



News from
Councilmember Todd Gloria

District Three

NEWS RELEASE

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City of San Diego Minimum Wage Increase to \$10.50 Effective Immediately

Minimum of Five Earned Sick Days for All Workers in City Limits, Enforcement Office Established

SAN DIEGO, CA (July 11, 2016) –Effective immediately, the City of San Diego’s minimum wage is \$10.50 per hour and a minimum of five earned sick days are required for all workers in the City. San Diego’s Earned Sick Leave and Minimum Wage Ordinance took effect earlier today when the City Council unanimously approved a resolution certifying the June election results.

“Over 63% of voters in the City of San Diego approved this increase because they agree that no one who works full time, should have to live in poverty,” said Councilmember Gloria. **“This wage increase will help over 170,000 working families make ends meet amid rising costs for housing, food, and utilities. Access to earned sick days will allow parents to stay home with a sick child without fear of missing out on a day’s wages.”**

On January 1, 2017, the City’s minimum wage will increase to \$11.50 per hour. In 2019, and every year thereafter, the City’s minimum wage will be tied to inflation. The proposal includes no exemptions and treats all industries and businesses the same.

Today, the Council also approved an implementing ordinance for the City’s Earned Sick Leave and Minimum Wage Ordinance. The implementing ordinance establishes an enforcement office to receive and adjudicate complaints, provides noticing standards for employers, and sets penalties for non-compliant businesses. The City Council previously approved \$400,000 for administration and enforcement of the law when they approved the Fiscal Year 2017 Budget.

“Now that our new minimum wage and sick leave requirements are in place, it is imperative the City have a central office to administer the wage and help both workers and employers understand the law,” said Councilmember Gloria. **“I am glad that the Council was able to approve an enforcement ordinance today and I will work hard with our City departments to make sure a robust outreach effort is conducted.”**

Items approved for the implementing ordinance include:

- Establishing the enforcement office in the Office of the City Treasurer;
- Establishing a system to receive complaints in writing, online and by telephone in multiple languages, as well as a system to adjudicate complaints and order relief in cases of violations;

- Developing clear noticing policies in multiple languages so that workers will be made well aware of their rights and will be more likely to report non-compliant employers;
- Requiring the enforcement office report annually to the City Council to summarize activity, report on quantitative performance metrics, and recommend areas for improvement in the administration and enforcement of this policy;
- Establishing strong anti-retaliation measures with civil penalties and fines payable to the employee;
- Clarifying language regarding the award of sick leave to be more consistent with State law.

Any employer who violates any requirement of the law is subject to a civil penalty no less than \$500, but no more than \$1,000 per violation, with a maximum fine of \$10,000 for first time offenders. Any employer who fails to comply with notice and posting requirements is subject to a civil penalty of \$500 for each employee that was not properly noticed, up to a maximum of \$2,000. Any employer who engages in retaliation against an employee for exercising rights provided by the law is subject to a civil penalty of no less than \$1,000, but no more than \$3,000 per violation.

The enforcement ordinance will go into effect after a second reading is conducted and a 30 day statutory period. Information on the new law can be found at the City of San Diego's Minimum Wage Program website at <https://www.sandiego.gov/treasurer/minimum-wage-program>.

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