



CITY OF SAN MATEO

**POST WHERE EMPLOYEE MAY READ EASILY
- VIOLATORS SUBJECT TO PENALTIES -**

OFFICIAL NOTICE

THE CITY OF SAN MATEO MINIMUM WAGE RATE IS

\$15.38

per hour

Effective January 1, 2020

Beginning **January 1, 2020**, employers who are subject to the City of San Mateo Business License Tax **OR** who maintain a facility in the City of San Mateo must pay to each employee who performs at least two (2) hours of work per week in City of San Mateo, minimum wages not less than \$15.38 per hour.

The minimum wage requirement set forth in the City of San Mateo Minimum Wage Ordinance applies to adult AND minor employees who work two (2) or more hours per week (tips not included). The minimum wage will be adjusted annually beginning on January 1st of each year.

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 San Mateo. The City will investigate possible violations and will require access to payroll records. The City will enforce violations of the Minimum Wage Ordinance 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, contact your employer or the City Manager's Office at:

City of San Mateo, City Manager's Office
330 W. 20th Avenue
San Mateo, CA 94403
(650)522-7153

MinimumWage@cityofsanmateo.org
<https://www.cityofsanmateo.org/3278/Minimum-Wage>



CITY OF SAN MATEO

MINIMUM WAGE INFORMATION FOR EMPLOYERS AND EMPLOYEES

What does this mean for EMPLOYERS?

- Starting January 1, 2020, minimum wage in the City of San Mateo is \$15.38 per hour for all employers.
- Each employer must give written notification to each current employee and to new employees (at the time of hire) of the employee's rights under the Minimum Wage Ordinance.
- The employer must post the Official Notice prominently in the areas at the work site where it will be seen by all employees.
- Every employer must provide each employee, at the time of hire, with the employer's name, address and telephone number in writing. Failure to post such notice will be a violation of the Municipal Code.
- Under the Ordinance, an employer may not retaliate against an employee for making a complaint to the City regarding his/her right to receive the minimum wage specified.
- Tips and other benefits may not be considered an offset to the Minimum Wage.
- The City of San Mateo will investigate possible violations and may take enforcement action including reinstatement of the employee, payment of back wages and civil penalties.

What does this mean for EMPLOYEES?

- Starting January 1, 2020, minimum wage in the City of San Mateo is \$15.38 per hour for all employers.
- Covered employees include anyone who performs 2 hours or more of work per week within the geographic boundaries of the City of San Mateo, including employees who are under 18.
- Covered employees are entitled to these rights regardless of immigration status.
- The minimum wage will be adjusted annually on January 1st of each year.

For additional information, or to report a violation contact:

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