

SAN DIEGO UNIFIED SCHOOL DISTRICT

Date: May 15, 2017

To: All School Principals, Child Development Center Administrators,
Division and Department Heads

Subject: MANDATORY POSTING REQUIREMENTS/MINIMUM WAGE

**Department and/or
Persons Concerned:** School Principals, Child Development Center Administrators, Division
and Department Heads, Supervisors, Managers and Secretaries

Due Date: Immediately

Action Requested: Print and post new revised attached poster

Brief Explanation:

State law requires that California employers conspicuously display the mandatory posters at site central locations frequented by staff and where their employees can read them. The poster listed below has been updated and must be display *immediately*. Failure to replace the existing posters with this revision may result in state-imposed monetary penalties.

1. California Minimum Wage

Please remove existing poster and replace with this current editions. If you have any questions please call (858) 627-7345.

Ashley K. Fenton
Manager, Insurance & Risk Services
Risk Management

APPROVED:



Andra Donovan
General Counsel
Legal Services Division

Attachment

AKF:er

Amends General Minimum Wage Order and IWC Industry and Occupation Orders

PLEASE POST NEXT TO YOUR IWC OR INDUSTRY OCCUPATION ORDER



OFFICIAL NOTICE California Minimum Wage

MW-2017

Minimum Wage — Every employer shall pay to each employee hourly wages not less than the following.

EFFECTIVE DATE	Employers with 26 or More Employees*	Employers with 25 or Fewer Employees*
January 1, 2017	\$10.50	\$10.00
January 1, 2018	\$11.00	\$10.50

* Employees treated as employed by a single qualified taxpayer pursuant to Revenue and Taxation Code section 23626 are treated as employees of that single taxpayer.

To employers and representatives of persons working in industries and occupations in the State of California:

SUMMARY OF ACTIONS

TAKE NOTICE that on April 4, 2016, the Governor of California signed legislation passed by the California Legislature, raising the minimum wage for all industries. (SB 3, Stats of 2016, amending section 1182.12 of the California Labor Code.) Pursuant to its authority under Labor Code section 1182.13, the Department of Industrial Relations amends and republishes Sections 2, 3, and 5 of the General Minimum Wage Order, MW-2014. Section 1, Applicability, and Section 4, Separability, have not been changed. Consistent with this enactment, amendments are made to the minimum wage, and the meals and lodging credits sections of all of the IWC's industry and occupation orders.

This summary must be made available to employees in accordance with the IWC's wage orders. Copies of the full text of the amended wage orders may be obtained by ordering on-line at www.dir.ca.gov/WP.asp, or by contacting your local Division of Labor Standards Enforcement office.

1. APPLICABILITY

The provisions of this Order shall not apply to outside salespersons and individuals who are the parent, spouse, or children of the employer previously contained in this Order and the IWC's industry and occupation orders. Exceptions and modifications provided by statute or in Section 1, Applicability, and in other sections of the IWC's industry and occupation orders may be used where any such provisions are enforceable and applicable to the employer.

2. MINIMUM WAGES

Every employer shall pay to each employee wages not less than those stated in the above table on each effective date.

3. MEALS AND LODGING CREDITS - TABLE

When credit for meals or lodging is used to meet part of the employer's minimum wage obligation, the amounts so credited pursuant to a voluntary written agreement may not be more than the following:

	EFFECTIVE JANUARY 1, 2017		EFFECTIVE JANUARY 1, 2018	
For an employer who employs:	26 or More Employees	25 or Fewer Employees	26 or More Employees	25 or Fewer Employees
LODGING				
Room occupied	\$49.38/week	\$47.03/week	\$51.73/week	\$49.38/week
Room shared	\$40.76/week	\$38.82/week	\$42.70/week	\$40.76/week
Apartment — two thirds (2/3) of the ordinary rental value, and in no event more than	\$593.05/month	\$564.81/month	\$621.29/month	\$593.05/month
Where a couple are both employed by the employer, two thirds (2/3) of the ordinary rental value, and in no event more than.....	\$877.27/month	\$835.49/month	\$919.04/month	\$877.26/month
MEALS				
Breakfast	\$3.80	\$3.62	\$3.98	\$3.80
Lunch	\$5.22	\$4.97	\$5.47	\$5.22
Dinner	\$7.09	\$6.68	\$7.35	\$7.01

Meals or lodging may not be credited against the minimum wage without a voluntary written agreement between the employer and the employee. When credit for meals or lodging is used to meet part of the employer's minimum wage obligation, the amounts so credited may not be more than the amounts stated in the table above.

4. SEPARABILITY

If the application of any provision of this Order, or any section, subsection, subdivision, sentence, clause, phrase, word or portion of this Order should be held invalid, unconstitutional, unauthorized, or prohibited by statute, the remaining provisions thereof shall not be affected thereby, but shall continue to be given full force and effect as if the part so held invalid or unconstitutional had not been included herein.

5. AMENDED PROVISIONS

This Order amends the minimum wage and meals and lodging credits in MW-2014, as well as in the IWC's industry and occupation orders. (See Orders 1-15, Secs. 4 and 10; and Order 16, Secs. 4 and 9.) This Order makes no other changes to the IWC's industry and occupation orders.

These Amendments to the Wage Orders shall be in effect as of January 1, 2017.

Questions about enforcement should be directed to the Labor Commissioner's Office. For the address and telephone number of the office nearest you, information can be found on the internet at <http://www.dir.ca.gov/DLSE/dlse.html> or under a search for "California Labor Commissioner's Office" on the internet or any other directory. The Labor Commissioner has offices in the following cities: Bakersfield, El Centro, Fresno, Long Beach, Los Angeles, Oakland, Redding, Sacramento, Salinas, San Bernardino, San Diego, San Francisco, San Jose, Santa Ana, Santa Barbara, Santa Rosa, Stockton, and Van Nuys.