



## Complaint Process

Any person may file a complaint alleging a violation of the Minimum Wage and Earned Sick Leave Ordinance. Information regarding the complaint process can be found on the Minimum Wage Program's website at [www.sandiego.gov/minimumwage](http://www.sandiego.gov/minimumwage) or by calling 619-615-1565.



For more information, please contact the City of San Diego Minimum Wage Program:

**SD** Compliance Department

[sandiego.gov/minimumwage](http://sandiego.gov/minimumwage)

[sdminwage@sandiego.gov](mailto:sdminwage@sandiego.gov)

**619-615-1565**

This information is available in alternative formats upon request.

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The City of  
**SAN DIEGO**

## Minimum Wage Program



## Minimum Wage Rates

- **Effective 1/1/20** - \$13.00
- **Effective 1/1/21** - \$14.00
- **Effective 1/1/22** - \$15.00
- **Effective 1/1/23** - \$16.30



## Earned Sick Leave

Employers can provide earned sick leave via:

- **Front-loading** - at least 40 hours per year **OR**
- **Accrual** - 1 hour for every 30 hours worked

Accrued and unused earned sick leave **must be carried over** to the following year and **may be capped at a minimum of 80 hours.**



## Know Your Rights!

You have the right to file a claim if you work at least two hours in a week in the city of San Diego.

- **Keep track of your work hours** - date, start time and end time
- **Keep records of your pay** - copy of paycheck stubs, bank statements, cash ledgers, etc.
- **Know your employment information** - employer name, address and phone number