Notice of Employee Rights Concerning Wages for City of San Leandro Contractors

RATES EFFECTIVE JULY 1, 2012

This Business has a Contract or Lease with the City of San Leandro and may be required to Pay Living Wage Compensation Rates and Provide Mandated Time-Off

Title 1, Article 6, Chapter 6 of the San Leandro Municipal Code

Eligible employees of a business covered by Title 1, Chapter 6 are entitled to wages and benefits of at least the rate of the Living Wage established by the City of San Leandro. As of July 1, 2012, the living wage rate of San Leandro is:

\$12.33

\$13.83

Per hour if the employee is covered by health benefits Per hour if the employee is **not** covered by health benefits

APPLICABILITY

The provisions of this ordinance apply if the employee is engaged in work directly related to the city contract, is not exempt and the employer is a covered business.

Covered Businesses

- 1. A for-profit entity that provides services to the City valued at \$25,000 or greater within the City's fiscal year; and which has six (6) or more employees.
- 2. A not-for- profit entity that provides services to the City valued at \$100,000 or more within the City's fiscal year; and which has six (6) or more employees.
- 3. A lessee of public property, licensee, concessionaire or franchise that generates \$350,000 or more in annual (calendar year) gross income; and has six (6) or more employees.
- 4. City financial aid recipients which receive more than \$100,000 in grants, loans or other cash and/or non-cash assistance within the city's fiscal year and employ six (6) or more persons.
- 5. Subcontractors and sub lessees of any of the entities or persons described in items 1-4.

Exempt Employee

An employee is exempt from this ordinance if (s)he is:

- 1. Participating in a City approved temporary job training program
- 2. In an internship or other job training program for which the employee is also receiving academic credit.
- 3. Under 18 years of age
- 4. Exempted under another portion of the ordinance ¹

Waiver

A covered employer may request a waiver of all or part of the Living Wage Ordinance

Retaliation and Discrimination Prohibited

It shall be unlawful to retaliate or discriminate against any person on account of having inquired into or having claimed a violation of this ordinance.

Enforcement and Rights of Action

The Living Wage Ordinance sets forth specific enforcement and compliance provisions and allows for private lawsuits to be filed against the employer. Penalties include, but are not limited to: back pay, reinstatement and reasonable attorney's fees.¹

1 – A copy of the Living Wage Ordinance is available at the City website – www.sanleandro.org For more information on the Living Wage Ordinance, please contact the City of San Leandro Finance Department at 510-577-3376