

City of Oakland Living Wage Ordinance

2026 Living Wage Notice



NOTICE TO EMPLOYEES

This employer has an agreement with the City of Oakland that requires compliance with the Living Wage Ordinance. You must be provided with no less than what is outlined below.

Oakland Living Wage Rate

Effective July 1, 2026

\$18.26 Per Hour

With Health
Benefits

OR

\$20.97 Per Hour

Without Health
Benefits



Time Off

At least twelve (12) days off per year for sick leave, vacation, or personal necessity at the employee's request.

- Employees accrue one compensated day off per month of full-time employment. Part-time employees accrue compensated days off in increments proportional to that accrued by full-time employees.
- Employees are eligible to use accrued days off after the first six months of employment or consistent with company policy, whichever is sooner.
- Paid holidays, consistent with established employer policy, may be counted toward provision of the required twelve (12) compensated days off.



Questions or Concerns?

If you have questions or believe you are not receiving the wages and time off you are entitled to, please contact the Department of Workplace and Employment Standards:

Department of Workplace and Employment Standards

250 Frank H. Ogawa Plaza, Suite 3341, 3rd Floor
Oakland, CA 94612



Telephone: 510-238-7359



E-Mail: livingwage@oaklandca.gov

COVERED EMPLOYERS MUST POST WHERE EMPLOYEES CAN READ EASILY