

OFFICIAL NOTICE
CITY OF EMERYVILLE
MINIMUM WAGE & PAID SICK LEAVE

Emeryville Municipal Code, Chapter 37 of Title 5

Update for Large and Small Businesses

City of Emeryville Minimum Wage:

\$13.00 PER HOUR (Small Businesses- 55 or fewer employees)

\$14.82 PER HOUR (Large Businesses- 56 or more employees)

Effective Date: July 2, 2016

Beginning July 2, 2016 Employees who perform at least two hours of work in a calendar week within the geographic boundaries of the City of Emeryville must be paid wages of not less than the wages stated above.

MINIMUM WAGE REQUIREMENT

Emeryville's minimum wage requirement applies to any Employee (part-time, full-time, or temporary) who performs work within the City of Emeryville. Each year the minimum wage will increase effective July 1 in accordance with the Consumer Price index (CPI), which is a cost of living increase designated by the State.

PAID SICK LEAVE REQUIREMENTS

Pursuant to Emeryville Municipal Code Section 5-37.03, all Employers must provide Paid Sick Leave (PSL) to each Employee (part-time, full-time, and temporary) who performs at least two hours of work in a calendar week within the geographic boundaries of the City of Emeryville.

Employers should offer **no less than** 48 hours' sick leave each year of employment for small businesses and 72 hours' sick leave each year for large businesses, calendar year or 12-month period. Accrued Paid Sick Leave for Employees carries over from year to year but is limited to the aforementioned minimum. Employers may establish a higher cap or no cap on accrued hours.

Employees may use PSL to provide medical care for themselves or to provide care for a “family member” including a designated individual in the event the Employee does not have a spouse or registered domestic partner. Employees can also use PSL to provide care for a guide dog, signal dog, or service dog, of the Employee, Employee’s family member, or person designated by the Employee. Employers are required to give employees notice within 30 calendar days of the date on which an Employee begins to accrue PSL to designate a person in lieu of a spouse or domestic partner for which to use PSL hours. Employees must make the designation within 14 calendar days of being notified by their Employer if they wish to designate a person.

NO RETALIATION

Employees who assert their rights to receive the City’s minimum wage and PSL benefits are protected from retaliation. Employees may file a civil lawsuit against their Employers for any violation of this law and may seek remedies in the form of back pay, reinstatement and/or injunctive relief. Employees may also file a complaint with the City. The City may investigate and enforce violations of the Minimum Wage and Paid Sick Leave Ordinance. Violations of the Ordinance are punishable by fines and penalties.

If you have any questions, need additional information, or believe you are not being paid correctly or provided the PSL to which you are entitled please contact the City of Emeryville at:

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