

Living Wage Comparison for Six California Counties

The chart below compares provisions included in Living Wage Ordinances in 2015, for six California Counties, including Sonoma. (Numbers) refer to footnotes following the chart.

Living Wage Ordinance Provision	Santa Cruz 2002	Santa Clara 2015	San Francisco 2000	Los Angeles 1999	Marin 2002	Sonoma 2015
Living wage hourly rates 2015						
▪ With benefits	\$15.39	\$17.06 SJO \$14.53	\$13.02 SFO \$13.52	\$12.42	\$11.70	\$13.50
▪ No medical benefits	\$16.78	\$19.06 SJO \$15.78	\$17.02 SFO \$17.52	\$11.17 LAX \$16.42	\$13.30	\$15.00
Paid time off	✓	✓	✓	✓ (1)		
Coverage of IHSS workers			✓		✓	
Coverage of Leased Property / franchises		✓ (3)	✓ (2)	✓ (4)		
Coverage of non-profits		✓	✓			✓ (5)
Coverage of seasonal / temporary workers	✓	✓	✓	✓		
Predictable schedules		✓	✓			
Ban the Box		✓	✓			
Collective bargaining opt-out	✓	✓	✓	✓		
Worker Retention	✓	✓	✓	✓		
Local Hire		✓	✓		✓	✓ (6)
Labor Peace/Labor Harmony	✓ (10)	✓ (9)	✓ (7)	✓ (8)		✓ (11)

Living Wage Ordinance Provision	Santa Cruz 2002	Santa Clara 2015	San Francisco 2000	Los Angeles 1999	Marin 2002	Sonoma 2015
Responsible Bidder	✓		✓ (12)			✓ (13)
Incentives for Full-Time Work		✓		✓ (14)		
Private Right of Action			✓			✓
Automatic COLA based on CPI	✓ (15)	✓	✓		✓	
Waiver Authority by Board	✓	✓	✓ (17)			✓ (16)

FOOTNOTES:

(1) Los Angeles provides 8 paid sick leave days for employees of tenants/leased property and concessionaires at LAX and large hotels. All other counties provide 12 paid sick days and personal leave.

(2)(3)(4) San Francisco covers leased property at SFO; Leased property is also covered at Mineta International Airport in San Jose and LAX in Los Angeles

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(5) Sonoma large nonprofit contractors will be phased-in over three years beginning in 2017.

(6) For all these counties 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. Numerous subsidized residential/commercial projects include labor peace including Bayview Hunters Point Lennar Community Benefits Agreement (CBA).

(8) Los Angeles has separate labor peace provision for LAX and numerous subsidized residential/commercial projects including Staples Center and LA Sports and Entertainment District CBA.

(9) Santa Clara has separate labor peace provisions for San Jose Mineta International Airport and numerous subsidize residential/commercial projects including Levi Stadium.

(10)(11) Santa Cruz and Sonoma have ‘Labor Relations Neutrality’ language that is unconstitutional and cannot be enforced.

- (12) San Francisco has separate responsible bidder provision in the administrative code.
- (13) Sonoma responsible bidder language will be in the administrative code but has not been written at this time (January 2016)
- (14) Los Angeles contractors must use full-time employees to work on county contracts unless the use of part time employees can be justified to the county.
- (15) For all of these counties the Board of Supervisors may annually review application of the COLA based on the CPI.
- (16) For all of these counties the Board of Supervisors may grant economic hardship waiver.
- (17) Contractor may submit an economic hardship waiver request to the Office of Labor Standards Enforcement that may grant waiver request.