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

OFFICIAL NOTICE

Minimum Wage Rate

$19.25 Per Hour

CUPERTINO MINIMUM WAGE
Effective Date: January 1, 2027

Beginning **January 1, 2027**, employers who are subject to the Cupertino Business License Tax or who maintain a facility in Cupertino must pay to each employee who performs at least two (2) hours of work per week in Cupertino wages of not less than **$19.25 per hour**.

The minimum wage requirement set forth in the Cupertino Minimum Wage Ordinance applies to adult and minor employees who work two (2) or more hours per week (tips ***not*** included), regardless of immigration status. Each year, the City will adjust the minimum wage based on the US Department of Labor's Regional 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 California Labor Commissioner's Office. The California Labor Commissioner's Office 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.

For more information visit: www.cupertino.gov/wagewatch. If you believe you are not being paid correctly, please contact your employer or the California Labor Commissioner's Office at:

California Labor Commissioner's Office
100 Paseo de San Antonio, Room 120
San José, CA 95113
Phone: **408-277-1266**
Email: **LaborComm.WCA.SJO@dir.ca.gov**