



News from: City of Oakland

FOR IMMEDIATE RELEASE

December 9, 2015

Oakland's Minimum Wage Goes Up January 1, 2016 *Deadline for noticing requirement is December 15, 2015*

Oakland, CA — Oakland's Measure FF, a voter-enacted ballot measure passed in November 2014, provides annual increases to Oakland's Minimum Wage based on the local Consumer Price Index (CPI). Effective January 1, 2016, the rate rises 30¢, from \$12.25 to \$12.55. **The law requires that employers inform employees of the increase by December 15, 2015.** To assist employers with this noticing requirement, the City of Oakland has provided notification posters in English, Chinese, Spanish and Vietnamese for download at oaklandnet.com/minimumwage.

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Minimum Wage Increase

Based on the local CPI, Measure FF raises the minimum wage in Oakland to **\$12.55 on January 1, 2016**. Employees who perform at least two hours of work in a particular workweek within Oakland – including part-time, temporary and seasonal employees – must be paid at least the minimum wage. The minimum wage increase corresponds to the August 2014 to August 2015 increase of approximately 2.5% in the CPI for urban wage earners and clerical workers for the San Francisco-Oakland-San Jose, CA Metropolitan Statistical Area.

The other benefits mandated by Measure FF – including paid sick leave and payment of service charges to hospitality workers – remain the same as when the employment law took effect on March 2, 2015.

What Employers Need to Do

To comply with Measure FF, Oakland employers – and employers whose employees work at least two hours in a particular work week in Oakland – must **distribute and prominently display notices** of the new Minimum Wage rate of \$12.55 to employees by **December 15, 2015**. Notices must be in languages spoken by more than 10% of employees. Each new employee at time of hire should also receive the notice of the new Minimum Wage.

Employers are prohibited from discharging, reducing compensation or otherwise discriminating against any person who makes a complaint under the law.

More Resources Available Online

The City of Oakland created a web page dedicated to providing up-to-date information, tools and resources for employers and employees needing information about this new employment law. Go to oaklandnet.com/minimumwage to find:

- A calendar of upcoming informational workshops for employers put on by City partners;
 - Answers to Frequently Asked Questions (FAQs);
 - Tools and resources for employers, including partner organizations that offer technical assistance and legal resources; and
 - Measure FF ballot measure language.
- (more)

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If employers or employees have questions or need additional assistance after visiting oaklandnet.com/minimumwage, they should call (510) 238-6258, or email: minwageinfo@oaklandnet.com. Kindly provide your name and telephone number as well as business name and address in your message. City staff will respond to questions and provide additional information.

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(Editor's Note: For a more details release on the Minimum Wage increase, please view a release distributed on October 26, 2015, at <http://www2.oaklandnet.com/w/oak055550>.)