



**- POST WHERE EMPLOYEES CAN READ EASILY -  
- VIOLATORS SUBJECT TO PENALTIES -**

# OFFICIAL NOTICE

## **Grocery Store Hazard Premium Pay Ordinance **Base Wage + \$3.00 per hour****

**Effective Date: March 26, 2021- July 24, 2021**

Beginning **March 26, 2021**, grocery stores and grocery store chains (including independently owned franchises) who employ three hundred (300) or more employees nationwide must pay to each employee who performs at least two (2) hours of work per week in San Jose wages of not less than **Base Wage + \$3.00 per hour**. Employees are counted based on actual number of employees who worked for compensations, not on a “full-time equivalent” basis.

The Grocery Store Hazard Premium Pay Ordinance applies to adult and minor employees who work two (2) or more hours per week within the geographical boundaries of the City and are entitled to payment of a minimum wage as provided under Section 1197 of the California Labor Code.

Under the Ordinance, employees who assert their rights to receive the Hazard Premium Pay are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance.

If you have questions or need additional information, please contact the City of San Jose’s 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: [MyWage@sanjoseca.gov](mailto:MyWage@sanjoseca.gov)