

Please post where employees can read easily; violators subject to penalties

# OFFICIAL BULLETIN

## Fremont Minimum Wage

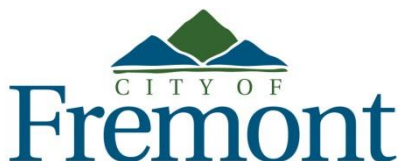
Beginning July 1, 2019, an employee who performs work within the geographic limits of the City of Fremont must be paid wages not less than the minimum wage stated below.

Effective Date (July 1)	Small Employers (25 or Fewer Employees)	Large Employers (26 or More Employees)
2019	\$11.00	\$13.50
2020	\$13.50	\$15.00
2021	\$15.00	\$15.00 plus CPI
2022	Large Employer Level plus increases based on CPI	

The minimum wage requirements set forth in the Fremont Minimum Wage Ordinance, Fremont Municipal Code Chapter 5.30, apply to any employee (part-time or full-time) who performs work within the City of Fremont (tips may not be counted toward payment of the minimum wage). Employees of a non-profit corporation are exempt from the Minimum Wage Ordinance.

**Future increases:** Beginning on July 1, 2022, and then on July 1 of each year, the minimum wage will increase by the prior calendar year's increase, if any, in the Consumer Price Index (CPI) for urban wage earners and clerical workers for the San Francisco-Oakland-Hayward, CA metropolitan statistical area. The annual increase is not to exceed 5%.

**Employee Rights:** Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. An employee or any other person may report to the City a suspected violation of the Minimum Wage Ordinance. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties. The full ordinance is available online at [www.fremont.gov/minimumwage](http://www.fremont.gov/minimumwage).



If you have questions, contact your employer or the  
City of Fremont:

[minwage@fremont.gov](mailto:minwage@fremont.gov) or 510-284-4000