

# LIVING WAGE ORDINANCE NOTICE TO EMPLOYEES

This employer is a contractor with the City of San Diego. This contract is subject to the Living Wage Ordinance (SDMC §22.4210). If you are a full-time or part-time employee and perform any service to the City under this contract, you must be paid a "Living Wage" for the hours you work on this contract.

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## Living Wage Minimum Hourly Pay

Your employer shall pay you a Living Wage for services provided to the City of no less than the hourly rates and effective dates as follows:

EFFECTIVE DATES	CASH WAGE + HEALTH BENEFITS	FULL CASH WAGE
July 1, 2020 - June 30, 2021	\$13.57 + \$2.73 per hour in health benefits	\$16.30 per hour

## Minimum Hours Off Per Year

Your employer shall provide 80 paid leave hours for illness, vacation, or personal need AND 80 unpaid leave hours for personal or family illness. Part-time employees shall accrue paid leave hours at a rate proportional to full-time employees.

## Retaliation

You cannot be transferred, demoted, or terminated because you reported violations of the Living Wage Ordinance. All acts of retaliation can be reported by calling or emailing the City of San Diego's Equal Opportunity Contracting Program.

## Worker Retention

If the City of San Diego terminates its contract with your current employer before the contract's expiration date and enters into a new contract with another contractor for the same service, you may be eligible to continue working as an employee of the new contractor for a period not less than 90 days following the start of the new contract.

## Federal Earned Income Tax

You may be eligible to apply for the Federal Earned Income Tax Credit and receive an annual monetary amount established by the IRS if you qualify. Application forms are available from your employer or by contacting the Internal Revenue Service at (800) 829-1040.

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**If you believe your rights have been violated, you should immediately contact the following:**

City of San Diego  
Equal Opportunity Contracting Program  
(619) 236-6000  
[ContactLWO@sandiego.gov](mailto:ContactLWO@sandiego.gov)  
[ContactEOC@sandiego.gov](mailto:ContactEOC@sandiego.gov)

For a complete copy of the  
Living Wage Ordinance or additional  
information, visit [sandiego.gov/livingwage](http://sandiego.gov/livingwage)