

EQUAL PAY ORDINANCE

NOTICE TO EMPLOYEES

Employers who contract with the City of San Diego must pay employees equal wage rates for equal or substantially similar work, regardless of an employee's gender, race, or ethnicity. (Chapter 2, Article 2, Division 48 of the San Diego Municipal Code, known as the "Equal Pay Ordinance"). The City of San Diego's Equal Pay Ordinance requires employers (contractors and all subcontractors) to comply with the California Equal Pay Act and Fair Pay Act, codified in the California Labor Code section 1197.5. Unless an exception applies, the Equal Pay Ordinance applies to all City of San Diego contracts awarded, entered into, or extended on or after January 1, 2018.

THESE ARE YOUR RIGHTS

- You have a right to be paid the same wage rate for equal or substantially similar work regardless of your gender, race, or ethnicity. Factors to determine what is substantially similar work include skill, effort, and responsibility performed under similar working conditions. However, a wage differential may be legally permissible if it is based upon one or more of the following factors: a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or a bona fide factor other than sex, race, or ethnicity, such as education, training, or experience.
- You may not be discharged from your employment, or in any manner discriminated or retaliated against, for assisting in the enforcement of this law or for filing a complaint.
- You may not be prohibited from disclosing your own wages, discussing the wages of other, inquiring about another employee's wages, or aiding or encouraging any other employee to exercise his or her rights under this law. However, nothing in this law creates an obligation for you, or anyone else, to disclose wages.

FOR MORE INFORMATION

If you believe your rights are being violated, or for more information, please contact the Contract Compliance Unit of the City of San Diego's Purchasing and Contracting Department at 619.236.6000 or send your correspondence via EqualPay@sandiego.gov.