City of Santa Clara
The Center of What's Possible

Santa Clara Minimum Wage Ordinance

Santa Clara Workers – Know Your Rights

- Beginning January 1, 2020, employees who work at least two (2) hours or more per week in Santa Clara for a covered employer have the right to be paid a wage rate of $15.40 per hour
- It is against the law for an employer to discriminate or take adverse action against an employee for exercising their rights under the Ordinance
- Covered employees are entitled to these rights regardless of immigration status

What to do if you are not receiving $15.40 per hour?

The City of Santa Clara contracts with the City of San Jose for enforcement of its Minimum Wage Ordinance. If you believe you are not receiving a wage rate of $15.40 per hour, contact the City of San Jose's Office of Equality Assurance at:

Office of Equality Assurance
200 East Santa Clara Street, Fifth Floor
San Jose CA 95113
Phone: 408-535-8430
E-mail: **mywage@sanjoseca.gov**

You will be asked to provide:

- Your name, mailing address and phone number
- Name, address and phone number of the company where you work
- Manager or owner's name
- Type of work you perform
- How and when you are paid (example: cash or check, every week)
- Copies of pay stubs, personal records of hours worked or other information regarding your employer's pay practices are helpful.

All services are free and confidential. Please remember that your employer cannot terminate you or in any other manner discriminate against you for filing a complaint with the Office of Equality Assurance.

General Information

For general information regarding the Santa Clara Minimum Wage Ordinance, visit **santaclaraca.gov/minimumwage**, call the City Manager's Office: **408-615-2210** or email: **minimumwage@santaclaraca.gov**.