THIS ORDINANCE COVERS EMPLOYEES WORKING WITHIN THE CITY OF PASADENA, REGARDLESS OF IMMIGRATION OR WORK STATUS

City of Pasadena Minimum Wage Ordinance

This ordinance takes effect July 1, 2016

Rate Effective July 1, 2024 through June 30, 2025

The Pasadena Minimum Wage ordinance applies to employees who perform at least two hours of work in a particular week within the city of Pasadena. Employers are required to pay the minimum wage set forth below for all hours worked.

A notice displaying the current minimum rate must be displayed in a conspicuous location at job sites and shall be in English and in any other language spoken by more than 5 percent of persons at the worksite.

Pasadena Minimum Wage

$17.50

PER HOUR

Pasadena Municipal Code Chapter 5.02.030

Retaliation is Illegal

It is illegal for an employer to retaliate against you for exercising your rights

No employer shall discharge, reduce in compensation or otherwise discriminate against any employee for opposing any practice proscribed by the Minimum Wage Ordinance, for participating in proceedings related to the Ordinance, for seeking to enforce his or her rights under the Ordinance by any lawful means, or for otherwise asserting rights under the Ordinance. Taking adverse action against a person within ninety (90) days of the person's exercise of rights protected under the Ordinance, in a civil or administrative proceeding shall raise a rebuttable presumption of having done so in retaliation for the exercise of such rights.

California Labor Code Section 226(a)

Notice to Employees

Employers must give employees written information about their pay

Pay Statement:
Each pay day, your employer must provide you with information required by California Labor Code §226(a):

- Name and address of the employer
- Gross and net wages earned
- Deductions taken
- Total hours worked by the employee
- Pay basis (hour, shift, day, week, commission)
- Applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate
- Inclusive date of the period for which the employee is paid
- Name of the employee; and either the last four digits of the employees SSN or the employee ID number

Pasadena Employers Must Comply With All State Laws

The State of California also has minimum wage laws. Starting April 1, 2024, the minimum wage set by the State for all "national fast-food chain" establishments is $20.00 per hour. California's fast-food worker's minimum wage applies to all national fast-food establishments within the geographical boundaries of Pasadena and supersedes the local minimum wage rate if the employer meets the definition of "national fast-food chain." For more information, please visit the California Department of Industrial Relations at Dir.Ca.Gov/Dlse/Minimum_Wage.htm

For additional information: https://bit.ly/3o3SHMh
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