

LIVING WAGE ORDINANCE Notice to Employees

This employer has one or more contracts with the City of Irvine. Terms of the contract(s) subject the employer to the City of Irvine Living Wage Ordinance No. 07-15. Under the Ordinance **you must be paid a "living wage"** by the employer if a majority of your work is performed in Orange County.

THESE ARE YOUR RIGHTS

You must be paid a minimum of:

> \$10.82 per hour

If you work an average of 30 hours per week or more, you must be paid a minimum of:

- > \$10.82 per hour
 - If health and paid time off benefits are offered to you OR
- > \$13.23 per hour:
 - o If no health or paid time off benefits are offered to you
 - If the cost of health and paid time off benefits provided to you cost your employer less than
 \$2.41 per hour, the difference is added to the minimum hourly wage listed above
- > Rates are generally adjusted annually. Current rates are effective as of July 1, 2013.
- Retaliation by your employer is prohibited
- > Employers may not fire, reduce pay, or discriminate against a worker for filing a complaint

If your rights are violated you could receive:

- Restitution to compensate you for all amounts that should have been paid to you under the Ordinance
- > Reasonable attorneys' fees and costs
- Any and all other legal and equitable remedies under Federal, State and local law

FOR MORE INFORMATION

To obtain a confidential complaint form if you believe your rights are being violated, please contact:

CITY OF IRVINE

Director of Administrative Services One Civic Center Plaza Irvine, CA 92606 (949) 724-6255

For more information and to review the City Ordinance, Living Wage Guide (frequently asked questions) and updated rates, visit the City's website and access the Purchasing Department, Living Wage page at: **www.cityofirvine.org/purchasing**