

Summary of Proposed County of Sonoma Living Wage Ordinance

- 1) **Covered employers:** The County of Sonoma, for-profit businesses with contracts of more than \$20,000 a year and six or more employees; nonprofit businesses with contracts of more than \$50,000 and 25 or more employees; firms receiving economic development assistance of more than \$100,000 a year; and businesses receiving county leases, concessions, or franchises of more than \$350,000 annual gross receipts must comply with the following provisions:
- 2) **Wage rate:** \$15.00 an hour and the wage is indexed annually to the CPI (Consumer Price Index).
- 3) **Covered Employees:** All full-time and part-time employees of covered employers (who work at least two hours a week on a county contract).
- 4) **Compensated Time Off:** Employees shall receive 22 days off per year for sick leave, vacation, or personal necessity, including 12, which are compensated at the living wage rate, and 10 that are not compensated.
- 5) **Full-Time Work:** Requires that county contractors offer existing part-time employees the ability to work more hours before contractors hire new part-time employees.
- 6) **Worker Retention:** Requires that a new contractor replacing an existing one must retain the current workforce for a minimum of 90 days. This ensures that when the County switches contractors, the existing workforce is not fired wholesale and replaced by a brand new one.
- 7) **Labor Harmony:** Contractors must sign agreements with unions preventing disruption of county revenues or services due to labor disputes.
- 8) **Responsible Bidder:** Bidders for county service contracts over \$20,000 must certify in regards to their history as an employer, and their past record of compliance with federal and state labor, health and safety, and environmental regulations. The county when awarding a contract will consider a firm's history as an employer, along with cost and quality factors.

Background: 140 cities and counties have implemented Living Wage Ordinances and 33 in California. The California counties include: Sacramento, San Francisco, Ventura, Los Angeles, Marin, Santa Cruz, and Santa Clara as well as the Port of Oakland and the San Francisco, San Jose, and Los Angeles international airports. Many cities, including San Francisco, San Jose, Los Angeles, Oakland, and San Diego, have implemented citywide minimum wage laws covering most low-wage workers.

Three cities in Sonoma County have passed living wage laws including Sebastopol (2003), Sonoma (2004), and Petaluma (2006). **In 2015 the Petaluma Living Wage rate is \$13.66 with medical benefits and \$15.32 without.**

