



# OFFICIAL NOTICE

## CITY OF ALAMEDA HAZARD PAY ORDINANCE

### **\$5.00/Hour Hazard Pay**

The Ordinance takes effect on May 6, 2021 and remains in effect until the the County of Alameda is below a Moderate Risk Level (Orange Tier).

**Alameda's Hazard Pay Ordinance temporarily requires certain employers to provide an additional \$5.00 per hour hazard pay to qualified employees as compensation for the risks they face while employed during the COVID-19 pandemic.**

#### **EMPLOYEES ENTITLED TO \$5.00 "HAZARD PAY"**

##### ***Alameda Municipal Code § 4-61.3***

You may be entitled to \$5.00 Hazard Pay above your Base Wage or Holiday Premium (whichever applies) if:

- You work in the City of Alameda and are entitled to receive minimum wage under California law.
- Your employer is a large grocery store.
- Your employer employs 500 or more employees nationwide regardless of where they work.
- You worked during a period in which the City of Alameda is/was within a Widespread (purple), Substantial (red) or Moderate (orange) Risk Level under State Health Orders.

#### **CREDIT FOR EXISTING HAZARD PAY**

##### ***Alameda Municipal Code § 4-61.4***

If your employer already provides hazard pay for COVID-19 related reasons to employees and can show documentation, but the amount is less than \$5 per hour, your employer must pay the difference to ensure you receive a total of \$5 per hour. The Ordinance does not prohibit your employer from paying you more than the \$5.00 Hazard Pay.

#### **RETALIATION IS PROHIBITED**

##### ***Alameda Municipal Code § 4-61.6***

Your employer may not retaliate or discriminate against you for asserting your rights under the Ordinance. You may file a complaint with the City's Community Development Department of any violations, including that your employer has reduced your pay or hours because you have exercised your rights.

#### **ENFORCEMENT**

##### ***Alameda Municipal Code § 4-61.7***

Employees may file a civil lawsuit against their employers for any violation of the Ordinance. The City may investigate possible violations and take enforcement action. If your employer has violated the Ordinance they may be ordered to pay you back wages, costs (e.g., attorney's fees), or penalties.

#### **CONTACT INFORMATION**

Please contact the City with any questions, or if you believe the Ordinance has been violated at:

City of Alameda  
Community Development Department  
950 West Mall Square, Room 205  
Alameda CA, 94501  
Phone: 510-747-6890  
Email: [hazardpay@alamedaca.gov](mailto:hazardpay@alamedaca.gov)  
Website: [alamedaca.gov/hazardpay](http://alamedaca.gov/hazardpay)

**This Notice must be posted in a conspicuous place, calculated to inform all employees of their rights under Alameda's Hazard Pay Ordinance. The Notice must be provided in English and translated into any language spoken by more than 10% of employees. **Violators may be subject to penalties.****