

## Give Nothing Less: Minimum Wage Update

July 18, 2019

More than a dozen local governments throughout California have raised their minimum wage, effective July 1, 2019. For businesses with more than 25 employees, a new rate of \$14.25 per hour was enacted in the City of Los Angeles, the unincorporated areas of the County of Los Angeles, Malibu, Pasadena, and Santa Monica. Eight other cities have elected to raise their minimum wage from their 2018 rate, while Alameda and Fremont have enacted new minimum wage ordinances.

Businesses whose employees work in localities that have not set their own minimum wage must apply the State of California's minimum wage requirement, which is currently \$12.00 per hour for employers with 26 or more employees and \$11.00 per hour for employers with 25 or fewer employees.

For a general summary of the new local 2019 hourly minimum wage rates, please review the below chart.

Alameda:	\$13.50
Berkeley:	\$15.59
Emeryville	\$16.30 (exemption for small independent restaurants)
Fremont	\$13.50 (26 or more employees) \$11.00 (25 or fewer employees)
Long Beach	\$14.97 (for hotel workers) \$14.72 (for airport/convention center)
Los Angeles, City	\$14.25 (26 or more employees) \$13.25 (25 or fewer employees)
Los Angeles County (Unincorporated)	\$14.25 (26 or more employees) \$13.25 (25 or fewer employees)
Malibu	\$14.25 (26 or more employees) \$13.25 (25 or fewer employees)
Milpitas	\$15.00

### Author



Priya Sopori  
310.201.7447  
psopori@ggfirm.com

Pasadena	\$14.25 (26 or more employees) \$13.25 (25 or fewer employees)
San Francisco	\$15.59
San Leandro	\$14.00
Santa Monica	\$14.25 (26 or more employees) \$13.25 (25 or fewer employees)
Sunnyvale	\$15.65

As we have previously written, an increase in the municipal/local minimum wage does not affect the minimum wage that is to be used for the salary-basis test for California’s exemption classifications. Employers should still use the state’s minimum wage for the purpose of determining whether employees are earning at least twice the minimum wage.

\*\*\*

We encourage you to reach out to a member of our Employment Law Group with any questions or concerns.

---

Disclaimer

*© 2019 Greenberg Glusker Fields Claman & Machtinger LLP. All rights reserved. This Client Alert contains information of a general nature that is not intended to be legal advice. Should you wish to rely on the information transmitted, please contact a legal professional first. Providing this Client Alert does not create an attorney-client relationship with the recipient. Greenberg Glusker Fields Claman & Machtinger LLP (the “Firm”) does not represent or warrant that this Client Alert contains information that is true or accurate in all respects or that is the most current or complete information on the subject matter covered. You have received this Client Alert because of our belief that you may have an existing business relationship with the Firm or have indicated a desire to receive such communications. This bulletin may constitute attorney advertising. Prior results do not guarantee a similar outcome.*