

Please post where employees can read easily; violators subject to penalties

OFFICIAL BULLETIN

Hayward Minimum Wage

Beginning January 1, 2027, an employee who performs work within the geographic limits of the City of Hayward must be paid wages not less than the minimum wage stated below.

Effective Date (January 1)	Small Employers (25 or fewer employees)	Large Employers (26 or more employees)
2027	\$17.40	\$18.39
2028	per State Law	\$18.39 + CPI

The minimum wage requirements set forth in the Hayward Minimum Wage Ordinance apply to any employee (part-time or full-time) who performs work within the City of Hayward (tips may not be counted toward payment of the minimum wage).

Future Increases: Beginning on January 1, 2027, and then on January 1 of each year, the minimum wage will increase by the prior calendar year's increase, if any, in the Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland-Hayward, CA metropolitan statistical area for large employers. For Small Employers, the minimum wage will match California State Law.

Employee Rights: Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. An employee or any other person may report to the City or the California Labor Commissioner a suspected violation of the Minimum Wage Ordinance. The report will be investigated for possible violations and will require access to payroll records. The City or California Labor Commission will enforce violations of the minimum wage ordinance by ordering reinstatement of employees, payment of back wages unlawfully withheld, penalties and fines.

If you have questions, contact your employer or visit this City of Hayward website for answers to frequently asked questions: www.hayward-ca.gov/local-minimum-wage

You may also contact the City of Hayward at: Email: Minimum.Wage@Hayward-ca.gov

Phone: 510-583-5540

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