



Covered Employers must post this Notice

OFFICIAL NOTICE

SAN JOSE OPPORTUNITY TO WORK ORDINANCE

Effective Date: March 13, 2017

Beginning **March 13, 2017**, Employers with 36 or more Employees and who are subject to the San Jose Business License Tax **or** who maintain a facility in San Jose must offer additional work hours to existing qualified part-time Employees before hiring new Employees including subcontractors or the use of temporary staffing services.

The City will investigate possible violations and can order violators to pay penalties. Employers may not punish Employees who exercise their rights under this Ordinance or who cooperate with the City in enforcement.

If you have questions, need additional information, or believe your Employer has not offered additional work hours and you would like to file a confidential complaint, please contact the City of San Jose Office of Equality Assurance at:

Office of Equality Assurance
200 East Santa Clara Street, Fifth Floor
San Jose CA 95113
Telephone: **408-535-8430**
E-Mail: opportunitytowork@sanjoseca.gov