



Photo: Tom Simon



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[orangecountylivingwage.org](http://orangecountylivingwage.org)



## PAYING A LIVING WAGE ...

... pulls working families out of poverty.

... is good for business – and improves morale and productivity.

... boosts the local economy, since extra dollars earned means extra dollars spent near home.



*“If everyone were guaranteed a living wage, there would simply be more money spread throughout the community, leading to innumerable benefits such as increased tax revenue for local government projects, more worker freedom (both in terms of time and opportunities), and more disposable income that can be put back into the community’s locally owned businesses in a virtuous cycle. Every organization that commits to paying living wages brings us one small step closer to that vision.”*

**David Bradley**  
Golden Fig Books

**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 \$16.60/hour (or \$15.10/hour with employer-provided health care).**

Our team works to:

- Recognize and reward living wage employers
- Encourage the public to support certified businesses and organizations
- Connect local workers with jobs that pay a living wage – and connect living wage employers to highly qualified job seekers

## REQUIREMENTS & BENEFITS FOR 2023

- Employers must pay at least \$16.60/hour to all regular and part-time employees.
- Employers that provide health insurance benefits must pay at least \$15.10/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 in their space, a framed certificate, a breakroom poster, and OCLW car magnets. They are also promoted on OCLW’s website, in its newsletter, and on its social media platforms.
- WCHL announces all new certifications on air.
- We encourage all certified employers to post the OCLW logo on their website and on marketing materials – and to promote any hiring opportunities on our Living Wage Job Board.