 	<p>be credited towards satisfaction of the minimum wage.</p> <p>Tips: Tipped employees must retain all tips they receive.</p> <p>Tip Pooling: The pooling of tips among workers is permitted.</p> <p>Santa Fe, NM Code § 28-1.5.</p> <p>Inflation Indexing: Beginning January 1, 2009, and each year thereafter, the minimum wage must be adjusted upward by an amount corresponding to the previous year's increase, if any, in the consumer price index. Santa Fe, NM Code § 28-1.5.</p> <p><i>Updated 03/21/2016</i></p>		<p>information regarding protected rights raises a rebuttable presumption of having done so in retaliation for asserting those rights.</p> <p>Santa Fe, NM Code § 28-1.6.</p> <p>Remedies</p> <ul style="list-style-type: none"> Back pay Liquidated damages in an amount equal to twice the amount of wages due Reinstatement Injunctive relief Termination of any and all economic benefit derived by any offending party from the city Revocation of the employer's business license or registration Penalty <ul style="list-style-type: none"> A fine of not more than \$500, imprisonment for a term of not more than 90 days, or both (Santa Fe, NM Code § 1-3.1). Each day or portion thereof a violation occurs, and for each worker or person

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p><i>Exception:</i> Nonprofit organizations whose primary source of funds is from Medicaid waivers.</p> <p>Santa Fe, NM Code § 28-1.5.</p> <p><i>Updated 01/19/2016</i></p>			<p>against whom a violation occurred, is a separate offense.</p> <ul style="list-style-type: none"> • Reasonable attorney's fees and costs. • Any other remedies, penalties, or relief provided by law. <p>Santa Fe, NM Code § 28-1.8.</p> <p>Enforcement</p> <p>Private: Any individual aggrieved by a violation of the law, or any entity the members of which have been aggrieved by a violation of the law, can file a civil lawsuit to restrain, correct, abate or remedy any violation of the law.</p> <p>Administrative: The city manager, or its designee, is authorized to enforce the law, and can file a civil lawsuit.</p> <p>Santa Fe, NM Code § 28-1.8.</p> <p><i>Updated 01/19/2016</i></p>
	<p>County of Santa Fe (Unincorporated)</p>	<p>County of Santa Fe (Unincorporated)</p>	<p>County of Santa Fe (Unincorporated)</p>	<p>County of Santa Fe (Unincorporated)</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Coverage</p> <p>Employee: All individuals employed by or providing work to an employer, whether on a part-time, full-time or temporary basis, including contingent or contracted workers, and persons working through a temporary service, staffing or employment agency or similar entity.</p> <p>Exceptions</p> <ul style="list-style-type: none"> An individual engaged in the activities of an educational, charitable, religious or nonprofit organization where the employer-employee relationship does not, in fact, exist or where the services rendered to such organizations are on a voluntary basis Apprentices (a person bound to serve another for a specified time in order to learn some art, trade, profession, or business) in a registered apprentice program recognized by the state apprenticeship and training 	<p>Date</p> <p>Currently</p>	<p>Minimum Wage</p> <p>\$10.91</p>	<p>Maximum Tip Credit</p> <p>\$7.64</p>	<p>Minimum Cash Wage</p> <p>\$3.27</p>	<p>Posting</p> <p>Any holder of a county business license must, as a condition of obtaining or holding a business license, post and display in a prominent location next to its business license a notice that the business is in compliance with the law, and it must include the text of sections 3 and 5 of this ordinance (<i>i.e.</i>, covered employers & employees, minimum wage rates).</p> <p>Language: The notice must be displayed in English and Spanish.</p> <p>Model Poster: The county provides online a poster in English and Spanish (which includes the required ordinance sections).</p> <p>Note: Although the requirement does not appear in the online version of the code, it is included in the original bill and the county, on its website, notes the requirement exists and it mandatory.</p> <p>Santa Fe County, NM Ordinance No. 2014-1, § 10.</p>	<p>Prohibitions</p> <p>Generally: A person violating the law is guilty of a separate offense for each day or portion thereof and for each worker or person as to which any such violation has occurred. Santa Fe County, NM Code § 118.06.</p> <p>Posting: Failure to comply with the posting requirement is a violation and is grounds for suspension, revocation, or termination of the business license. Santa Fe County, NM Ordinance No. 2014-1, § 10.</p> <p>Retaliation: An employer or its agent or representative cannot discharge, demote, deny promotion to or in any way discriminate against an employee in the terms or conditions of employment in retaliation for the person asserting a claim or right pursuant to the law or assisting another person to do so. Santa Fe County, NM Code § 118.06.</p> <p>Remedies</p> <ul style="list-style-type: none"> Back wages Reinstatement,
<p>The law applies within Santa Fe County's exterior unincorporated boundaries.</p> <p>Santa Fe County, NM Code § 118.03.</p> <p>Tip Credit: The law sets a minimum cash wage covered tipped employees must be paid, which, combined with tips, must equal at least the minimum wage. The rate increases simultaneously with each living wage increase. Santa Fe County, NM Code § 118.05.</p> <p>Inflation Indexing: Beginning March 1, 2015, and each year thereafter, the living wage must be adjusted upward by an amount corresponding to the previous year's increase, if any, in the consumer price index. Santa Fe County, NM Code § 118.05.</p> <p><i>Updated 03/21/2016</i></p>							

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>committee or the Federal Bureau of Apprenticeship and Training, as well as any apprentice participating in an apprenticeship program providing significant instructional and practical experience and offered by a 501c(3)</p> <ul style="list-style-type: none"> • G.I. bill trainees during training • Temporary employees of an educational, charitable or religious youth camp or retreat where room and board is provided to the employee, or if a day camp, where board only is provided. <ul style="list-style-type: none"> • To qualify under this exemption the employer must hold a valid certificate issued annually by the director of the labor relations division of the workforce solutions department of the State of New Mexico pertaining to exemption of seasonal employees 		<p><i>Updated 01/19/2016</i></p>	<ul style="list-style-type: none"> • Liquidated damages equal to twice the amount of any wages due • Injunctive relief • Reasonable attorney's fees and costs. • Suspension, revocation, or termination of business license • Misdemeanor (punished per N.M. Stat. Ann. § 4-37-3) <p>Other Violations: The law's remedies are not exclusive, and do not preclude any person from seeking any other remedies, penalties, or relief provided by law.</p> <p>Santa Fe County, NM Code § 118.07; Santa Fe County, NM Ordinance No. 2014-1, § 10.</p> <p>Enforcement</p> <p>Private: Any individual aggrieved by a violation of the law, or any entity whose members have been aggrieved by a violation of the law, may bring a civil action to restrain, correct, abate or remedy any violation.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> • Any employee that is the parent, spouse, child or other member of the employer’s immediate family <ul style="list-style-type: none"> • For purposes of this exception, the “employer” includes the principal stockholder of a family corporation • Interns working for a business for academic credit in connection with a course of study at an accredited school, college or university • Persons working for a business in connection with a court-ordered community service program <p>Santa Fe County, NM Code §§ 181.02, 118.03.</p> <p>Employer: The following businesses must pay the living wage:</p> <ul style="list-style-type: none"> • Businesses undertaking an economic development project that execute a project participation agreement with 			<p>Administrative: The county may bring a civil action to restrain, correct, abate or remedy any violation.</p> <p>Santa Fe County, NM Code § 118.07.</p> <p><i>Updated 01/19/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	<p>the county (for the duration of the project).</p> <ul style="list-style-type: none"> Businesses required to have a county business license. <p>Santa Fe County, NM Code § 118.03.</p> <p>Miscellaneous</p> <p>Geographic Boundaries: The city provides online the following guidance – “ Affected Area: For businesses located throughout Santa Fe County, outside of the incorporated boundaries of the City of Santa Fe, City of Española and the Town of Edgewood.” Santa Fe County, Living Wage Ordinance.</p> <p><i>Updated 01/19/2016</i></p>											
New York	<p>New York City (Fast Food) Coverage</p> <p>Fast Food Employee: Any person employed or permitted to work at or for a fast food establishment by any employer where such person’s job duties include at least one of the following:</p> <ul style="list-style-type: none"> Customer service Cooking 	<p>New York City</p> <table border="1" data-bbox="722 1079 1129 1382"> <thead> <tr> <th data-bbox="722 1079 827 1328">Date</th> <th data-bbox="833 1079 932 1328">New York City (11 or More Employees)</th> <th data-bbox="938 1079 1037 1328">New York City (10 or Fewer Employees)</th> <th data-bbox="1043 1079 1129 1328">Fast Food Worker (New York City)</th> </tr> </thead> <tbody> <tr> <td data-bbox="722 1333 827 1382">Currently</td> <td data-bbox="833 1333 932 1382">\$9.00</td> <td data-bbox="938 1333 1037 1382">\$9.00</td> <td data-bbox="1043 1333 1129 1382">\$10.50</td> </tr> </tbody> </table>	Date	New York City (11 or More Employees)	New York City (10 or Fewer Employees)	Fast Food Worker (New York City)	Currently	\$9.00	\$9.00	\$10.50	<p>Although more than one local minimum wage applies, they are set by state law. Accordingly, employers must comply with relevant state law provisions concerning notice, posting & recordkeeping. Information about these issues may be contained in various GPS surveys, e.g.:</p>	<p>Although more than one local minimum wage applies, they are set by state law. Accordingly, employers must comply with relevant state law provisions concerning prohibitions, remedies & enforcement. Information about these issues may be contained in various GPS surveys, e.g.:</p>
Date	New York City (11 or More Employees)	New York City (10 or Fewer Employees)	Fast Food Worker (New York City)									
Currently	\$9.00	\$9.00	\$10.50									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> Food or drink preparation Delivery Security Stocking supplies or equipment Cleaning Routine maintenance. <p>N.Y. Comp. Codes R. & Regs. tit. 12, § 146-1.3.</p> <p>Fast Food Establishment: Any establishment in New York State:</p> <ul style="list-style-type: none"> Which has as its primary purpose serving food or drink items; Where patrons order or select items and pay before eating and such items may be consumed on the premises, taken out, or delivered to the customer's location; Which offers limited service; Which is part of a chain; and Which is one of 30 or more establishments nationally, including: <ul style="list-style-type: none"> An integrated enterprise which owns or operates 	December 31, 2016	\$11.00	\$10.50	\$12.00	<ul style="list-style-type: none"> Documentation that Must Be Provided at the Time of Hiring Wage Payment: Definition of Wage(s), Changing Pay Rate and/or Payday Workplace Posters Record Retention Requirements <p>Updated 04/06/2016</p>	<ul style="list-style-type: none"> Penalties: Minimum Wage & Overtime, Wage Payment, and Equal Pay Statutes of Limitation: Minimum Wage, Overtime, Wage Payment, and Breach of Contract Claims <p>Updated 04/06/2016</p>
December 31, 2017	\$13.00	\$12.00	\$13.50				
December 31, 2018	\$15.00	\$13.50	\$15.00				
December 31, 2019	\$15.00	\$15.00	\$15.00				
December 31, 2020	\$15.00	\$15.00	\$15.00				
July 1, 2021	\$15.00	\$15.00	\$15.00				
December 31, 2021	\$15.00	\$15.00	\$15.00				
Date	Fast Food Worker (Outside New	Nassau, Suffolk & Westchester Counties	Remainder of State				

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>30 or more such establishments in the aggregate nationally; or</p> <ul style="list-style-type: none"> An establishment operated pursuant to a franchise where the franchisor and the franchisee(s) of such franchisor owns or operates 30 or more such establishments in the aggregate nationally. "Fast Food Establishment" shall include such establishments located within non-Fast Food Establishments. <p><i>Chain:</i> A set of establishments which share a common brand, or which are characterized by standardized options for décor, marketing, packaging, products, and services.</p> <p><i>Franchisee:</i> A person or entity to whom a franchise is granted.</p>		York City)				
		Currently	\$9.75	\$9.00	\$9.00		
		December 31, 2016	\$10.75	\$10.00	\$9.70		
		December 31, 2017	\$11.75	\$11.00	\$10.40		
		December 31, 2018	\$12.75	\$12.00	\$11.10		
		December 31, 2019	\$13.75	\$13.00	\$11.80		
		December 31, 2020	\$14.50	\$14.00	\$12.50		
		July 1, 2021	\$15.00	\$14.00	\$12.50		
		December 31, 2021	\$15.00	\$15.00	TBD*		
		N.Y. Lab. Law § 652; N.Y. Comp. Codes R. & Regs. tit. 12, § 146-1.2.					

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p><i>Franchisor:</i> A person or entity who grants a franchise to another person or entity.</p> <p><i>Franchise:</i> Defined per state law (N.Y. Gen. Bus. Law § 681).</p> <p><i>Integrated enterprise:</i> 2 or more entities sufficiently integrated so as to be considered a single employer as determined by application of the following factors:</p> <ul style="list-style-type: none"> • Degree of interrelation between the operations of multiple entities; • Degree to which the entities share common management; (• Centralized control of labor relations; and • Degree of common ownership or financial control. <p>N.Y. Comp. Codes R. & Regs. tit. 12, § 146-1.3.</p> <p>New York City (General); Remainder of Downstate (Nassau, Suffolk & Westchester Counties); Remainder of State Although more than one local minimum wage applies, they are</p>	<p>New York City (General); Nassau, Suffolk & Westchester Counties; Remainder of State ** For “Remainder of the State” minimum wage, beginning December 31, 2021, and each December 31 after, the “Remainder of State” minimum wage will be annually adjusted (to the nearest 5 cents) until it reaches \$15.00 per hour.</p> <p><i>Tipped Employees</i> Maximum Tip Credit: \$1.50 (Service employee; Resort hotel service employee; Food service worker). A tip credit for resort hotel service employees will only be permitted if the tips received equal or exceed at least \$5.50 per hour. The tip credit rate applies in the hospitality industry. Different tip credit rates apply in other industries.</p> <p>Minimum Cash Wage: \$7.50 (Service employee; Resort hotel service employee; Food service worker). A food service worker receiving tips must be paid a cash wage of two-thirds of the</p>		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>set by state law. Accordingly, employers must consult state law for coverage provisions. N.Y. Lab. Law § 652</p> <p><i>Updated 04/06/2016</i></p>	<p>applicable minimum wage (rounded to the nearest 5 cents) or \$7.50, whichever is higher. The minimum cash wage rate applies in the hospitality industry. Different minimum cash wage rates apply in other industries.</p> <p>N.Y. Lab. Law § 652; N.Y. Comp. Codes R. & Regs. tit. 12, §§ 146-1.3, 146-3.12.</p> <p>New York City (Fast Food Worker)</p> <p>Meal Credit / Uniforms: The rates for meal credits and uniform maintenance reimbursement are the same for fast food and hospitality workers.</p> <p>Call-In / Spread-of-Hours: “Fast food workers are subject to the call-in pay and spread-of-hours requirements at the applicable minimum wage rate for fast food workers.”</p> <p>Tip Credit: No tip credit is available under the Hospitality Wage Order for non-service employees such as fast food employees.</p>		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
		<p>New York State Department of Labor, Fact Sheet: Minimum Wage for Fast Food Workers (Dec. 2015).</p> <p>PROPOSED Amendments to Wage Orders Generally</p> <p>If an employee’s weekly tip average is less than the Low amount, a tip credit cannot be claimed. If an employee’s weekly tip average is between the Low (L) and High (H) amount, the tip credit cannot exceed the Low amount. If an employee’s weekly tip average equals or exceeds the High amount, the tip credit cannot exceed the High amount. Proposed N.Y. Comp. Codes R. & Regs. tit. 12, § 142-2.5(b).</p> <table border="1" data-bbox="722 1101 1129 1354"> <thead> <tr> <th data-bbox="722 1101 827 1192">Date</th> <th data-bbox="833 1101 930 1192">11+ MW</th> <th data-bbox="936 1101 1033 1192">11+ TC</th> <th data-bbox="1039 1101 1129 1192">11+ CW</th> </tr> </thead> <tbody> <tr> <td data-bbox="722 1196 827 1354">December 31, 2016</td> <td data-bbox="833 1196 930 1354">\$11.00</td> <td data-bbox="936 1196 1033 1354">\$1.65 (L) \$2.70 (H)</td> <td data-bbox="1039 1196 1129 1354">\$9.35 (L) \$8.30 (H)</td> </tr> </tbody> </table>	Date	11+ MW	11+ TC	11+ CW	December 31, 2016	\$11.00	\$1.65 (L) \$2.70 (H)	\$9.35 (L) \$8.30 (H)		
Date	11+ MW	11+ TC	11+ CW									
December 31, 2016	\$11.00	\$1.65 (L) \$2.70 (H)	\$9.35 (L) \$8.30 (H)									

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		December 31, 2017	\$13.00	\$1.95 (L) \$3.20 (H)	\$11.05 (L) \$9.80 (H)		
		December 31, 2018	\$15.00	\$2.25 (L) \$3.65 (H)	\$12.75 (L) \$11.35 (H)		
		December 31, 2019	\$15.00	\$2.25 (L) \$3.65 (H)	\$12.75 (L) \$11.35 (H)		
		December 31, 2020	\$15.00	\$2.25 (L) \$3.65 (H)	\$12.75 (L) \$11.35 (H)		
		December 31, 2021	\$15.00	\$2.25 (L) \$3.65 (H)	\$12.75 (L) \$11.35 (H)		
		Date	10 MW	10 TC	10 CW		
		December 31, 2016	\$10.50	\$1.60 (L) \$2.55 (H)	\$8.90 (L) \$7.95 (H)		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		December 31, 2017	\$12.00	\$1.80 (L) \$2.95 (H)	\$10.20 (L) \$9.05 (H)		
		December 31, 2018	\$13.50	\$2.05 (L) \$3.30 (H)	\$11.45 (L) \$10.20 (H)		
		December 31, 2019	\$15.00	\$2.25 (L) \$3.65 (H)	\$12.75 (L) \$11.35 (H)		
		December 31, 2020	\$15.00	\$2.25 (L) \$3.65 (H)	\$12.75 (L) \$11.35 (H)		
		December 31, 2021	\$15.00	\$2.25 (L) \$3.65 (H)	\$12.75 (L) \$11.35 (H)		
		Date	NSW MW	NSW TC	NSW CW		
		December 31, 2016	\$10.00	\$1.50 (L) \$2.45 (H)	\$8.50 (L) \$7.55 (H)		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		December 31, 2017	\$11.00	\$1.65 (L) \$2.75 (H)	\$9.35 (L) \$8.25 (H)		
		December 31, 2018	\$12.00	\$1.80 (L) \$2.95 (H)	\$10.20 (L) \$9.05 (H)		
		December 31, 2019	\$13.00	\$1.95 (L) \$3.20 (H)	\$11.05 (L) \$9.80 (H)		
		December 31, 2020	\$14.00	\$2.10 (L) \$3.40 (H)	\$11.90 (L) \$10.60 (H)		
		December 31, 2021	\$15.00	\$2.25 (L) \$3.65 (H)	\$12.75 (L) \$11.35 (H)		
		Date	ROS MW	ROS TC	ROS CW		
		December 31, 2016	\$9.70	\$1.45 (L) \$2.35 (H)	\$8.25 (L) \$7.35 (H)		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		December 31, 2017	\$10.40	\$1.55 (L) \$2.55 (H)	\$8.85 (L) \$7.85 (H)	
		December 31, 2018	\$11.10	\$1.65 (L) \$2.70 (H)	\$9.45 (L) \$8.40 (H)	
		December 31, 2019	\$11.80	\$1.75 (L) \$2.90 (H)	\$10.05 (L) \$8.90 (H)	
		December 31, 2020	\$12.50	\$1.90 (L) \$3.05 (H)	\$10.60 (L) \$9.45 (H)	
		December 31, 2021	TBD	TBD	TBD	
		<p>Hospitality Industry</p> <p>Service Employee</p> <p>A service employee must receive a wage of at least the hourly Cash Wage (CW), and a tip credit cannot exceed the hourly credit rate (TC), provided an employee's weekly</p>				

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																														
		<p>tip average is at least the hourly Tip Threshold (TT) and the total of tips received plus wages equals or exceeds the basic minimum hourly rate (MW). Note: TT(R) is the tip threshold for resort hotel service employees. Proposed N.Y. Comp. Codes R. & Regs. tit. 12, § 146-1.3.</p> <p><i>New York City (11 or More Employees) (11+) / New York City (10 or Fewer Employees) (10) / Nassau, Suffolk & Westchester Counties (NSW) / Remainder of State (ROS)</i></p> <table border="1" data-bbox="716 841 1136 1455"> <thead> <tr> <th data-bbox="722 846 785 927">Date</th> <th data-bbox="791 846 854 927">11+ MW</th> <th data-bbox="861 846 924 927">11+ TC</th> <th data-bbox="930 846 993 927">11+ TT</th> <th data-bbox="999 846 1062 927">11+ TT(R)</th> <th data-bbox="1068 846 1131 927">11+ CW</th> </tr> </thead> <tbody> <tr> <td data-bbox="722 932 785 1013">December 31, 2016</td> <td data-bbox="791 932 854 1013">\$1.00</td> <td data-bbox="861 932 924 1013">\$1.85</td> <td data-bbox="930 932 993 1013">\$2.40</td> <td data-bbox="999 932 1062 1013">\$6.15</td> <td data-bbox="1068 932 1131 1013">\$9.15</td> </tr> <tr> <td data-bbox="722 1018 785 1099">December 31, 2017</td> <td data-bbox="791 1018 854 1099">\$1.00</td> <td data-bbox="861 1018 924 1099">\$2.15</td> <td data-bbox="930 1018 993 1099">\$2.80</td> <td data-bbox="999 1018 1062 1099">\$7.30</td> <td data-bbox="1068 1018 1131 1099">\$10.85</td> </tr> <tr> <td data-bbox="722 1104 785 1185">December 31, 2018</td> <td data-bbox="791 1104 854 1185">\$1.50</td> <td data-bbox="861 1104 924 1185">\$2.50</td> <td data-bbox="930 1104 993 1185">\$3.25</td> <td data-bbox="999 1104 1062 1185">\$8.40</td> <td data-bbox="1068 1104 1131 1185">\$12.50</td> </tr> <tr> <td data-bbox="722 1190 785 1271">December 31, 2019</td> <td data-bbox="791 1190 854 1271">\$1.50</td> <td data-bbox="861 1190 924 1271">\$2.50</td> <td data-bbox="930 1190 993 1271">\$3.25</td> <td data-bbox="999 1190 1062 1271">\$8.40</td> <td data-bbox="1068 1190 1131 1271">\$12.50</td> </tr> </tbody> </table>	Date	11+ MW	11+ TC	11+ TT	11+ TT(R)	11+ CW	December 31, 2016	\$1.00	\$1.85	\$2.40	\$6.15	\$9.15	December 31, 2017	\$1.00	\$2.15	\$2.80	\$7.30	\$10.85	December 31, 2018	\$1.50	\$2.50	\$3.25	\$8.40	\$12.50	December 31, 2019	\$1.50	\$2.50	\$3.25	\$8.40	\$12.50		
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates						Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		December 31, 2020	\$15.00	\$2.50	\$3.25	\$8.40	\$12.50		
		December 31, 2021	\$15.00	\$2.50	\$3.25	\$8.40	\$12.50		
		Date	10 MW	10 TC	10 TT	10 TT(R)	10 CW		
		December 31, 2016	\$10.50	\$1.75	\$2.30	\$5.90	\$8.75		
		December 31, 2017	\$12.00	\$2.00	\$2.60	\$6.75	\$10.00		
		December 31, 2018	\$13.50	\$2.25	\$2.95	\$7.60	\$11.25		
		December 31, 2019	\$15.00	\$2.50	\$3.25	\$8.40	\$12.50		
		December 31, 2020	\$15.00	\$2.50	\$3.25	\$8.40	\$12.50		
		December 31, 2021	\$15.00	\$2.50	\$3.25	\$8.40	\$12.50		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates						Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		Date	NSW MW	NSW TC	NSW TT	NSW TT(R)	NSW CW		
		December 31, 2016	\$1.00	\$1.65	\$2.15	\$5.60	\$8.35		
		December 31, 2017	\$1.00	\$1.85	\$2.40	\$6.15	\$9.15		
		December 31, 2018	\$1.00	\$2.00	\$2.60	\$6.75	\$10.00		
		December 31, 2019	\$1.00	\$2.15	\$2.80	\$7.30	\$10.85		
		December 31, 2020	\$1.00	\$2.35	\$3.05	\$7.85	\$11.65		
		December 31, 2021	\$1.00	\$2.50	\$3.25	\$8.40	\$12.50		
		Date	ROS MW	ROS TC	ROS TT	ROS TT(R)	ROS CW		
		December 31, 2016	\$1.70	\$1.60	\$2.10	\$5.45	\$8.10		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates					Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		December 31, 2017	\$10.40	\$1.75	\$2.25	\$5.85	\$8.65	
		December 31, 2018	\$11.10	\$1.85	\$2.40	\$6.25	\$9.25	
		December 31, 2019	\$11.80	\$1.95	\$2.55	\$6.60	\$9.85	
		December 31, 2020	\$12.50	\$2.10	\$2.70	\$7.00	\$10.40	
		December 31, 2021	TBD	TBD	TBD	TBD	TBD	
		<p>Food Service Workers</p> <p>A food service worker must receive a wage of at least the hourly Cash Wage (CW), and a tip credit cannot exceed the hourly Credit rate (TC) provided the total of tips received plus the wages equals or exceeds the hourly Total rate (MW). Proposed N.Y. Comp. Codes R. & Regs. tit. 12, § 146-1.3.</p> <p><i>New York City (11 or More Employees) (11+) / New York City (10 or Fewer Employees)</i></p>						

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																												
		<p><i>(10) / New York City (11 or More Employees) (11+) / New York City (10 or Fewer Employees) (10) / Nassau, Suffolk & Westchester Counties (NSW) / Remainder of State (ROS)</i></p> <table border="1" data-bbox="722 505 1129 1382"> <thead> <tr> <th data-bbox="728 509 821 591">Date</th> <th data-bbox="827 509 926 591">11+ MW</th> <th data-bbox="932 509 1031 591">11+ TC</th> <th data-bbox="1037 509 1129 591">11+ CW</th> </tr> </thead> <tbody> <tr> <td data-bbox="728 596 821 721">December 31, 2016</td> <td data-bbox="827 596 926 721">\$11.00</td> <td data-bbox="932 596 1031 721">\$3.50</td> <td data-bbox="1037 596 1129 721">\$7.50</td> </tr> <tr> <td data-bbox="728 725 821 850">December 31, 2017</td> <td data-bbox="827 725 926 850">\$13.00</td> <td data-bbox="932 725 1031 850">\$4.35</td> <td data-bbox="1037 725 1129 850">\$8.65</td> </tr> <tr> <td data-bbox="728 855 821 980">December 31, 2018</td> <td data-bbox="827 855 926 980">\$15.00</td> <td data-bbox="932 855 1031 980">\$5.00</td> <td data-bbox="1037 855 1129 980">\$10.00</td> </tr> <tr> <td data-bbox="728 985 821 1110">December 31, 2019</td> <td data-bbox="827 985 926 1110">\$15.00</td> <td data-bbox="932 985 1031 1110">\$5.00</td> <td data-bbox="1037 985 1129 1110">\$10.00</td> </tr> <tr> <td data-bbox="728 1115 821 1240">December 31, 2020</td> <td data-bbox="827 1115 926 1240">\$15.00</td> <td data-bbox="932 1115 1031 1240">\$5.00</td> <td data-bbox="1037 1115 1129 1240">\$10.00</td> </tr> <tr> <td data-bbox="728 1245 821 1370">December 31, 2021</td> <td data-bbox="827 1245 926 1370">\$15.00</td> <td data-bbox="932 1245 1031 1370">\$5.00</td> <td data-bbox="1037 1245 1129 1370">\$10.00</td> </tr> </tbody> </table>	Date	11+ MW	11+ TC	11+ CW	December 31, 2016	\$11.00	\$3.50	\$7.50	December 31, 2017	\$13.00	\$4.35	\$8.65	December 31, 2018	\$15.00	\$5.00	\$10.00	December 31, 2019	\$15.00	\$5.00	\$10.00	December 31, 2020	\$15.00	\$5.00	\$10.00	December 31, 2021	\$15.00	\$5.00	\$10.00		
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		Date	10 MW	10 TC	10 CW		
		December 31, 2016	\$10.50	\$3.00	\$7.50		
		December 31, 2017	\$12.00	\$4.00	\$8.00		
		December 31, 2018	\$13.50	\$4.50	\$9.00		
		December 31, 2019	\$15.00	\$5.00	\$10.00		
		December 31, 2020	\$15.00	\$5.00	\$10.00		
		December 31, 2021	\$15.00	\$5.00	\$10.00		
		Date	NSW MW	NSW TC	NSW CW		
		December 31, 2016	\$10.00	\$2.50	\$7.50		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		December 31, 2017	\$11.00	\$3.50	\$7.50		
		December 31, 2018	\$12.00	\$4.00	\$8.00		
		December 31, 2019	\$13.00	\$4.35	\$8.65		
		December 31, 2020	\$14.00	\$4.65	\$9.35		
		December 31, 2021	\$15.00	\$5.00	\$10.00		
		Date	ROS MW	ROS TC	ROS CW		
		December 31, 2016	\$9.70	\$2.20	\$7.50		
		December 31, 2017	\$10.40	\$2.90	\$7.50		
		December 31, 2018	\$11.10	\$3.60	\$7.50		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates			Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement	
		December 31, 2019	\$11.80	\$3.95	\$7.85		
		December 31, 2020	\$12.50	\$4.15	\$8.35		
		December 31, 2021	TBD	TBD	TBD		
		<i>Updated 10/25/2016</i>					
Oregon	<p>Coverage</p> <p>Employee (Exceptions): Oregon does not define “employee;” rather, it provides a detailed list of individuals who are considered “excluded employees.” See Or. Rev. Stat. § 653.020.</p> <p>Employer: Any person who employs another person. Or. Rev. Stat. § 653.010.</p>	<p>Date</p> <p>Currently</p> <p>July 1, 2017</p> <p>July 1, 2018</p> <p>July 1, 2019</p> <p>July 1, 2020</p> <p>July 1, 2021</p> <p>July 1, 2022</p>	<p>Minimum Wage (General)</p> <p>\$9.75</p> <p>\$10.25</p> <p>\$10.75</p> <p>\$11.25</p> <p>\$12.00</p> <p>\$12.75</p> <p>\$13.50</p>	<p>Minimum Wage (Urban)</p> <p>\$9.75</p> <p>\$11.25</p> <p>\$12.00</p> <p>\$12.50</p> <p>\$13.25</p> <p>\$14.00</p> <p>\$14.75</p>	<p>Minimum Wage (Nonurban)</p> <p>\$9.50</p> <p>\$10.00</p> <p>\$10.50</p> <p>\$11.00</p> <p>\$11.50</p> <p>\$12.00</p> <p>\$12.50</p>	<p>Although more than one local minimum wage applies, they are set by state law. Accordingly, employers must comply with relevant state law provisions concerning notice, posting & recordkeeping. Information about these issues may be contained in various GPS surveys, e.g.:</p> <ul style="list-style-type: none"> • Documentation that Must Be Provided at the Time of Hiring • Wage Payment: Definition of Wage(s), Changing Pay Rate and/or Payday • Workplace Posters • Record Retention Requirements 	<p>Although more than one local minimum wage applies, they are set by state law. Accordingly, employers must comply with relevant state law provisions concerning prohibitions, remedies & enforcement. Information about these issues may be contained in various GPS surveys, e.g.:</p> <ul style="list-style-type: none"> • Penalties: Minimum Wage & Overtime, Wage Payment, and Equal Pay • Statutes of Limitation: Minimum Wage, Overtime, Wage Payment, and Breach of Contract Claims

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
		July 1, 2023	TBD	TBD (General + \$1.25)	TBD (General - \$1.00)		
<p>Oregon has constructed a three-tiered minimum wage system. The first rate applies generally. The “Urban” rate applies to employer located within the urban growth boundary of a metropolitan service district organized under state law (<i>i.e.</i>, Portland area; see coverage map). The “Nonurban” rate applies to employers located within a nonurban county. Nonurban Counties: Baker; Coos; Crook; Curry; Douglas; Gilliam; Grant; Harney; Jefferson; Klamath; Lake; Malheur; Morrow; Sherman; Umatilla; Union; Wallowa; or Wheeler. Or. Rev. Stat. § 653.025.</p> <p>Tip Credit: Tip credits are prohibited. Or. Rev. Stat. § 653.035.</p> <p>Inflation Indexing: After June 30, 2023, beginning on July 1 of each year, the rates will be adjusted annually for inflation. No</p>							

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
		<p>later than April 30 of each year, beginning in 2023, the state labor department must calculate an adjusted minimum wage rate based on the increase, if any, in the consumer price index (March-March). The adjusted rate must be rounded to the nearest 5 cents. When the minimum wage rate is determined on an annual basis, the “Urban” rate must be no less than \$1.25 per hour more than the “General” rate, and the “Non-Urban” rate must be no less than \$1 per hour less than the “General” rate. Or. Rev. Stat. § 653.025.</p>										
<p>Washington</p>	<p>City of SeaTac</p> <p>Coverage</p> <p>Covered Worker: Any individual who is either a hospitality or transportation worker.</p> <p>Hospitality Worker: Any non-managerial, nonsupervisory individual employed by a hospitality employer.</p> <p>Transportation Worker: Any non-managerial, nonsupervisory</p>	<p>City of SeaTac</p> <table border="1" data-bbox="718 966 1134 1169"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>January 1, 2016</td> <td>\$15.24</td> </tr> <tr> <td>January 1, 2017</td> <td>\$15.35</td> </tr> <tr> <td>January 1, 2018</td> <td>TBD</td> </tr> </tbody> </table> <p>Tip Credit: Tips, gratuities, service charges and commissions must not be credited as being any part of or be offset against the wage rates required by the law. SeaTac, WA Code § 7.45.050.</p>	Date	Minimum Wage	January 1, 2016	\$15.24	January 1, 2017	\$15.35	January 1, 2018	TBD	<p>City of SeaTac</p> <p>Notice</p> <p>Annual Adjustment: Hospitality and transportation employer must provide written notification of the minimum wage rate adjustments to each of its workers by January 1.</p> <p><i>Model Notice:</i> The city provides online a bulletin concerning the minimum wage.</p>	<p>City of SeaTac</p> <p>Prohibitions</p> <p>Waiver: The provisions of the law cannot be waived by agreement between an individual covered worker and a hospitality or transportation employer. SeaTac, WA Code § 7.45.080. <i>But see</i> Coverage – CBA Exception.</p> <p>Generally: A hospitality or transportation employer cannot interfere with, restrain, or deny</p>
Date	Minimum Wage											
January 1, 2016	\$15.24											
January 1, 2017	\$15.35											
January 1, 2018	TBD											

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>individual employed by a transportation employer.</p> <p><i>CBA Exception:</i> All, or any part, of the law can be waived in a bona fide collective bargaining agreement if the waiver is explicitly set forth in such agreement in clear and unambiguous terms. Unilateral implementation of terms and conditions of employment by either party to a collective bargaining relationship does not constitute, not is it permitted, as a waiver of all or any part of the provisions of the law. SeaTac, WA Code § 7.45.080.</p> <p>Hospitality Employer: A person who operates within SeaTac any hotel that has 100 or more guest rooms and 30 or more workers or who operates any institutional foodservice or retail operation employing 10 or more non-managerial, nonsupervisory employees, including any person who employs others providing services for customers on the aforementioned premises,</p>	<p>Service Charges & Tips: Any service charge imposed on customers of, or tips received by employees of, a hospitality employer must be retained by or paid to the non-managerial, nonsupervisory hospitality or transportation workers who perform services for the customers from whom the tips are received or the service charges are collected.</p> <p>The amounts received from tips or service charges must be allocated among the workers who performed these services equitably; and specifically:</p> <ul style="list-style-type: none"> • Amounts collected for banquets or catered meetings must be paid to the worker(s) who actually work with the guests at the banquet or catered meeting; and • Amounts collected for room service must be paid to the worker(s) who actually deliver food and beverage associated with the charge; and • Amounts collected for portage service must be 	<p>SeaTac, WA Code § 7.45.050. See also Miscellaneous – Change in Employers.</p> <p>Recordkeeping</p> <p>Hospitality and transportation employers must retain records documenting hours worked and wages and benefits provided (and paid sick and safe time taken by covered workers) to each employee, for a period of 2 years. Employers are not required to modify their recordkeeping policies to comply with the law if records reasonably indicate the above information. SeaTac, WA Code § 7.45.070.</p> <p><i>Updated 01/19/2016</i></p>	<p>the exercise of, or the attempt to exercise, any right protected under the law. The protections apply to any person who mistakenly but in good faith alleges violations of the law. SeaTac, WA Code § 7.45.090.</p> <p>Retaliation: A hospitality or transportation employer cannot take adverse action or to discriminate against a covered worker because s/he has exercised in good faith the rights protected under the law, which include but are not limited to:</p> <ul style="list-style-type: none"> • The right to file a complaint with any entity or agency about any hospitality or transportation employer's alleged violation of the law; • The right to inform his or her employer, union or other organization and/or legal counsel about a hospitality or transportation employer's alleged violation of the anti-retaliation statute; • The right to cooperate in any investigation of alleged violations of the law;

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>such as a temporary agency or subcontractor.</p> <p>Hotel: A building that is used for temporary lodging and other related services for the public, and also includes any contracted, leased, or sublet premises connected to or operated in conjunction with such building's purpose (such as a restaurant, bar or spa) or providing services at such building.</p> <p>Institutional foodservice or retail: Foodservice or retail provided in public facilities, corporate cafeterias, conference centers and meeting facilities, but does not include preparation of food or beverage to be served in-flight by an airline. Restaurants or retail operations that are not located within a hotel, public facility, corporate cafeteria, conference facility or meeting facility are not considered a hospitality employer.</p> <p>Transportation Employer:</p>	<p>paid to the worker(s) who actually carry the baggage associated with the charge.</p> <p>SeaTac, WA Code § 7.45.040.</p> <p>Inflation Indexing: On January 1, 2015, and on each following January 1, the minimum wage must be adjusted by increasing the current rate by the rate of inflation (September – September). The increase must be calculated to the nearest cent. The city manager must publish a bulletin by October 15 each year announcing the adjusted rates. SeaTac, WA Code § 7.45.040.</p> <p><i>Updated 10/18/2016</i></p>		<ul style="list-style-type: none"> • The right to oppose any policy, practice, or act that is unlawful under the anti-retaliation statute; • The right to inform other covered workers of their rights under the anti-retaliation statute. <p>The protections apply to any person who mistakenly but in good faith alleges violations of the law. SeaTac, WA Code § 7.45.090.</p> <p>Reducing Pay / Benefits: A covered worker's compensation or benefits cannot be reduced in response to the law. SeaTac, WA Code § 7.45.090.</p> <p>See also Miscellaneous – Change in Employers.</p> <p>Remedies</p> <p>All remedies available at law or in equity appropriate, including but not limited to:</p> <ul style="list-style-type: none"> • Lost compensation • Damages • Reinstatement • Injunctive relief

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> • A person, excluding a certificated air carrier performing services for itself, who: <ul style="list-style-type: none"> • Operates or provides within SeaTac any of the following: any curbside passenger check-in services; baggage check services; wheelchair escort services; baggage handling; cargo handling; rental luggage cart services; aircraft interior cleaning; aircraft carpet cleaning; aircraft washing and cleaning; aviation ground support equipment washing and cleaning; aircraft water or lavatory services; aircraft fueling; ground transportation management; or any janitorial and custodial services, 			<ul style="list-style-type: none"> • Reasonable attorney’s fees and expenses. • Other remedies available in the SeaTac Code. <p>SeaTac, WA Code § 7.45.100.</p> <p>Enforcement</p> <p>Private: Any person claiming violation of the law may file a civil lawsuit against the employer.</p> <p>Administrative: Complaints that any provision of the law has been violated may also be presented to the City Attorney, who is hereby authorized to investigate and, if it deems appropriate, initiate legal or other action to remedy any violation of the law.</p> <p>SeaTac, WA Code § 7.45.100.</p> <p><i>Updated 01/19/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>facility maintenance services, security services, or customer service performed in any facility where any of the services listed above are also performed; and</p> <ul style="list-style-type: none"> • Employs 25 or more non-managerial, nonsupervisory employees in the performance of that service. • Any person who: <ul style="list-style-type: none"> • Operates or provides rental car services utilizing or operating a fleet of more than one 100 cars; shuttle transportation utilizing or operating a fleet of more 10 vans or buses; or parking lot management controlling more than 100 parking spaces; and • Employs 25 or more non-managerial, 			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>nonsupervisory employees in the performance of that operation.</p> <p>SeaTac, WA Code § 7.45.010.</p> <p>Miscellaneous</p> <p>Work in SeaTac: To determine whether a business is within SeaTac’s city limits, the city provides a link to the city’s map.</p> <p>Preemption Exception: The law’s requirements do not apply where and to the extent that state or federal law or regulations preclude their applicability. To the extent that state or federal law or regulations require the consent of another legal entity, such as a municipality, port district, or county, prior to becoming effective, the City Manager must formally and publicly request that such consent be given. SeaTac, WA Code § 7.45.110.</p> <p>Promoting Full-Time Employment: If a hospitality or</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>transportation employer has additional hours of work to provide in job positions held by covered workers, then it must offer those hours of work first to existing qualified part-time employees before hiring additional part-time employees or subcontractors. SeaTac, WA Code § 7.45.030.</p> <p>Change in Employers: No less than 60 days prior to the termination of a predecessor employer’s contract, the predecessor employer must notify all retention employees in writing that they have been placed on a qualified displaced worker list and that the successor employer may be required to offer them continued employment. The notice must include, if known, the name, address, and contact information of the successor employer. A copy of this notice, along with a copy of the qualified displaced worker list, must also be sent to the City Manager.</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>The successor employer must offer employment to all qualified retention employees. Hospitality successor employers must, before hiring off the street or transferring workers from elsewhere, offer employment to all qualified retention employees of any predecessor employer that has provided similar services at the same facility. If the successor employer does not have enough positions available for all qualified retention employees, it must hire the retention employees by seniority within each job classification. For any additional positions which become available during the initial 90-day period of the new contract, the successor employer will hire qualified retention employees by seniority within each job classification.</p> <p>A successor employer cannot discharge a retention employee without just cause during the initial 90-day period of his/her employment.</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>An employee is “qualified” if s/he has performed similar work in the past (and was not discharged for incompetence) or can reasonably be trained for the duties of a position through an amount of training not in excess of the training that has been provided by the employer to workers hired off the street.</p> <p>The law does not require hospitality or transportation employers to offer overtime work paid at a premium rate, nor does it constrain them from offering such work.</p> <p>SeaTac, WA Code § 7.45.060.</p> <p><i>Updated 01/19/2016</i></p>			
<p>City of Seattle</p>	<p>NOTE: Amendments to Seattle’s Minimum Wage Ordinance Took Effect on January 16, 2016. The accompanying regulations (SHHR) were adopted before the amendments. The below summary is limited to regulations that do not conflict with the ordinance, as amended.</p>	<p>City of Seattle</p> <p>NOTE: Amendments to Seattle’s Minimum Wage Ordinance Took Effect on January 16, 2016. The accompanying regulations (SHHR) were adopted before the amendments. The below summary is limited to regulations that do not conflict with the ordinance, as amended.</p>	<p>City of Seattle</p> <p>NOTE: Amendments to Seattle’s Minimum Wage Ordinance Took Effect on January 16, 2016. The accompanying regulations (SHHR) were adopted before the amendments. The below summary is limited to regulations that do not conflict with the ordinance, as amended.</p>	<p>City of Seattle</p> <p>NOTE: Amendments to Seattle’s Minimum Wage Ordinance Took Effect on January 16, 2016. The accompanying regulations (SHHR) were adopted before the amendments. The below summary is limited to regulations that do not conflict with the ordinance, as amended.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement																																	
	<p>Seattle intends to update its regulations, but does not have an ETA when this will occur.</p> <p>Coverage</p> <p>Employee: Any individual employed by an employer, including but not limited to full-time employees, part-time employees, and temporary workers. Seattle, WA Code § 14.19.010 (Defined per Seattle, WA Code § 12A.28.200).</p> <p><i>Paid Interns:</i> “Seattle’s minimum wage requirements apply to paid interns.” Seattle Office of Labor Standards, Frequently Asked Questions (June 6, 2016).</p> <p><i>Exceptions:</i></p> <ul style="list-style-type: none"> *Independent contractor (An employer bears the burden of proof that the individual is, as a matter of economic reality, in business for oneself rather than dependent upon the alleged employer). Any individual: (a) employed as a hand harvest laborer and paid on a piece rate basis in an operation which 	<p>Seattle intends to update its regulations, but does not have an ETA when this will occur.</p> <table border="1" data-bbox="722 386 1129 1161"> <thead> <tr> <th>Date</th> <th>Hourly Minimum Wage (Schedule 1)</th> <th>Hourly Minimum Wage (Schedule 2) with Medical Benefits</th> <th>Hourly Minimum Wage (Schedule 2)</th> <th>Hourly Minimum Compensation (Schedule 2)</th> </tr> </thead> <tbody> <tr> <td>Current</td> <td>\$13.00</td> <td>\$12.50</td> <td>\$10.50</td> <td>\$12.00</td> </tr> <tr> <td>January 1, 2017</td> <td>\$15.00</td> <td>\$13.50</td> <td>\$11.00</td> <td>\$13.00</td> </tr> <tr> <td>January 1, 2018</td> <td>TBD</td> <td>\$15.00</td> <td>\$11.50</td> <td>\$14.00</td> </tr> <tr> <td>January 1, 2019</td> <td>TBD</td> <td>No longer applicable</td> <td>\$12.00</td> <td>\$15.00</td> </tr> </tbody> </table> <table border="1" data-bbox="722 1221 1129 1437"> <thead> <tr> <th>Date</th> <th>Hourly Minimum Wage (Schedule 1)</th> <th>Hourly Minimum Wage (Schedule 2)</th> <th>Hourly Minimum Compensation (Schedule 2)</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Date	Hourly Minimum Wage (Schedule 1)	Hourly Minimum Wage (Schedule 2) with Medical Benefits	Hourly Minimum Wage (Schedule 2)	Hourly Minimum Compensation (Schedule 2)	Current	\$13.00	\$12.50	\$10.50	\$12.00	January 1, 2017	\$15.00	\$13.50	\$11.00	\$13.00	January 1, 2018	TBD	\$15.00	\$11.50	\$14.00	January 1, 2019	TBD	No longer applicable	\$12.00	\$15.00	Date	Hourly Minimum Wage (Schedule 1)	Hourly Minimum Wage (Schedule 2)	Hourly Minimum Compensation (Schedule 2)					<p>Seattle intends to update its regulations, but does not have an ETA when this will occur.</p> <p>Notice</p> <p>Wage Theft Notice</p> <p>At the time of hire, employers must provide written notice to employees containing the following information:</p> <ul style="list-style-type: none"> Employer’s name and any trade names used by the employer (“doing business as”); Physical address of the employer’s main office or principal place of business and, if different, a mailing address; Employer’s telephone number and, if applicable, email address; Employee’s pay rate(s) and, if applicable, eligibility to earn overtime pay rate(s); Employee’s tip policy, with an explanation of any tip sharing, pooling, or allocation policies; 	<p>Seattle intends to update its regulations, but does not have an ETA when this will occur.</p> <p>Prohibitions</p> <p>Waiver: Individuals cannot waive the law’s requirements. Seattle Office of Labor Standards, Frequently Asked Questions (June 6, 2016).</p> <p>Generally: An employer or any other person cannot interfere with, restrain, deny, or attempt to deny the exercise of any right protected under the law. Seattle, WA Code § 14.19.055.</p> <p>The failure to comply with any requirement imposed under the law is a violation. Seattle, WA Code § 14.19.065.</p> <p>Retaliation: An employer or any other person cannot take any adverse action against any person because the person has exercised in good faith the rights protected under the law, which include but are not limited to the right to:</p>
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Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>has been, and is generally and customarily recognized as having been, paid on a piece rate basis in the region of employment; (b) who commutes daily from his or her permanent residence to the farm on which he or she is employed; and (c) who has been employed in agriculture less than 13 weeks during the preceding calendar year;</p> <ul style="list-style-type: none"> Any individual employed in casual labor in or about a private home, unless performed in the course of the employer's trade, business, or profession;³. Any individual employed in a bona fide executive, administrative, or professional capacity or in the capacity of outside salesperson (defined per state law) Any individual engaged in the activities of an educational, charitable, religious, state or local governmental body or agency, or nonprofit organization where the 	January 1, 2020	TBD	\$13.50	\$15.75	<ul style="list-style-type: none"> Employee's pay basis (e.g., hour, shift, day, week, commission); Employee's established pay day for earned wage and tip compensation; AND Other information deemed necessary by the Division Director of the Office of Labor Standards. <p><i>Language:</i> Employers must provide information to employees in English and the primary language of the employee receiving the written information.</p> <p><i>Model Notice:</i> The city provides online notices in English, Amharic, Arabic, Chinese, Korean, Oromo, Somali, Spanish, Tagalog, Tigrigna & Vietnamese.</p> <p>Seattle, Washington Mun. Code § 14.20.025.</p> <p>Posting</p> <p>Generally: Employers must display the city-created poster in a conspicuous and accessible place at any workplace or job site where any of their employees work, which gives notice of:</p>	<ul style="list-style-type: none"> Make inquiries about the rights protected under the law Inform others about their rights under the law Inform the person's employer, union, or similar organization, and/or the person's legal counsel or any other person about an alleged violation of the law File an oral or written complaint with the Office for Civil Rights or bring a civil action for an alleged violation of the law Cooperate with the Agency in its investigations Testify in a proceeding under or related to the law Refuse to participate in an activity that would result in a violation of city, state, or federal law Oppose any policy, practice, or act that is unlawful under the law <p>A complaint or other communication triggers the above protections regardless of whether it is in writing or makes explicit reference to the law.</p>
January 1, 2021	TBD	\$15.00	TBD - Schedule 1 employer hourly minimum wage				
January 1, 2022	TBD	\$15.75	TBD - Schedule 1 employer hourly minimum wage				
January 1, 2023	TBD	\$16.50	TBD - Schedule 1 employer hourly minimum wage				
January 1, 2024	TBD	\$17.25	TBD - Schedule 1 employer hourly				

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates				Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement								
	<p>employer-employee relationship does not in fact exist or where the services are rendered to such organizations gratuitously. If the individual receives reimbursement in lieu of compensation for normally incurred out-of-pocket expenses or receives a nominal amount of compensation per unit of voluntary service rendered, an employer-employee relationship is deemed not to exist</p> <ul style="list-style-type: none"> Any newspaper vendor or carrier; newspaper vendor, carrier, or delivery person selling or distributing newspapers on the street, to offices, to businesses, or from house to house and any freelance news correspondent or "stringer" who, using his or her own equipment, chooses to submit material for publication for free or a fee when such material is published; 	<table border="1"> <tr> <td></td> <td></td> <td></td> <td>minimum wage</td> </tr> <tr> <td>January 1, 2025</td> <td>TBD</td> <td>The hourly minimum wage applicable to Schedule 1 Employers</td> <td>No longer applicable</td> </tr> </table>				minimum wage	January 1, 2025	TBD	The hourly minimum wage applicable to Schedule 1 Employers	No longer applicable				<ul style="list-style-type: none"> The right to the applicable rate of minimum wage and minimum compensation The right to be protected from retaliation for exercising in good faith protected rights The right to file a complaint with the Office for Civil Rights or bring a civil action for violation of the law, including an employer or any person's failure to pay minimum wage or minimum compensation, and an employer or other person's retaliation against an employee or other person for engaging in a protected activity. <p>Seattle, WA Code § 14.19.045.</p> <p>Investigation: An employer must post on-site in a conspicuous and accessible location, or otherwise notify its employees that the Office for Civil Rights is conducting an investigation, using a city-created form. Seattle, WA Code § 14.19.070.</p> <p><i>Language (Generally & Investigation):</i> The poster and/</p>	<p>The protections apply to any person who mistakenly but in good faith alleges violations of the law.</p> <p><i>*Adverse Action:</i> Denying a job or promotion, demoting, terminating, failing to rehire after a seasonal interruption of work, threatening, penalizing, retaliating, engaging in unfair immigration-related practices, filing a false report with a government agency, changing an employee's status to a nonemployee, or otherwise discriminating against any person for any reason prohibited by the law. It may involve any aspect of employment, including pay, work hours, responsibilities, or other material change in the terms and condition of employment.</p> <p><i>Immigration-Related Statements:</i> An employer or any other person cannot communicate to a person exercising rights protected under the law, directly or indirectly, the willingness to inform a government employee that the person is not lawfully in the United States, or to report, or to make an implied or</p>
			minimum wage												
January 1, 2025	TBD	The hourly minimum wage applicable to Schedule 1 Employers	No longer applicable												

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> Any carrier subject to regulation by Part 1 of the Interstate Commerce Act; Any individual engaged in forest protection and fire prevention activities; Any individual employed by any charitable institution charged with child care responsibilities engaged primarily in the development of character or citizenship or promoting health or physical fitness or providing or sponsoring recreational opportunities or facilities for young people or members of the armed forces of the United States Any individual whose duties require that he or she reside or sleep at the place of his or her employment or who otherwise spends a substantial portion of his or her work time subject to call, and not engaged in the performance of active duties 	<p>Minimum compensation: The minimum wage in addition to tips actually received by the employee and reported to the Internal Revenue Service, and money paid by the employer towards an individual employee's medical benefits plan.</p> <p><i>Hourly minimum compensation:</i> The minimum compensation due to an employee for each hour worked during a pay period.</p> <p><i>Medical benefits plan:</i> *Schedule 1 employers that pay toward an individual employee's medical benefits plan (MBP) can pay a lower hourly minimum wage.* An MBP is a silver or higher level essential health benefits package (42 U.S.C. § 18022) or an equivalent plan that is designed to provide benefits that are actuarially equivalent to 70 percent of the full actuarial value of the benefits provided under the plan, whichever is greater.</p> <p>Seattle, WA Code §§ 14.19.010, *14.19.030.</p>	<p>or investigation notice must be displayed in English and in the primary language of the employee(s) at the particular workplace. Seattle, WA Code §§ 14.19.045, 14.19.075.</p> <p><i>When Posting Not Feasible (Generally & Investigation):</i> If display of the poster and/or investigation notice is not feasible, including situations when the employee works remotely or does not have a regular workplace or job site, employers may provide the poster on an individual basis in an employee's primary language in physical or electronic format that is reasonably conspicuous and accessible. Seattle, WA Code §§ 14.19.045, 14.19.070.</p> <p>Model Poster: The city provides online a poster in English, Khmer, Somali, Spanish, Tagalog, and Vietnamese.</p> <p>Public Posting: If an employer fails to comply within 30 days of service of any settlement agreement with the Office for Civil Rights, or with any final order, the Division Director</p>	<p>express assertion of a willingness to report, suspected citizenship or immigration status of an employee or a family member of the employee to a federal, state, or local agency because the employee has exercised protected rights.</p> <p><i>Rebuttable Presumption:</i> There is a rebuttable presumption of retaliation if an employer or any other person takes an adverse action against a person within 90 days of the person exercising protected right.</p> <p>However, in the case of seasonal work that ended before the close of the 90-day period, the presumption also applies if the employer fails to rehire a former employee at the next opportunity for work in the same position.</p> <p>An employer may rebut the presumption with clear and convincing evidence that the adverse action was taken for a permissible purpose.</p> <p>Proof of retaliation is sufficient upon a showing that an employer or any</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> Any individual employed as a seaman on a vessel other than an American vessel **Individuals <p>Seattle, WA Code § *14.19.010 (Most exceptions via Seattle, WA Code § 12A.28.200).</p> <p><i>CBA Exception:</i> Unions cannot waive the law’s requirements. Seattle Office of Labor Standards, Frequently Asked Questions (June 6, 2016).</p> <p>Employer: Any individual, partnership, association, corporation, business trust, or any entity, person or group of persons, or a successor thereof, that employs another person and includes any such entity or person acting directly or indirectly in the interest of an employer in relation to an employee. More than one entity may be the “employer” if employment by one employer is not completely disassociated from employment by the other employer.</p> <p><i>Non-Profits:</i> “Minimum wage requirements are the same for</p>	<p>Commissions / Piece-rate / Bonuses: These are included in wages. Seattle, WA Code § 14.19.010.</p> <p><i>Piece Rate & Commissions:</i> If an employee of a Schedule 1 employer is paid on a commission or piece rate basis, wholly or partially, the amount earned by commission or piece rate in each workweek can be credited as part of the total wages for that period, and total wages paid for the period must be computed on the hours worked in that period and must equal at least the minimum wage.</p> <p><i>Bonus:</i> If an employee of a Schedule 1 employer is paid a bonus, the amount of the bonus in each workweek may be credit as part of total wages paid for that period, and total wages are computed based on the hours worked in that period and must be at least the minimum wage.</p> <p>A “bonus” is a non-discretionary payment in addition to hourly, salary, commission, or piece</p>	<p>of the Office of Labor Standards may require the employer to post public notice of its failure to comply. Seattle, WA Code § 14.19.100.</p> <p>Recordkeeping</p> <p>Employers must keep records for each employee for a period of 3 years from the date hours were worked documenting:</p> <ul style="list-style-type: none"> Minimum wages paid Minimum compensation <p>*Payroll records must contain information required by state minimum wage statutes and regulations (Wash. Admin. Code § 296-128-010).*</p> <p>*Payroll records also must contain information regarding medical benefits and tips that demonstrate the payment of minimum wages and minimum compensation to each employee.*</p> <p>If an employer fails to keep adequate records, there is a presumption, rebuttable by clear</p>	<p>other person has taken an adverse action against a person and the person’s exercise of protected rights was a motivating factor in the adverse action, unless the employer can prove that the action would have been taken in the absence of such protected activity.</p> <p>Seattle, WA Code §§ *14.19.010, 14.19.055.</p> <p>Remedies</p> <ul style="list-style-type: none"> Back wages Interest, which accrues from the date the unpaid wages were first due at 12% per annum, or the maximum rate permitted under state law (Wash. Rev. Code § 19.52.020) Liquidated Damages <ul style="list-style-type: none"> For a first violation, up to twice the unpaid wages (unless the violation is retaliation, in which case it is twice the unpaid wages)

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>non-profit and private employers.” Seattle Office of Labor Standards, Frequently Asked Questions (June 6, 2016).</p> <p><i>Business Size</i></p> <p>Schedule 1 employer: Employer that employs more than 500 employees, regardless of where those employees are employed, and all franchisees associated with a franchisor or a network of franchises with franchisees that employ more than 500 employees in aggregate.</p> <p>Schedule 2 employer: Employer that employs 500 or fewer employees regardless of where those employees are employed. Schedule 2 employers do not include franchisees associated with a franchisor or a network of franchises with franchisees that employ more than 500 employees in aggregate.</p> <p>Calculating Business Size: An employee who is not covered by the law is included when determining an employer’s size.</p>	<p>rate payments paid under an agreement between an employer and employee. Seattle, WA Code § 14.19.010.</p> <p>Special Certificate & Minors: The Division Director of the Office of Labor Standards can to issue a special certificate authorizing an employer to pay a wage less than the city minimum wage but above the state minimum wage, but only for certain categories of workers (Wash. Rev. Code § 49.46.060 – Learners, Apprentices, Messengers, Workers with a Disability) and subject to such limitations as to time, number, proportion, and length of service. Prior to issuance, an applicant for a special certificate must secure a letter of recommendation from the state labor department stating that the application has a demonstrated necessity (Wash. Admin. Code ch. 296-128). Seattle, WA Code § 14.19.025.</p> <p><i>Under 16 Years Old:</i> Employers must pay employees who have not yet reached age 16 an hourly rate</p>	<p>and convincing evidence, that the employer violated the law for the periods and for each employee for whom records were not retained.</p> <p>Seattle, WA Code § 14.19.050; *SHHR 90-110.</p> <p><i>Updated 08/03/2016</i></p>	<ul style="list-style-type: none"> • For subsequent violations, twice the unpaid wages (A violation is a subsequent violation if at least 1 Order of the Division Director of the Office of Labor Standards has issued against the party in the 10 years preceding the date of the violation) • If the violation is ongoing when the Office for Civil Rights receives a complaint or opens an investigation, the Director may order payment of amounts that accrue after receipt of the complaint or after the investigation opens and before the date of the Order of the Division Director of the Office of Labor Standards. • Reinstatement or front pay in lieu of reinstatement

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	<p>All employees who worked for compensation are counted, including but not limited to, employees who worked inside Seattle, employees who worked outside Seattle, and employees who worked in full-time employment, part-time employment, joint employment (*regardless of whether the employee is maintained on one or both employers' payroll*), temporary employment, or through the services of a temporary services or staffing agency or similar entity.</p> <p>The size determination for the current calendar year is based upon the average number of employees who worked for compensation per calendar week during the preceding calendar year for any and all weeks during which at least 1 employee worked for compensation. For employers that did not have any employees during the previous calendar year, the size is calculated based upon the average number of employees who worked for compensation per</p>	<p>of pay that is not less than 85% of the hourly rate required under the ordinance. SHHR 90-060.</p> <p>Tip Credit: Tips do not constitute wages. Seattle, WA Code § 14.19.010.</p> <p>Tipped & Non-Tipped Work: When an employee performs work in both a tipped and non-tipped position for the same Schedule 2 employer, tips count toward hourly minimum compensation only for hours worked in the tipped position. SHHR 90-080.</p> <p>Tip Pooling: "Employers are permitted to require employee participation in a valid tip pool." Seattle Office of Labor Standards, Frequently Asked Questions (June 6, 2016).</p> <p>Service Charges: Service charges are not tips, service charges, paid or payable to an employee, may be considered commissions if they meet the definition of commission (*a sum of money paid to an employee upon completion of a task, usually selling a certain</p>		<ul style="list-style-type: none"> • Front pay: Compensation the employee would earn or would have earned if reinstated to his or her former position. • Other equitable relief • Civil Penalty <ul style="list-style-type: none"> • Effective January 1, 2017, the penalty amounts must be increased annually to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter. • Penalty & Fine may be waived under certain circumstances if the Division Director of the Office of Labor Standards determines the employer paid the full remedy due to the aggrieved party within: <ul style="list-style-type: none"> • 10 days (100%) • 15 days (50%) • Retaliation: Up to \$5,000

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>calendar week during the first 90 calendar days of the current year in which the employer engaged in business.</p> <p>Seattle, WA Code § 14.19.025 (Generally), 14.19.100 (Private Right of Action); *SHHR 90-100. See <i>also</i> Miscellaneous (Integrated Enterprise).</p> <p>Miscellaneous</p> <p>Franchisor-Franchisee</p> <p><i>Franchise:</i> A written agreement by which:</p> <ul style="list-style-type: none"> A person is granted the right to engage in the business of offering, selling, or distributing goods or services under a marketing plan prescribed or suggested in substantial part by the grantor or its affiliate; The operation of the business is substantially associated with a trademark, service mark, trade name, advertising, or other commercial symbol; designating, owned by, or 	<p>amount of goods or services*). Automatic service charges related to food, beverages, entertainment, or portorage provided to a customer must disclose in an itemized receipt and in any menu provided to a customer the percentage of the charges that is paid or payable directly to employees serving the customer. SHHR 90-070;* Seattle, WA Code § 14.19.010</p> <p>Inflation Indexing: Effective January 1, 2018, and each January 1 thereafter, the hourly minimum wage for Schedule 1 employees must be increased annually on a percentage basis to reflect the rate of inflation (August – August). It must be calculated to the nearest cent. The percentage increase cannot be less than zero. Seattle, WA Code §§ 14.19.010, 14.19.030.</p> <p><i>Updated 07/13/2016</i></p>		<ul style="list-style-type: none"> Notice & Posting (Willful): \$750 for the first violation and \$1,000 for subsequent violations. Willfully hinders, prevents, impedes, or interferes with Director or Hearing Examiner: Not less than \$1,000 and not more than \$5,000. For a first violation of the law, the Director may assess a civil penalty of up to \$500 per aggrieved party. For a second violation, up to \$1,000 per aggrieved party or an amount equal to 10% of the total amount of unpaid wages, whichever is greater. For a third or any subsequent violation, up to \$5,000 per aggrieved party or an amount equal to 10% of the total amount of unpaid wages, whichever is greater.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>licensed by the grantor or its affiliate; and</p> <ul style="list-style-type: none"> The person pays, agrees to pay, or is required to pay, directly or indirectly, a franchise fee; <p><i>Franchisee:</i> A person to whom a franchise is offered or granted.</p> <p><i>Franchisor:</i> A person who grants a franchise to another person.</p> <p>Seattle, WA Code § 14.19.010.</p> <p>Integrated Enterprise: Separate entities that form an integrated enterprise are considered a single employer. Separate entities will be considered an integrated enterprise and a single employer where a separate entity controls the operation of another entity. The factors to consider in making this assessment include, but are not limited to:</p> <ul style="list-style-type: none"> Degree of interrelation between the operations of multiple entities Degree to which the entities share common management 			<p>The maximum civil penalty for a violation is \$20,000 per aggrieved party or an amount equal to 10% of the total amount of unpaid wages, whichever is greater.</p> <ul style="list-style-type: none"> A violation is a second, third, or subsequent violation if the respondent has been a party to one, two, or more than two Settlement Agreements, respectively, stipulating that a violation has occurred; and/or one, two, or more than two Director's Orders, respectively, have issued against the respondent in the ten years

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<ul style="list-style-type: none"> • Centralized control of labor relations • Degree of common ownership or financial control over the entities <p>There is a presumption that separate legal entities, which may share some degree of interrelated operations and common management with one another, are considered separate employers if both of the following apply:</p> <ul style="list-style-type: none"> • The separate legal entities operate substantially in separate physical locations from one another • Each separate legal entity has partially different ultimate ownership. <p>Seattle, WA Code §§ 14.19.020 (Generally), 14.19.100 (Private Right of Action).</p> <p><i>Joint Employment:</i> Where the employee performs work that simultaneously benefits 2 or more employers, or works for 2 or more employers at different times during</p>			<p>preceding the date of the violation.</p> <ul style="list-style-type: none"> • Fine <ul style="list-style-type: none"> • \$500 <ul style="list-style-type: none"> • Failure to provide written notice of rights or investigation. • Failure to comply with final order • Failure to keep payroll records for 3 years (per missing record) • \$1,000 <ul style="list-style-type: none"> • Retaliation violations (per aggrieved party) • Fine amounts must be increased cumulatively by 50% of the fine for each preceding violation for each subsequent violation of the same provision by the same employer or person within a 10-year period.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>the workweek, a joint employment relationship generally will be considered to exist in situations such as:</p> <ul style="list-style-type: none"> • Where there is an arrangement between the employers to share the employee's services, e.g., to interchange employees; or • Where one employer is acting directly or indirectly in the interest of the other employer (or employers) in relation to the employee; or • Where the employers are not completely disassociated with respect to the employment of a particular employee and may be deemed to share control of the employee, directly or indirectly, by reason of the fact that one employer controls, is controlled by, or is under common control with the other employer. <p><i>Pay Rate:</i> The Schedule of the joint employer with the most employees</p>			<ul style="list-style-type: none"> • The maximum amount that may be imposed in fines in any 1 year period for each type of violation listed above is \$5,000 unless a fine for retaliation is issued, in which case the maximum amount is \$20,000. • Reasonable attorneys' fees and costs • The city's reasonable costs incurred in enforcing the law, including but not limited to reasonable attorneys' fees • Ban employer from bidding, or having bid considered, on any city contract until amounts due under the final order have been paid in full to the Director. <ul style="list-style-type: none"> • If an employer is the subject of a final order 2 times or more within a 5-year period, the contractor or subcontractor is not allowed to bid on any city contract for 2 years.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>determines the hourly rate for the employee who is jointly employed.</p> <p><i>Compliance Responsibility.</i> All joint employers are responsible, both individually and jointly, for compliance with all of the applicable provisions of the ordinance with respect to the entire employment for the particular pay period.</p> <p>SHHR 90-100.</p> <p>Geographic Boundaries: The city provides online links to maps showing Seattle’s boundary lines.</p> <p>Work in Seattle</p> <p>Employees are covered by the law for each hour worked within Seattle’s geographic boundaries.</p> <p>An employee who is typically based outside Seattle and performs work in Seattle on an occasional basis is covered by the law in a 2-week period only if the employee performs more than 2 hours of work for an employer within Seattle during that two-week period. To track time of employees who work</p>			<ul style="list-style-type: none"> • This provision provides grounds for debarment separate from, and in addition to, those contained in the Seattle Code (Chapter 20.70) and is not governed by that chapter (though standards can be used). • Public posting of failing to comply with settlement agreement or final order. • Deny, suspend, refuse to renew, or revoke any business license held or requested by the employer or person until it complies with the remedy defined in the settlement agreement or final order. <p>The payment of unpaid wages, liquidated damages, civil penalties, penalties payable to aggrieved parties, fines, and interest are cumulative and are not intended to be exclusive of any other available remedies, penalties, fines, and procedures.</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>in Seattle on an occasional basis, employers must use consecutive 2-week periods in sequence as they occur. Employers cannot skip or shift 2-week periods. Once an employee who works in Seattle on an occasional basis performs more than 2 hours of work for an employer within Seattle during a 2-week period, payment for all time worked in Seattle during that 2-week period must be made in compliance with the requirements of the law.</p> <p>*Employers have the discretion to determine the two-week period, including a calendar period, pay period, or rolling period measured forward or backward from the first hour worked in Seattle. Employers may delegate tracking of time worked in Seattle to employees if the employer meets ordinance requirements for notice and posting and provides employees with a reasonable system for tracking time. Employers are not required to track time worked in Seattle if the employer complies with all</p>			<p>Seattle, WA Code §§ 14.19.010, 14.19.080, 14.19.100, 14.19.110</p> <p>Enforcement</p> <p>Private: Effective April 1, 2016, for claims against employers that employ 50 or more employees and effective April 1, 2017 for claims against employers that employ fewer than 50 employees, any “person” or class of persons that suffers financial injury as a result of a violation of the law or is subject to prohibited retaliation, may bring a civil action against the employer or other person violating the law.</p> <p>“Person” includes any entity a member of which has suffered financial injury or retaliation, or any other individual or entity acting on behalf of an aggrieved party that has suffered financial injury or retaliation.</p> <p><i>Class Actions:</i> For purposes of determining membership within a class of persons entitled to bring an action, two or more employees are</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Seattle requirements for payment of minimum wage and minimum compensation to an employee regardless of where that employee's work is performed.* SHHR 90-040</p> <p>Time spent in Seattle solely for the purpose of travelling through Seattle from a point of origin outside Seattle to a destination outside Seattle, with no employment-related or commercial stops in Seattle except for refueling or the employee's personal meals or errands, is not covered by the law.</p> <p>Seattle, WA Code § 14.19.015.</p> <p>Sale of Business: An employer that is the subject of a final order cannot quit business, sell out, exchange, convey, or otherwise dispose of the respondent's business or stock of goods without first notifying the Office for Civil Rights and the successor of the amounts owed at least 3 business days prior to such transaction. When the transaction occurs, the full amount of the remedy becomes</p>			<p>similarly situated if they meet all the following requirements:</p> <ul style="list-style-type: none"> • Are or were employed by the same employer(s), whether concurrently or otherwise, at some point during the applicable statute of limitations period • Allege 1 or more violations that raise similar questions as to liability • Seek similar forms of relief. <p>Employees are not considered dissimilar solely because either their:</p> <ul style="list-style-type: none"> • Claims seek damages that differ in amount • Job titles or other means of classifying employees differ in ways that are unrelated to their claims. <p>Seattle, WA Code § 14.19.110.</p> <p>Administrative: An employee or other person may report to the Office for Civil Rights any suspected violation of the law. Seattle, WA Code § 14.19.070.</p> <p>DEFERRED ENFORCEMENT</p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>immediately due and payable. If the amount due is not paid by the seller within 10 days from the transaction date, the successor becomes liable for the amount due if it has actual knowledge of the order and the amounts due or has prompt, reasonable, and effective means of accessing and verifying the fact and amount of the order and the amounts due. The successor must withhold from the purchase price a sum sufficient to pay the amount of the full remedy. When the successor makes such payment, that payment is deemed a payment upon the purchase price in the amount paid, and if the payment is greater than the purchase price, the difference becomes a debt due such the successor from the seller.</p> <p><i>*Successor:</i> Any person to whom an employer quitting, selling out, exchanging, or disposing of a business sells or otherwise conveys in bulk and not in the ordinary course of the employer's business, a major part of the property, whether real or personal,</p>			<p>Until September 30, 2016, Seattle will not impose civil penalties and fines for failing to comply with some new requirements brought about by the amendments.</p> <ul style="list-style-type: none"> • Displaying an OLS-created “Workplace Poster” with notice of rights in English and the primary language(s) of employees at the workplace. • Counting employees worldwide to determine schedule size. • Providing written “notice of employment information” to every employee upon hire or change of employment. • Providing written notice of employment information to all existing employees as of April 1, 2016. <p>Seattle Office of Labor Standards, "Soft Launch" for Amendments to Labor Standards Laws</p> <p><i>Updated 07/13/2016</i></p>

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>tangible or intangible, of the employer's business. "Person" means an individual, receiver, administrator, executor, assignee, trustee in bankruptcy, trust, estate, firm, corporation, business trust, partnership, limited liability partnership, company, joint stock company, limited liability company, association, joint venture, or any other legal or commercial entity.</p> <p>Seattle, WA Code §§ *14.19.010, 14.19.100.</p> <p>Overtime: "[O]vertime requirements apply to Seattle's minimum wage and can be enforced under Seattle's Wage Theft Ordinance." Seattle Office of Labor Standards, Frequently Asked Questions (June 6, 2016).</p> <p>Minimum Requirements: The law does not preempt, limit, or otherwise affect the applicability of any other law, regulation, requirement, policy, or standard providing for greater wages or compensation. Seattle, WA Code § 14.19.115.</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement										
	<p>Interplay with Other Laws: The law does not create any power or duty in conflict with federal or state law. Seattle, WA Code § 14.19.115.</p> <p>Other Relevant Provisions: Seattle, WA Code §§ 14.19.060 - 14.19.115 (Enforcement, Violations, Investigations, Findings of Fact and Determination, Remedies, Appeal Period and Failure to Respond, Appeal Procedure and Failure to Appeal, Appeal from Hearing Examiner’s Order, Failure to Comply with Final Order, Debt Owed the City of Seattle, Private Right of Action, Other Legal Requirements).</p> <p><i>Updated 07/13/2016</i></p>													
	<p>City of Tacoma</p> <p>Coverage</p> <p>Employee: Defined per the state minimum wage law. Tacoma, WA Code § 18.20.040.</p> <p>Employees are covered for each hour worked in Tacoma’s geographic boundaries if they perform more than 80 hours of</p>	<p>City of Tacoma</p> <table border="1" data-bbox="722 1079 1136 1339"> <thead> <tr> <th>Date</th> <th>Minimum Wage</th> </tr> </thead> <tbody> <tr> <td>Currently</td> <td>\$10.35</td> </tr> <tr> <td>January 1, 2017</td> <td>\$11.15</td> </tr> <tr> <td>January 1, 2018</td> <td>\$12.00</td> </tr> <tr> <td>January 1, 2019</td> <td>TBD</td> </tr> </tbody> </table>	Date	Minimum Wage	Currently	\$10.35	January 1, 2017	\$11.15	January 1, 2018	\$12.00	January 1, 2019	TBD	<p>City of Tacoma</p> <p>Notice</p> <p>Generally: Employers must give notice about:</p> <ul style="list-style-type: none"> • Employees’ entitlement to the minimum wage; • The current minimum wage rate; 	<p>City of Tacoma</p> <p>Prohibitions</p> <p>Generally: An employer or any other person cannot interfere with, restrain, or deny the actual or attempted exercise of a right protected under the law. Protections apply to a person who mistakenly, but in good faith,</p>
Date	Minimum Wage													
Currently	\$10.35													
January 1, 2017	\$11.15													
January 1, 2018	\$12.00													
January 1, 2019	TBD													

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>work in Tacoma within a calendar year. *When there is a reasonable expectation employees will work 80 hours in a calendar year, they are immediately covered by the law. Employees who work either infrequently or irregularly become eligible as soon as there is a reasonable expectation that they will work 80 hours within Tacoma in a calendar year. Tacoma, WA Code § 18.20.050; *Tacoma Minimum Wage Rule 1.2.</p> <p><i>Exception:</i> Bona fide independent contractors. Tacoma Minimum Wage Rule 4.1.</p> <p>Employer: Defined per the state minimum wage law.</p> <p><i>*Exception:</i> Employers issued special certificates (Wash. Rev. Code § 49.46.060) are exempt from the law if they comply with the certificate’s terms and conditions.</p> <p>Tacoma, WA Code §§ 18.20.040, *18.20.070.</p> <p>Miscellaneous</p>	<p>The above rates apply to employees 16 years of age and older.</p> <p>Tacoma, WA Code § 18.20.060.</p> <p>Fringe Benefits: Vacation pay, holiday pay, and travel allowances are not considered when computing the minimum wage and cannot be credited as part of the Minimum Wage. Tacoma Minimum Wage Rule 2.1.</p> <p>Commissions: Commissions will be credited to the minimum wage in accordance with state law: “For employees paid on commission or piecework basis, wholly or in part, other than those employed in bona fide outside sales positions, the commission or piecework earnings earned in each workweek are credited toward the total Wage for the pay period. The total Wage for that period is determined by dividing the total earnings by the total hours worked; the result must be at least the applicable minimum wage for each hour worked” Tacoma Minimum Wage Rule 2.2 (Wash. Dep’t of Lab. & Indus., Admin. Policy ES.A.10.1).</p>	<ul style="list-style-type: none"> • Employees’ rights under the law; • Adverse action against employees exercising rights under the law being prohibited; • Each employee having the right to file a charge if payment of the minimum wage is denied or an employer takes an adverse action against him or her for exercising protected rights under the law. <p>*Language: Employers must provide the in the employees’ primary language when the city has created a notice in that language and made it available to employers electronically or in print.</p> <p><i>Model Notice:</i> The city provides online a notice in English, Spanish, Vietnamese, Khmer, Korean, and Russian.</p> <p>Handbook / Time of Hire / Electronic Notice: Employers may also comply with the notice requirement by including the notice in employee handbooks or other written guidance to employees</p>	<p>alleged a violation of the law. Tacoma, WA Code § 18.20.090.</p> <p>Retaliation: An employer cannot take adverse action against an employee because the employee exercised in good faith rights protected under the law. Protections apply to a person who mistakenly, but in good faith, alleged a violation of the law. Tacoma, WA Code § 18.20.090.</p> <p><i>Adverse Action:</i> To threaten to or actually discharge, suspend, discipline, transfer, demote, or deny promotion to an employee for any reason prohibited above. Tacoma, WA Code § 18.02.040</p> <p>Remedies</p> <ul style="list-style-type: none"> • Unpaid wages • Interest • Penalty <ul style="list-style-type: none"> • \$250 (Generally). • Not less than \$250 (Willful violations) • *If the state labor department enforces, state penalties will apply.

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>Geographic Boundaries: To determine whether a workplace is in Tacoma, the city provides online a link to a Tacoma address verification map.</p> <p>Work in Tacoma</p> <p><i>Travel Through Tacoma:</i> Time spent in Tacoma solely for the purpose of travelling through Tacoma from a point of origin outside Tacoma to a destination outside Tacoma, with no employment-related or commercial stops in Tacoma except for refueling or an employee's personal meals or errands is not covered by the law. Tacoma, WA Code § 18.20.050.</p> <p>An employee who travels through Tacoma is not covered if they make no stops for work purposes, or only make incidental stops that are not considered to be making a stop for work purposes (e.g., purchasing gas, eating a meal, or changing a flat tire).</p> <p>An employee who travels through Tacoma and stops in Tacoma as</p>	<p>Service Charge: Service charges will be considered in a manner consistent with state labor department guidance. Service charges are separately designated, automatic amounts collected by employers from customers that is for services provided by employees, or are described in such a way that customers might reasonably believe that the amounts are for such services. Service charges are not tips. Employers who imposes an automatic service charge related to food, beverages, entertainment, or portorage provided to a customer must disclose to the customer the percentage of the automatic service charge that is paid or is payable directly to the employee or employees serving the customer in accordance with state law on "an itemized receipt and in any menu provided to the customer." Tacoma Minimum Wage Rules 2.3, 2.4, 2.5 (Wash. Dep't of Lab. & Indus., Admin. Policy ES.A.10.1; Wash. Rev. Code § 4946.160).</p>	<p>concerning employee benefits or leave rights, or by distributing a copy of the notice to each new employee upon hiring. In either case, electronic distribution is permitted.</p> <p>Tacoma, WA Code § 18.20.100; *Tacoma Minimum Wage Rule 6.3.</p> <p>Posting</p> <p>Employers may comply with the above notice requirements by posting a notice in a conspicuous and accessible place in each establishment where employees are employed. Tacoma, WA Code § 18.20.100.</p> <p>Recordkeeping</p> <p>Generally: Employers must keep records documenting for 3 years:</p> <ul style="list-style-type: none"> • Hours worked (*on a daily and weekly basis*) • Wages paid (*total earned, deductions, and net pay for pay period*) 	<p>Tacoma, WA Code § 18.02.120; *Tacoma Minimum Wage Rule 9.1.</p> <p>Enforcement</p> <p>Private: The law does not create a private cause of action for employees. Tacoma, WA Code § 18.20.120.</p> <p>However, the law is not construed to preclude any aggrieved person from seeking judicial review of any final administrative decision or order affecting such person. Tacoma, WA Code § 18.20.030.</p> <p>Administrative: Charges may be filed with the Finance Director. However, it can only issue assessments for money owed within 3 years of the charge being filed. *Violation occur on the date wages are not, not earned. Tacoma, WA Code § 18.20.120; *Tacoma Minimum Wage Rule 7.2</p> <p><i>Updated 03/21/2016</i></p>

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	<p>a purpose of their work (e.g., to make pickups, deliveries, or service calls), is covered for all hours worked in Tacoma, including travel time within Tacoma when it would typically occur during paid work time (if otherwise covered).</p> <p>An employer may make a reasonable estimate of an employee’s time spent working in Tacoma to determine employee eligibility and rate of pay according to the law if it consistently uses one option to serve as the tracking mechanism for all employees. The tracking method cannot be used as a mechanism to prevent eligibility or reduce the number of hours that one or more employees are covered by the law. Documentation of how the reasonable estimate was derived may include, but is not limited to, dispatch logs, delivery addresses and estimated travel times, or historical averages. Employee logs may also be used if the employer provides the training and tools necessary for employee-maintained logs. An employer is</p>	<p>Outside Salesperson: Wages for an outside salesperson are determined as outlined under state law. Tacoma Minimum Wage Rule 2.6 (Wash. Admin. Code § 296-128-540).</p> <p>Bonuses: <i>Discretionary</i> bonus payments are in addition to hourly, salary, commission, or piece rate payments and, consistent with state law, are not considered to be part of the worker’s wages. <i>Non-discretionary</i> bonus payments are paid consistently under an agreement between the Employer and workers and are considered part of the worker’s wages under state law and the minimum wage law. Tacoma Minimum Wage Rules 2.7, 2.8.</p> <p>Tip Credit: Tips and gratuities are not considered when computing the minimum wage and cannot be credited as part of the minimum wage. Tacoma Minimum Wage Rule 2.1.</p> <p>Inflation Indexing: Beginning January 1, 2019, and each following January 1, employers</p>	<p>Employee Access: Employers must make copies of the above records available to employees within a reasonable period of time upon an employee’s request.</p> <p>Tacoma, WA Code § 18.20.110; *Tacoma Minimum Wage Rule 5.1.</p> <p><i>Updated 01/19/2016</i></p>	

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>responsible for ensuring that hours are accurately tracked.</p> <p>Tacoma Minimum Wage Rules 1.7, 1.8, 1.9.</p> <p><i>Professional Development or Training Classes in the City:</i> An employee in Tacoma solely to attend a convention, conference, training class, educational class, or similar is not covered by the law. Tacoma Minimum Wage Rule 1.10.</p> <p><i>Telecommuting:</i> An employee who lives in Tacoma and performs work for an employer from home, including telecommuting, is covered for all hours they perform while physically located in Tacoma, even if the Employer is physically located outside Tacoma (if otherwise covered). An employee who performs work for an employer by telecommuting is not covered for the hours that the employee is not physically located in Tacoma, even if the Employer is physically located in the City. Tacoma Minimum Wage Rules 1.5, 1.6.</p>	<p>must pay the minimum wage calculated by the finance director who, on September 30, 2018, and each following September 30, must calculate an adjusted minimum wage by increasing the current minimum wage by the rate of inflation (September – September). The adjusted rate must be calculated to the nearest cent. Tacoma, WA Code § 18.20.060.</p> <p><i>Updated 01/19/2016</i></p>		

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p><i>Work Outside Tacoma:</i> An employee who performs work outside Tacoma, even if the Employer is based in Tacoma, is not covered by the law for hours worked outside Tacoma. Tacoma Minimum Wage Rule 1.4.</p> <p>Minimum Requirements: The law provides for a local minimum wage and is not construed to preempt or otherwise limit or affect the applicability of any other law, regulation, requirement, policy or standard providing for payment of higher or supplemental wages or benefits, or that extends other protections. Tacoma, WA Code § 18.20.030.</p> <p>Relation to State / Federal Law: The law is not to be interpreted or applied to create any power or duty in conflict with state or federal law. Tacoma, WA Code § 18.20.030.</p> <p>Business License Certification: Employers must *annually* certify compliance with the law when applying for or renewing their city business license.</p>			

Jurisdiction	Coverage & Miscellaneous	Minimum Wage Rates	Notice, Posting & Recordkeeping	Prohibitions, Remedies & Enforcement
	<p>** An employer that does not “engage in business” in Tacoma and is not required to obtain a Tacoma business license must certify compliance with the law on a form and frequency as determined by the Director.</p> <p>Tacoma, WA Code § 18.20.110; Tacoma Minimum Wage Rules *6.1, **6.2.</p> <p><i>Updated 01/19/2016</i></p>			

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