KNOW YOUR RIGHTS IN THE WORKPLACE

MALIBU, CALIFORNIA
PRINTABLE LABOR LAWS

CITY OF MALIBU
Incorporated March 28, 1991

LaborLawCenter.com

This ordinance covers employees working in the City of Malibu, regardless of immigration or work status

CITY OF MALIBU MINIMUM WAGE
Effective July 1, 2022
In compliance with Malibu Municipal Code Section 5.36.040

This ordinance applies to employees who perform at least two hours of work in a particular week within the Malibu city limits. Employers are required to pay the minimum wage set forth below for all hours worked. This poster should be displayed in a conspicuous and accessible place at job sites in the primary language used by the employer to communicate with employees regarding employees' work functions.

MINIMUM WAGE - ALL EMPLOYERS *Malibu Municipal Code Section 5.36*

EFFECTIVE JULY 1, 2022

$15.96 per hour *

* Includes 6.4% cost of living increase based on the US Bureau of Labor Statistics Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers, not seasonally adjusted, in the Los Angeles-Long Beach-Anaheim statistical region.

The City of Malibu adopted its Minimum Wage Ordinance in 2016 (Malibu Municipal Code Section 5.36). Beginning in 2022, the Minimum Wage for all employers in Malibu shall increase annually based on the Consumer Price Index for Urban Wage Earners and Clerical Workers for the Los Angeles-Long Beach-Anaheim region. The adjusted rates shall take effect on July 1.

NOTICE TO EMPLOYEES *California Labor Code Section 2810.5*

Employers must give employees written information about their job and pay

Initial Compensation Disclosure Statement:

At the time of hire, your employer must give you a written statement disclosing the following:

- The employer's name, business name, physical and mailing address of the main office, email address and the employer's phone number
- Your rate(s) of pay and pay day
- Your pay basis (hourly, weekly, commission)
- The formula by which the rate of pay can be determined
- Any additional information required by law

Pay Statement:

Each pay day, your employer must provide you with information required by California Labor Code 226(a):

- Gross and net wages earned
- Deductions taken
- Total hours worked by the employee
- Number of piece-rate units earned (for piece-rate workers)
- Pay basis (hour, shift, day, week, commission)
- Inclusive date of the period for which the employee is paid
- Applicable hourly rates in effect during the pay period and corresponding number of hours worked at each hourly rate
- Name and address of the employer
- Name of the employee; and either the last four digits of the employees SSN or the employee ID number

California Labor Code Section 98.7

YOUR RIGHTS ARE PROTECTED

You may be entitled to compensation for any violation of this law by your employer

You Have a Right to File a Complaint:

You may file a complaint with the Malibu City Attorney or California State Labor Commissioner for alleged violations of the Minimum Wage Ordinance.

Complaints must be filed within three years after the occurrence of the alleged violation.

You Have a Right to Sue:

Any employee, entity, or other person acting on behalf of the public, and whose rights under this law have been violated, may bring a civil action in a court of law against any employer who violates the Minimum Wage Ordinance.

Malibu Municipal Code Section 5.36.080

RETALIATION IS ILLEGAL

It is illegal for an employer to retaliate against you for exercising your rights

You have the protected right to:

- File a complaint
- Inform any person of their potential rights
- Assert your rights under this law

These Actions are Prohibited if Done to Retaliate Against You for Exercising Your Rights:

- Fire you
- Reduce your pay
- Discriminate against you
- Threaten you or any of your immediate family members

City of Malibu
23825 Stuart Ranch Road, Malibu, CA 90265-4861
(310) 456-2489 | MalibuCity.org/MinimumWage

State of California Labor Commissioner
320 W. Fourth Street, Suite 450, Los Angeles, CA 90013
(213) 620-6330

Official Print Size - 8.5" x 11"

LaborLawCenter.com™