



News from

Interim Mayor Todd Gloria

City of San Diego

NEWS RELEASE

For immediate release: January 28, 2014

Contact: Katie Keach, 619-235-5268

San Diego's Living Wage Ordinance Now Among Strongest in State *City Council Approves Updates to Living Wage Ordinance*

SAN DIEGO (January 28, 2014) – The City Council today approved updates to San Diego's Living Wage Ordinance, Interim Mayor Todd Gloria announced.

"The changes approved today are reasonable and necessary in order to take our Living Wage program forward and continue to show that the City of San Diego is a responsible employer that does not perpetuate the creation of the working poor," said Interim Mayor Gloria.

The San Diego Municipal Code Division 42 states the Living Wage Ordinance "advances the interests of the City as a whole by creating jobs that keep workers and their families out of poverty....Paying service employees a living wage is intended to improve the quality of services provided to the City and to the public by reducing high turnover, absenteeism, and instability in the workplace."

The changes to the Living Wage Ordinance approved today include:

- Requiring that a prime service contractor use its own employees for at least 50 percent of the work described in the contract for services;
- Lengthening the statute of limitations from one to three years for a covered employee to file a lawsuit against a covered employer for potential violations to the Living Wage Ordinance;
- Allowing the City Manager to refer violations to appropriate local, state and/or federal agencies and authorities;
- Requiring the City Manager to take enforcement action if a determination is made that a covered employer has violated the Living Wage Ordinance two or more times within a two-year period;
- Adding definitions for compensated leave, health benefits, prime service contractor, unfair immigration-related practice and willful violation; and
- Clarifying requirements related to a covered employer's provision of noticing, the payment of prevailing wages and the availability of penalty damages to covered employees through private lawsuits.

"As our Independent Budget Analyst noted in her report, today's amendments will make San Diego's Living Wage Ordinance enforcement among the strongest in California," said Interim Mayor Gloria. **"It is critically important to effectively enforce and implement the program in order to make a difference in the lives of San Diegans."**

For more information about the City of San Diego's Living Wage Program, please visit <http://www.sandiego.gov/administration/programs/livingwage/index.shtml>.

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