

East Bay Living Wage Policies

City (yr)	Population	Coverage	Current Wage*	Days off
Oakland (1998)	500,000	<ul style="list-style-type: none"> \$25,000 Service contracts \$100,000 City Financial Aid Recipient (i.e. a subsidy recipient of grants, rent subsidies, bond financing, TIF, land writedowns) Tenants and leaseholder of a subsidy recipient Subcontractors of subsidy recipient 20 employees or more 	\$10.83 w/health \$12.45 w/o health Annual adjustment (posted rate)	12 paid days off 10 unpaid days off
Port of Oakland (1998)		<ul style="list-style-type: none"> \$50,000 Port contract \$50,000 Port-Assisted Business \$50,000 Lease or license from the Port Subcontract, sublease, sublicense from Port. 20 employees or more 	Same as City	12 paid days off
Hayward (1999)	155,000	<ul style="list-style-type: none"> \$25,000 <i>Service contracts only</i> (ex. Janitorial, security, laundry, maintenance, etc.) Subcontractors of service contractors 	\$10.34 w/ health, \$11.93 w/o health (Based on CPI adjustment) Annual adjustments	12 paid days off 5 unpaid days
Berkeley (2000, **amended 2002)	102,000	<ul style="list-style-type: none"> \$100,000 City Financial Aid Recipients (subsidy recipients) Marina Zone (first geographic living wage) \$25,000 Service contracts \$100,000 contract of nonprofit services \$350,000 annual gross receipts for lessees, licensees, concessionaires, and franchisees 6 employees or more 	\$10.38 w/ health, \$12.11 w/o health benefits (Based on CPI adjustment, annual adjustments)	22 total days off 10 paid
Richmond (2001)	103,000	<ul style="list-style-type: none"> \$100,000 City Financial Aid Recipients \$25,000 Service Contracts \$350,000 annual gross receipts for lessees, licenses, concessionaires Subcontractors covered 10 or more employees 	\$14.55 w/health \$16.05 w/out health (posted rate)	12 unpaid, 10 paid
Emeryville Hotel Living Wage (Measure C passed 2005)	9,727	<ul style="list-style-type: none"> <i>Industry-specific Living Wage: only applies to hotels with at least 50 rooms</i> Overtime for cleaners who clean more than 5,000 sq ft in an 8-hour day. 	\$ 9.59 minimum; \$12.09 average (Based on CPI adjustment, annual adjustments)	n/a
Emeryville Living Wage (2007)	9,727	<ul style="list-style-type: none"> \$100,000 City Financial Aid Recipients \$25,000 service contract (for-profit) \$100,000 service contract (non-profit) \$350,000 gross receipts for lessees, licensees, concessionaires and 25 employees or more 	\$11.72 (Based on CPI adjustment, annual adjustments)	
San Leandro (2007)	81,850	<ul style="list-style-type: none"> \$100,000 City Financial Aid Recipient \$25,000 service contract (non-profit) \$350,000 gross receipts for lessees, licensees, concessionaires and 25 employees or more Subcontractors, subleases covered 6 or more employees 	\$13.21 w/ health benefits, \$14.80 w/o health benefits (Annual adjustment posted rate)	12 paid 10, unpaid

What is a Living Wage Ordinance (LWO)?

A living wage allows workers to support their families without economic hardship.

Living Wage Ordinance:

Requires businesses that benefit from public resources pay a living wage to their workers.

- City service contractors
- Businesses receiving public subsidies
- Businesses doing business on public land

Why Adopt a Living Wage Ordinance?

- **Protect workers:** Ensure public money does not create poverty.
- **Protect taxpayers:** Promote quality public services.
- **Raise standards:** Lead by example for a community or region.

Key Components of a Living Wage Ordinance:

- Covered Employers
- Covered Employees
- Wage with medical benefits provided and without. Benefits of over \$1.50 should be counted as a credit toward the wage.
- Employer reporting, and city monitoring and enforcement
- Employee notification of their rights under the law
- Retaliation and discrimination prohibited
- Complaint process for employees and/or their representatives

How does a Living Wage work in a Recession?

A December 2008 study by the Federal Reserve Bank of Chicago confirms that minimum wage increases **boost consumer spending substantially more than tax cuts do**. If we consider living wage as a subset of minimum wages, applying to a narrower set of workers, we can reasonably infer that boosts in income can help spur spending—at local businesses and in the local economy.

Multiple studies have showed that living wages lead to only negligible increase in contract costs to cities (Elmore, 2003) and lead to little or no loss of employment. Multiple studies also show that living wage laws have raised productivity and decreased turnover among firms. (Source: Chapman, Jeff. "The Economic Impact of Local Living Wages." Economic Policy Institute.)

<http://www.epi.org/publications/entry/bp170/>

In addition to the East Bay cities on the other side, at least **16 Jurisdictions in the Bay Area** have a living wage policy, including:

- Livermore
- Marin County
- Petaluma
- San Anselmo
- San Jose
- Santa Clara County
- Santa Cruz
- Sebastopol
- Sonoma City
- Watsonville