



Minimum Wage Increase and Earned Sick Leave Benefits

Effective July 11, 2016, any employee who performs at least two hours of work in one or more calendar weeks of the year within the geographic boundaries of the City of San Diego is entitled to earned sick leave and a higher local minimum wage according to the Minimum Wage and Earned Sick Leave Ordinance.

| Minimum Wage Increase | | | |
|-----------------------|----------|----------|----------|
| 1/1/2022 | 1/1/2023 | 1/1/2024 | 1/1/2025 |
| \$15.00 | \$16.30 | \$16.85 | \$17.25 |

Earned Sick Leave Benefits

There are two methods an employer can use to provide earned sick leave:

1. Employees accrue one (1) hour of earned sick leave for every 30 hours worked. Any unused accrued earned sick leave must be carried forward to the following benefit year and may be capped at 80 hours.
2. No less than 40 hours of earned sick leave are awarded to an employee at the beginning of the benefit year. This method does not require carryover of unused hours.

Employers may limit an employee's usage of earned sick leave to 40 hours per year.

Every employer must post the earned sick leave and minimum wage notices published by the City each year in a visible place at any workplace or job site where an employee works. Employers must also provide written notice to the employee of the employer's legal name, any fictitious business names, address, telephone number and employer requirements of the Ordinance including the employer's method of providing earned sick leave.

Where Do I File a Complaint?

Any person may file a complaint alleging a violation of the Ordinance. Information regarding the complaint process can be found on the Minimum Wage Program's web page at www.sandiego.gov/minimumwage.

Learn more about the minimum wage increase and earned sick leave benefits:

www.sandiego.gov/minimumwage

