



Orange County Living Wage certifies and promotes employers in the county who pay their full and part-time employees a living wage of at least \$15.40/hour (or \$13.90/hour with employer-provided health care). Our living wage is the minimum needed for an Orange County worker to afford basic necessities and is adjusted annually to reflect changes in housing costs.

OCLW's goals are to: a) recognize and reward Orange County employers who pay their workers a living wage, b) provide incentives for employers to pay a living wage, c) encourage consumers to use certified businesses and organizations, d) connect workers with good paying jobs.

A Living Wage Pulls Working Families Out of Poverty.

Many low-income working families face unconscionable trade-offs such as heating their homes or feeding their families. Wages are often lower for people of color, especially women. If more Orange County workers earned a living wage, they would be better able to provide for themselves and their families without need for governmental assistance or income from extra jobs.

A Living Wage is Good for Business.

Turnover falls when employers pay a living wage, and workers who stay tend to be more educated and skilled. Living wage employers also report improved morale, attendance, customer relations, and productivity in their workplaces.

A Living Wage Boosts the Local Economy.

The many states that have raised their minimum wage in recent years are adding jobs at a faster clip than those that did not. Low-wage workers are likely to spend every extra dollar they earn on basic goods and services, giving a shot-in-the-arm to the local economy. In fact, Moody's Analytics estimates that every extra dollar going into the pockets of low-wage workers adds \$1.21 to the economy.

REQUIREMENTS AND BENEFITS FOR 2021

- Employers must pay at least \$15.40/hour to all regular full- and part-time employees.
- Employers providing health insurance benefits must pay at least \$13.90/hour, and pay at least 50 percent of the cost of the health care premium.
- Interns, apprentices, temporary and project-based employees, minors working part time, probationary employees, and independent contractors paid via a 1099 are exempt.
- Certified employers receive a decal to post at their office or store, a framed certificate, a breakroom poster, and OCLW car magnets. They are also promoted through print, digital, and broadcast journalism.
- We encourage our certified employers to use the OCLW logo and cite their certification in marketing efforts.

FACT SHEET 7/29/2021