



CITY OF BELMONT

MINIMUM WAGE INFORMATION FOR EMPLOYERS AND EMPLOYEES

What does this mean for **EMPLOYERS**?

- Starting January 1, 2019, minimum wage in the City of Belmont is \$13.50 per hour. Tips and other benefits may not be considered an offset to the Minimum Wage.
- Each employer must give written notification to each current employee and to new employees (at the time of hire) of the employee's rights under the Belmont Minimum Wage Ordinance.
- The employer must post the Belmont Minimum Wage Official Notice prominently in the areas at the work site where it will be seen by all employees. Failure to post such notice will be a violation of the Municipal Code.
- Every employer must provide each employee, at the time of hire, with the employer's name, address and telephone number in writing.
- Each Employer shall maintain for at least three years for each Employee, a record of his or her name, hours worked and pay rate.
- Under the Ordinance, an employer may not retaliate against an employee for making a complaint to the City regarding his/her right to receive the minimum wage specified. The City of Belmont will investigate possible violations and may take enforcement action including reinstatement of the employee, payment of back wages and civil penalties.

What does this mean for **EMPLOYERS**?

- Starting January 1, 2019, minimum wage in the City of Belmont is \$13.50 per hour.
- Covered employees include anyone who performs 2 hours or more of work per week within the geographic boundaries of the City of Belmont, including employees who are under 18.
- Covered employees are entitled to these rights regardless of immigration status.
- The minimum wage will be adjusted annually on January 1st of each year.

If you have questions, need additional information, or believe you are not being paid correctly, contact your employer or the Office of Equality Assurance at:

Office of Equality Assurance
200 East Santa Clara Street, 5th Floor
San Jose, CA 95113
Phone: (408) 535-8430
E-mail: mywage@sanjoseca.gov
www.belmont.gov/minwage
