



**-POST WHERE EMPLOYEES CAN READ EASILY-  
-VIOLATORS SUBJECT TO PENALTIES-**

# **OFFICIAL NOTICE**

## **Minimum Wage Rate**

**\$15.40 Per Hour**

### **MILPITAS MINIMUM WAGE**

**Effective Date: July 1, 2020**

Beginning **July 1, 2020**, employers who are subject to the Milpitas business license requirement or who maintain a business facility in Milpitas must pay to each employee who performs at least two (2) hours of work per week in Milpitas wages of not less than **\$15.40 per hour**.

The minimum wage requirement set forth in the Milpitas Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips **not** included). Effective July 1 of every year, the City adjusts the minimum wage based on the Bay Area Consumer Price Index as published by the U.S. Department of Labor.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Milpitas. 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.

If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of Milpitas at:

City of Milpitas  
455 E. Calaveras Blvd  
Milpitas, CA 95035  
**(408) 586-3058**

Email: [econdev@ci.milpitas.ca.gov](mailto:econdev@ci.milpitas.ca.gov)



# Milpitas Minimum Wage Ordinance

## Milpitas Workers – Know Your Rights

- Beginning July 1, 2020, employees who work at least two (2) hours or more per week in Milpitas 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 right 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?

If you believe you are not receiving a wage rate of \$15.40 per hour, contact:

City of Milpitas  
455 E. Calaveras Blvd  
Milpitas, CA 95035  
**(408) 586-3058**

Email: [econdev@ci.milpitas.ca.gov](mailto:econdev@ci.milpitas.ca.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)

Any additional information you can provide such as 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 City of Milpitas.