



# Milpitas Minimum Wage Ordinance

## Milpitas Workers – Know Your Rights

- Beginning July 1, 2026, employees who work at least two (2) hours or more per week in Milpitas for a covered employer have the right to be paid a wage rate of \$18.50 per hour.
- It is against the law for an employer to discriminate or take adverse action against an employee for exercising their right under the Ordinance.
- Covered employees are entitled to these rights regardless of immigration status.

## What to do if you are not receiving \$18.50 per hour?

If you believe you are not receiving a wage rate of \$18.50 per hour, contact:

City of San Jose  
200 E Santa Clara Street  
5th Floor,  
San Jose, CA 95113  
**(408) 535-8430**  
Email: [mywage@sanjoseca.gov](mailto:mywage@sanjoseca.gov)

You will be asked to provide:

- Your name, mailing address and phone number
- Name, address and phone number of the company where you work
- Manager or owner's name
- Type of work you perform
- How and when you are paid (example: cash or check, every week)

Any additional information you can provide such as copies of pay stubs, personal records of hours worked or other information regarding your employer's pay practices are helpful.

All services are free and confidential. Please remember that your employer cannot terminate you or in any other manner discriminate against you for filing a complaint with the City of Milpitas.