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 $17.65/hour (or $16.15/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 2024**
- Employers must pay at least $17.65/hour to all regular and part-time employees.
- Employers that provide health insurance benefits must pay at least $16.15/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.
- Effective April 2024, employers must pay an application fee when applying for certification or re-certification. Fee structure: $50 for businesses/organizations with 0-9 employees, $100 for 10-49 employees, $200 for 50 or more employees.
- 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.
- Certified employers can promote any hiring opportunities on OCLW’s Living Wage Job Board.