

EMPLOYEE

guide to enforcement of the Santa Monica Minimum Wage Law

The City of Santa Monica has partnered with Los Angeles County's Department of Consumer and Business Affairs (DCBA) to explain and enforce the Santa Monica Minimum Wage Law (including sick leave, service charge, first-time worker and hotel living wage provisions).

- Santa Monica workers should contact the DCBA wage enforcement unit with any questions, complaints or concerns.
- Santa Monica workers can file claims via phone, online, or at any DCBA office.
 - phone: (800) 593-8222
 - email: wagehelp@dcba.lacounty.gov

More information is at smgov.net/minimumwage/education-enforcement.



HONEST WORK. FAIR PAY.
Santa Monica's Minimum Wage

310.458.8281

minimum.wage@smgov.net

www.smgov.net/minimumwage

Inquiries and Complaints

What if my employer is not following the Santa Monica Minimum Wage Law?

If your employer does not pay you the **Santa Monica minimum wage** or the **hotel living wage** (whichever is applicable), provide the required **paid sick leave**, and/or fully distribute any collected **service charge payments**, contact LA County Dept of Consumer and Business Affairs ("DCBA") to file a complaint. DCBA's services are free.

Reach DCBA by phone, website, email or in person at their office (see below). DCBA does not ask for or report your immigration status. Bilingual services are available.

If I complain, will I lose my job?

It is against the law for employers to retaliate against employees who:

- Request to be paid the Santa Monica minimum wage, the hotel living wage, or to be given sick leave in accordance with the Santa Monica Minimum Wage Law.
- File complaints or make inquiries about any of these provisions under the law.
- Inform others about their rights under the law, or of potential violations.

Retaliation includes, but is not limited to:

- Firing you for filing a wage complaint.
- Decreasing your work hours.
- Threatening to contact immigration services.

How can DCBA help?

DCBA can help you understand your rights under the City of Santa Monica's Minimum Wage Law, investigate claims, and help you get wages and sick leave owed to you.



LA COUNTY DCBA

500 W. Temple, B-96

Los Angeles, 90012

800.593.8222

wagehelp@dcbalacounty.gov

www.dcba.lacounty.gov