



PLEASE POST WHERE EMPLOYEES CAN READ EASILY
VIOLATORS SUBJECT TO PENALTY



OFFICIAL NOTICE

Richmond Minimum Wage

\$11.52 Per Hour

beginning January 1, 2016

The minimum wage requirement set forth in the Richmond Minimum Wage Ordinance 11-14 N.S., codified in Richmond Municipal Code Chapter 7.108, applies to adult and minor employees who work two (2) or more hours a week. Each year, the City will adjust the minimum wage as stated in the Minimum Wage Ordinance until January 1, 2019, when it will increase according to the Department of Labor's Regional Consumer Price Index.

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 Employment and Training Department. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements.

THE RICHMOND INTERMEDIATE MINIMUM WAGE IS \$10.76 PER HOUR. The Richmond Intermediate Minimum Wage ONLY applies to Employers covered by Section 7.108.040 (a)(6) of the Richmond Minimum Wage Ordinance. Such Employers shall pay its Employees no less than the Intermediate Minimum Wage for each hour worked if Employer derives more than 50% of its income from transactions where the Employer's goods and services produced by the Employer in Richmond are delivered or shipped outside the City of Richmond. In determining whether this 50% threshold is met, the Employer shall only consider operations within the City of Richmond, and the income shall be based on the combined value of goods and services.

Additional details regarding the Richmond Minimum Wage and the Richmond Intermediate Minimum Wage can be found in the following description of "Your Rights as an Employer" and "Your Rights as an Employee" as well as on the website listed below, which contains a link to both the Richmond Minimum Wage Ordinance and a FAQ sheet.

If you have any questions or need additional information please contact the City of Richmond's Employment and Training Department at:

330 25th Street
Richmond, CA 94804
(510) 307-8011

E-mail: gbaker@richmondworks.org

Website: www.richmondworks.org