

Living Wage Comparison for Six California Counties

The chart below compares provisions included in Living Wage Ordinances in 2021, for six California Counties, including Sonoma. Numbers refer to footnotes following the chart.

Living Wage Ordinance Provision	Santa Cruz 2002	Santa Clara 2014	San Francisco 2000*	Los Angeles 1999	Marin 2002	Sonoma 2015
Living wage hourly rates 2021						
<ul style="list-style-type: none"> • With medical benefits 	\$18.10	\$23.31	Nonprofit \$17.34 For Profit \$18.55	N/A	\$13.55	\$16.75
<ul style="list-style-type: none"> • No medical benefits 	\$19.74	\$25.31	(1)	\$16.31	\$15.40	\$16.75
Paid time off	✓	✓	✓	✓		
Coverage of IHSS workers			✓		✓	
Coverage of Leased Property/franchises			✓ (2)			
Coverage of non-profits			✓		✓ (3)	✓
Coverage of seasonal/temporary workers	✓	✓	✓	✓	✓	
Predictable schedules		✓ (4)	✓			
Ban the Box		✓	✓			
Collective bargaining opt-out	✓	✓	✓	✓		✓
Worker Retention	✓	✓ (5)	✓	✓		✓

Living Wage Ordinance Provision	Santa Cruz 2002	Santa Clara 2014	San Francisco 2000*	Los Angeles 1999	Marin 2002	Sonoma 2015
Local Hire		✓	✓		✓	✓ (6)
Labor Peace	✓ (11)	✓ (8)(10)	✓ (7)	✓ (9)	✓ (12)	✓ (13)
Responsible Bidder	✓	✓ (15)	✓ (14)			
Incentives for Full-Time Work		✓ (16)		✓ (17)		
Private Right of Action		✓	✓	✓		✓
Automatic COLA based on CPI	✓	✓	✓	✓	✓ (18)	
Waiver Authority by Board	✓	✓	✓ (20)			✓ (19)

* The County/City of San Francisco 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) San Francisco has one wage rate. San Francisco International Airport (SFO) has a separate Living Wage Ordinance for franchisees, concessionaires, and lessees. The current wage rate for covered airport employees is \$19.05 an hour.

(2) San Francisco covers leased property, concessionaires, and franchisees at SFO.

(3) Marin excludes in-patient health and mental health providers unless the County occupies 75 percent or more of their beds.

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

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

(6) For all of the counties checked, bidding preference is provided to contractors who certify that 50 percent of employees live in the county.

(7) San Francisco has separate labor peace provisions for subsidized hotels and leased property at SFO. Also, San Francisco has numerous subsidized residential/commercial projects such as the Bayview Hunters Point Lennar Community Benefits Agreements (CBA) that includes a labor peace provision.

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

(9) Los Angeles has numerous subsidized residential/commercial projects such as the Staples Center and LA Sports and the Entertainment District with a CBA that includes a labor peace provision.

(10) Santa Clara has numerous subsidized residential/commercial projects such as Levi Stadium with a CBA that includes a labor peace provision.

(11) (12) (13) Santa Cruz, Marin, and Sonoma have 'Labor Relations Neutrality' language that is now unconstitutional and cannot be enforced.

(14) (15) The City of San Francisco and the County of Santa Clara have a separate responsible bidder provision in the administrative code.

(16) Santa Clara County staff and living wage proponents are now negotiating the exact language for an 'incentives for full-time work' provision for covered employers.

(17) Los Angeles contractors must use full-time employees to work on county contracts unless the use of part-time employees can be explicitly justified to the county.

(18) For all of the counties checked there is an automatic annual application of a COLA based on the CPI.

(19) For all of the counties checked the Board of Supervisors may grant a hardship waiver.

(20) The contractor may submit an economic hardship waiver request to the Office of Labor Standards Enforcement that may grant waiver request.