

**MUST POST WHERE EMPLOYEES CAN READ EASILY. VIOLATORS ARE SUBJECT TO PENALTIES.**

**OFFICIAL**  **NOTICE**  
CITY OF OAKLAND

***Oakland Hotel Worker's Minimum Wage Rate***  
***Effective January 1, 2020***

**\$15.37 Per Hour**  
**With Health**  
**Benefits**      or      **\$20.50 Per Hour**  
**Without Health**  
**Benefits**

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Beginning January 1, 2020, hotel employees (whether employed directly by a hotel or by a contractor of a hotel) working at hotels with 50 or more guest rooms or suites of rooms in the City of Oakland **must** be paid wages of not less than **\$15.37 per hour with health benefits, or \$20.50 per hour without health benefits.** *Health benefits, for purposes of this requirement, consist of the payment of \$5.00 per hour towards the provision of health care benefits for hotel employees and their dependents.*

Oakland's hotel minimum wage requirement, pursuant to Measure Z and set forth in Oakland Municipal Code (OMC) section 5.93.040, applies to any hotel employee who was hired to or did perform work an average of five hours per week for at least four weeks at one or more hotels within the City of Oakland. Each year, the hotel worker minimum wage will increase, effective January 1, by an amount corresponding to the prior calendar year's increase if any, in the Consumer Price Index for urban wage earners and clerical workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area.

Under OMC Section 5.93.060, hotel employees who assert their right to receive the City's hotel minimum wage are protected from retaliation. If an employee believes a violation has occurred, the employee may file a complaint with the City's Contract and Compliance Division. The City may investigate possible violations and will have access to payroll records. The City, City Attorney, any person who is aggrieved by a violation of this law, or any entity a member of which is aggrieved by a violation of this law, or any other person or entity acting on behalf of the public as provided for under applicable state law, may bring civil action in a court and, upon prevailing, shall be entitled to all remedies available, including but not limited to back pay, reinstatement, and/or injunctive relief, and the payment of an additional sum as penalty in the amount of \$50 to each employee or person whose rights under this Chapter were violated for each day that the violation occurred or continued, up to a maximum of \$1,000.00 per employee or aggrieved person.

**PLEASE NOTE:** If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or the City of Oakland's Contracts and Compliance Division at:

**Contracts and Compliance Division**  
**250 Frank H. Ogawa Plaza, Suite 3341, 3<sup>rd</sup> Floor Oakland, CA 94612**  
**Telephone: 510-238-6258**  
**E-Mail: [minwageinfo@oaklandca.gov](mailto:minwageinfo@oaklandca.gov)**



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**EFFECTIVE DECEMBER 23, 2018**



**THE LAW PROTECTS HOTEL HOUSEKEEPERS AND  
EMPLOYEES FROM CRIMES AND THREATENING BEHAVIOR**

Pursuant to Measure Z, codified in Oakland Municipal Code (OMC) section 5.93.020, this hotel is providing panic buttons to its housekeepers, room servers, and other hotel employees assigned to work in guest rooms or bathrooms without other employees present.

**PLEASE NOTE** - Employees have the right to:

- ✓ Report the occurrence of threatening behavior or violence by a guest or member of the public, including but not limited to assault, sexual assault, or sexual harassment.
- ✓ Be reassigned to a different floor or different work area.
- ✓ Receive paid time to contact the police and provide a police statement.
- ✓ Receive paid time to consult with a counselor or advisor.

No hotel employee may be disciplined for use of the panic button absent clear and convincing evidence the employee knowingly and intentionally made a false claim of emergency.

If you have questions or need additional information, please contact hotel management or the City of Oakland's Contracts and Compliance Division at:

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