

# Official Notice: Minimum Wage



Effective January 1, 2026 the San Jose minimum wage rate is \$18.45 per hour

## Workers

You qualify if you work 2 or more hours per week.

You can't be fired for making a complaint.

Tips don't count toward minimum wage.

Your immigration status doesn't matter.

The City will enforce minimum wage violations.

## Employers

Post this notice where workers can see it.

Document all hours of work performed, and keep records for 4 years.

Provide each employee at time of hire with the employer's name, address, and phone number.

It is unlawful to retaliate toward an employee exercising their minimum wage rights.

## To submit a complaint, you will need to provide:

- Your name, mailing address, and phone number
- Your employer's name, address, and phone number
- The name of your manager or supervisor
- The type of work you perform
- How and when you are paid (example: cash or check, every week)

Office of Equality Assurance

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[MyWage@sanjoseca.gov](mailto:MyWage@sanjoseca.gov)

(408) 535 - 8430



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