

San Jose Minimum Wage Ordinance

San Jose Minimum Wage Ordinance Basics

- 2021 minimum wage rate is \$15.45 per hour
- Minimum wage rate adjusted each January
- Covered employers must pay a minimum wage of \$15.45 per hour to each employee who performs two (2) hours or more of work per week in San Jose

**The 2021
San Jose
Minimum Wage Rate:**
\$15.45
per hour

Covered Employer Responsibilities Include

- Post official San Jose Wage Bulletin in workplace informing employees of current minimum wage rate and their rights
- Document all hours worked by employees and keep records for four (4) years
- It is unlawful to discriminate in any manner or take adverse action against any person in retaliation for exercising their rights protected under Ordinance
- Provide each employee at time of hire with employer's name, address and telephone number

Additional Information

For additional information regarding the San Jose Minimum Wage Ordinance, visit the City of San Jose's website at: <http://www.sanjoseca.gov/index.aspx?NID=3491>, give us a call at 408-535-8430 or e-mail us at SJMWO@sanjoseca.gov



**Office of Equality Assurance
200 East Santa Clara Street
Fifth Floor
San Jose, CA 95113**

