



Contractors subject to the LWO are required to post this notice and provide copies to affected employees

Living Wage Ordinance
Contractor Employee Notice

This employer is a contractor with the County of Marin and this contract is subject to the Marin County Living Wage Ordinance (Marin County Code Chapter 2.50).

If you work full- or part-time on services contracted with the County, you must be paid (for the time worked on the County contract):

- \$14.10 per hour and health benefits, or
- \$16.00 per hour without health benefits.

This requirement pertains only to those employees directly involved in providing services to the County under the contract(s) listed below and only impacts wages for the time actually worked on providing those services.

Exceptions:

- Other government entities;
- In-patient facilities (county beds equal less than 75% of beds); and
- The contractor may hire and train apprentices or training for a period of up to 90 days, and pay only 75% of the wage rate set by the living wage ordinance. However, the employer must agree to employ the apprentice or trainee for one year, unless the employee is terminated for good cause.

Who is excluded:

- Student aides or interns working in a state or education approved program;
- Employees earning academic credit or participating in a formal government approved program or working towards licensure; and
- Volunteers.

Exempted Contractors:

- Other government entities; and
- In-patient facilities (in which county beds equal less than 75% of available beds).

If you believe you are not receiving compensation as required by this ordinance or retaliation for filing a complaint, please contact the County Administrator's Office at (415) 473-6358. You must file a written complaint describing the violation within 90 days of when you become aware of the violation. Compliant forms are available from your employer or by contacting the County Administrator's Office

County Department Issuing the Contract:

Type of work provided in the contract: