



Sunnyvale

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

OFFICIAL NOTICE

Sunnyvale Minimum Wage Rate

\$19.50 Per Hour

Effective Date: January 1, 2026

Beginning **January 1, 2026**, employers who are subject to the Sunnyvale Business License Tax **or** who maintain a facility in Sunnyvale must pay to each employee who performs at least two (2) hours of work per week in Sunnyvale wages of not less than **\$19.50 per hour**.

The minimum wage requirement set forth in the Sunnyvale Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips **not** included). Each year, the City will adjust the minimum wage based on the US Department of Labor's Bay Area Consumer Price Index.

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of Sunnyvale. The City will investigate possible violations, will have access to payroll records, and will enforce violations of the minimum wage requirements by ordering reinstatement of employees, payment of back wages unlawfully withheld, and penalties.

If you have questions, contact the City of Sunnyvale at 408-730-7902 or minimumwage@sunnyvale.ca.gov. If you believe you are not being paid correctly, please contact your employer or the City of Sunnyvale at:

City of Sunnyvale
Economic Development
456 West Olive Ave
Sunnyvale CA 94086
Telephone: **408-730-7902**

Email: minimumwage@sunnyvale.ca.gov