



PLEASE POST WHERE EMPLOYEES CAN READ EASILY
VIOLATORS SUBJECT TO PENALTIES

OFFICIAL NOTICE

To employers and employees working within the City of Berkeley

Berkeley Minimum Wage

\$18.67	\$19.18	\$19.18 + CPI-W
per hour effective July 1, 2024	per hour effective July 1, 2025	per hour effective July 1, 2026

Tips and/or gratuities cannot be used to achieve the Minimum Wage rate.

Future increases: On July 1 of each year, the Minimum Wage will increase by the prior calendar year's increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the San Francisco-Oakland-Hayward area.

Paid Sick Leave Ordinance (BMC 13.100): Each employee shall earn one hour of Paid Sick Leave for every 30 hours worked. Employers must allow employees to accrue at least 72 hours of Paid Sick Leave each year. Small businesses with fewer than 25 employees may cap the accrual at 48 hours per year.

Family Friendly and Environment Friendly Workplace Ordinance (BMC 13.101): Employees have the right to request a flexible or predictable work schedule. Employers must respond in writing within 21 days to any written request from an employee.

Fair Workweek Ordinance (BMC 13.102): Covered Employers must offer additional work hours to existing part-time employees before hiring new employees. Employees must receive 14 days' advance notice of their work schedules and have a right to decline a) hours added with less than 14 days' notice and b) shifts that begin fewer than 11 hours after their previous shift ends. If a Covered Employer moves an employee's shift, adds or subtracts hours from a shift, or cancels a shift with less than 14 days' notice, the employee is owed 1 hour of predictability pay at their regular rate of pay for each shift changed. If a Covered Employer subtracts work hours or cancels a shift with less than 24 hours' notice, the employee is owed 4 hours of predictability pay or the number of cancelled or reduced hours in the shift, whichever is less.

Retaliation Prohibited: Employees' rights under the City's labor ordinances are protected from retaliation. An employee or any other person may report to the City any suspected violation of the labor standard ordinances. The City will investigate possible violations, access payroll records and enforce corrective action to violations of the labor standard requirements.

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

Health, Housing, and Community Services Department
2180 Milvia Street, 2nd Floor Berkeley, CA 94704
(510) 981-5400 or TDD: (510) 981-6903
Email: LaborStandards@berkeleyca.gov

Language Interpretation Available