

Living Wage Comparison for the Counties of Sonoma and Santa Clara and the Cities of Sebastopol, Sonoma, and Petaluma

The chart below compares provisions included in the County of Sonoma (2015), County of Santa Clara (2014), and the three county municipal Living Wage laws that include Sebastopol (2003), Sonoma (2004), and Petaluma (2006). (Numbers) refer to footnotes following the chart.

Living Wage Ordinance Provision	County of Santa Clara 2014*	County of Sonoma 2015	City of Petaluma 2006	City of Sonoma 2004	City of Sebastopol 2003
Living wage hourly rates 2021					
<ul style="list-style-type: none"> ● With medical benefits 	\$23.31	\$13.50	\$16.90	\$17.31	\$19.65
<ul style="list-style-type: none"> ● No medical benefits 	\$25.31	\$15.00	\$18.94	✓ (2)	✓ (1)
Paid time off	✓		✓	✓	✓ (3)
Coverage of IHSS workers					
Coverage of Leased Property/franchises			✓	✓	✓
Coverage of non-profits		✓		✓	✓
Coverage of seasonal/temporary workers	✓				
Predictable schedules	✓				
Ban the Box	✓				
Collective bargaining opt-out	✓	✓	✓	✓	✓

Living Wage Ordinance Provision	County of Santa Clara 2014*	County of Sonoma 2015	City of Petaluma 2006	City of Sonoma 2004	City of Sebastopol 2003
Worker Retention	✓ (4)	✓			
Local Hire	✓	✓ (5)			
Labor Peace	✓ (6)	✓ (7)	✓	✓	✓
Responsible Bidder	✓ (8)		✓	✓	✓
Incentives for Full-Time Work	✓				
Private Right of Action	✓	✓	✓	✓	✓
Automatic COLA based on CPI	✓		✓	✓	✓
Waiver Authority by Board	✓(9)	✓ (10)	✓	✓	✓

* The County of Santa Clara Living Wage Ordinance is the most comprehensive of all the county and municipal ordinances approved by local California jurisdictions.

There are 43 cities and counties in California with Living Wage Ordinances. The complete list is at the UCB Labor Center website:

<https://laborcenter.berkeley.edu/california-city-and-county-living-wage-ordinances/>.

FOOTNOTES:

(1) (2) An employer may receive credit toward the wage for the documented amount spent for providing health benefits.

(3) All three of the Sonoma County municipal Living Wage Ordinances include 12 paid sick and personal leave days.

(4) Santa Clara County staff and living wage proponents are now negotiating the exact language for a retention provision for covered employers.

(5) In Sonoma County bidding preference is provided to contractors who certify that 50 percent of employees live in the county.

(6) Santa Clara County staff and living wage proponents are now negotiating the exact language for a labor peace provision for covered employers. In addition, Santa Clara has numerous subsidized residential/commercial projects such as Levi Stadium with a CBA that includes a labor peace provision.

(7) Sonoma County and all of the three county municipal Living Wage Ordinances include 'Labor Relations Neutrality' language that is unconstitutional and cannot be enforced.

(8) The County of Santa Clara has a separate responsible bidder provision in the administrative code.

(9) (10) For both Sonoma County and Santa Clara County the Board of Supervisors may grant a hardship waiver.