

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

OFFICIAL NOTICE SAN DIEGO MINIMUM WAGE

\$13.00 PER HOUR

Rate Effective Date: January 1, 2020

Beginning January 1, 2020, employees who perform at least two (2) hours of work in one work week within the geographic boundaries of the City of San Diego must be paid wages of not less than \$13.00 per hour for all hours worked within the City's geographic boundaries.

San Diego's Earned Sick Leave and Minimum Wage Ordinance, San Diego Municipal Code Chapter 3, Article 9, Division 1, apply to adult AND minor employees who work two (2) or more hours in any work week within the City's geographic boundaries. Note: tips do not count towards payment of the minimum wage.

Employers may not retaliate against employees for asserting any rights provided by this Ordinance. Employees may file a civil lawsuit against their employers for any violation of this Ordinance or may file a complaint with the City of San Diego's Minimum Wage Enforcement Office. The City may take any reasonable steps necessary to investigate possible alleged violations. The City is entitled to all legal and equitable relief to remedy any violation of the Ordinance, including the ability to award penalties of up to \$1,000 per violation, back wages, liquidated damages, reinstatement and other injunctive relief.

If you have questions, need additional information, or believe your employer has violated any provision of this law, please contact your employer, visit the City of San Diego Minimum Wage Enforcement Office website at <https://www.sandiego.gov/treasurer/minimum-wage-program> or contact the City of San Diego's Minimum Wage Program at (619) 615-1565 or email at SDMinWage@sandiego.gov.

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OFFICIAL NOTICE

SAN DIEGO EARNED SICK LEAVE

Effective Date: July 11, 2016

Beginning July 11, 2016, all employers must provide paid earned sick leave to each employee (including temporary and part-time employees) who performs at least two (2) hours of work within the geographical boundaries of the City of San Diego.

The earned sick leave requirements set forth in San Diego's Earned Sick Leave and Minimum Wage Ordinance, San Diego Municipal Code Chapter 3, Article 9, Division 1, applies to adult AND minor employees who work two (2) or more hours in one workweek within the City's geographic boundaries. Employers must either provide employees no less than 40 hours of earned sick leave at the beginning of each benefit year or one (1) hour of earned sick leave for every thirty (30) hours worked by the employee within the geographic boundaries of the City of San Diego. Employers may cap employee's total accrual of earned sick leave at 80 hours. Existing employees begin to accrue earned sick leave on July 11, 2016. Employees hired after July 11, 2016 begin to accrue sick leave on their employment start date. Employees are entitled to use accrued earned sick leave beginning July 11, 2016 or after the ninetieth (90) day of employment, whichever is later. Employees may use earned sick leave for all the reasons described in Section 39.0106(a) of the Ordinance, which includes, but is not limited to, time for their own medical care or for the medical care of a family member.

An employer may not retaliate against an employee for asserting any rights provided in this Ordinance. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of San Diego's Minimum Wage Enforcement Office. The City may take any reasonable steps necessary to investigate alleged violations. The City is entitled to all legal and equitable relief to remedy any violation of the Ordinance, including the ability to award penalties of up to \$1,000 per violation, back wages, liquidated damages, reinstatement and other injunctive relief.

If you have questions, need additional information, or believe your employer has violated any provision of this law, please contact your employer, visit the City of San Diego Minimum Wage Enforcement Office website at <https://www.sandiego.gov/treasurer/minimum-wage-program> or contact the City of San Diego's Minimum Wage Program at (619) 615-1565 or email at SDMinWage@sandiego.gov.

Earned Sick Leave COVID-19 Guidelines

Employees covered by the [San Diego Earned Sick Leave Ordinance](#) may use accrued Earned Sick Leave in the following situations:

- The Employee's place of business is closed by order of a public official due to a Public Health Emergency;
- The Employee is providing care or assistance to a child whose school or childcare provider is closed by order of a public official due to a Public Health Emergency;
- The Employee takes time off work because public health officials or healthcare providers require or recommend an Employee isolate or quarantine to prevent the spread of disease;
- The Employee takes time off work because they are 65 or older or have a serious chronic medical condition as described by the Centers for Disease Control; or
- The Employee takes time off work because the Employee needs to provide care for a family member, by blood or affinity, who public health officials or healthcare providers have required or recommended isolate or quarantine.

Earned Sick Leave may also be used for absences due to illness; the diagnosis, care or treatment of an existing health condition; or preventative care for the Employee or the Employee's family member.

Families First Coronavirus Response Act (FFCRA)

- The Families First Coronavirus Response Act (FFCRA) requires certain employers to provide eligible employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19.
- The [U.S. Department of Labor](#) has additional information on the FFCRA requirements and eligibility.

Additional Resources

- The City's [Economic Relief Package](#) for businesses affected by COVID-19 includes small business loans, tax certificate deferrals, utility deferrals, and extension of all business permits.
- Employees may also be eligible for Disability Insurance, Paid Family Leave, or Unemployment Insurance. Employers may also be eligible for tax assistance, rapid response, and other resources. Please visit the [State of California's Employment Development Department website](#) for more information.
- For more information on applicable California law laws, please visit the [Division of Labor Standard's Enforcement's website](#).
- For more information on COVID-19 and the City's response, please visit <https://www.sandiego.gov/coronavirus>.