

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

5th Floor, 200 E Santa Clara St.

MyWage@sanjoseca.gov

(408) 535 - 8430



Scan for more

