



THIS ORDINANCE COVERS EMPLOYEES WORKING IN THE CITY OF SANTA MONICA,  
REGARDLESS OF IMMIGRATION OR WORK STATUS

## City of Santa Monica Hero Pay Ordinance

### **\$5.00 PER HOUR HAZARD PAY**

This Ordinance requires Hero Pay commencing **March 11, 2021**  
and continues for 120 days unless otherwise extended.

The Hero Pay Ordinance is an ordinance that temporarily requires grocery retail and drug retail employers to provide an additional \$5 per hour pay to employees working frontline positions, as compensation for the hazards the employees face during the COVID-19 pandemic.

<p><b>EMPLOYEES ENTITLED TO \$5.00 "HERO PAY"</b></p> <p>As an employee, you may be entitled to Hero Pay if your employer meets the following criteria:</p> <ul style="list-style-type: none"> <li>Your employer is a grocery store, drug store, or large retailer that sells groceries and/or drug products</li> <li>Your employer is a publicly traded company or employs 300 or more people nationwide</li> <li>Your employer employs more than 10 employees at the store where you work</li> <li>The store where you work is located in the City of Santa Monica</li> <li>You are physically present at the store when you are performing work for your employer</li> </ul> <p><b>See Santa Monica Municipal Code Chapter 4.65.5 for information about covered employees and employers</b></p>	
<p><b>CREDIT FOR EXISTING HAZARD PAY</b></p> <p>If your employer already provides voluntary hazard pay for COVID-19 related reasons, but the amount is less than \$5 per hour, your employer must pay the difference to ensure employees receive a total of \$5 per hour in order to comply with this Ordinance.</p>	<p><b>PAID LEAVE IN LIEU OF HAZARD PAY</b></p> <p>As an employee you can elect to receive Paid Leave instead of Hero Pay. An election to receive paid leave in lieu of Hero Pay must be made in a writing signed by the employee. An employee accrues one full hour of paid leave when the Hero Pay earned totals one hour of the employee's Base</p>
<p><b>PAY STATEMENT INFORMATION</b></p> <p>This Ordinance requires covered employers to include information about Hero Pay on the pay statement for covered employees, including:</p> <ul style="list-style-type: none"> <li>The hourly rate of Hero Pay (\$5 per hour) or voluntary hazard pay your employer is providing you</li> <li>The amount of Hero Pay, Paid Leave in lieu of Hero Pay, or voluntary hazard pay you earned;</li> <li>The number of hours you worked that entitled you to Hero Pay or voluntary hazard pay in the pay period</li> </ul>	<p><b>RETALIATION IS PROHIBITED</b></p> <p>You have the protected right to:</p> <ul style="list-style-type: none"> <li>File a complaint</li> <li>Inform any person of their potential rights</li> <li>Assert your rights under this Ordinance</li> </ul> <p>The following actions are prohibited if done in retaliation against you for exercising your rights:</p> <ul style="list-style-type: none"> <li>Fire you</li> <li>Reduce your pay</li> <li>Discriminate against you</li> <li>Threaten you or your immediate family members</li> </ul>
<p><b>ENFORCEMENT</b></p> <p>The LA County Department of Consumer and Business Affairs (DCBA) is authorized to investigate complaints of alleged violations of Hero Pay Ordinance. Call DCBA at <b>(800) 593-8222</b>. To file a claim: <a href="http://dcbalacounty.gov/heropay">dcbalacounty.gov/heropay</a></p>	<p><b>HERO PAY MAY IMPACT OTHER BENEFITS</b></p> <p>Hero Pay is added to an employee's hourly wage and may temporarily increase the employee's total income for the time period this Ordinance is in effect. This increase in total income may affect the employee's eligibility for other forms of governmental aid that are income-based.</p>

*This poster must be displayed in a conspicuous and accessible place at every store located within the City of Santa Monica where an employee covered by the Hero Pay Ordinance works.*

**For more information about the Hero Pay Ordinance, contact the City of Santa Monica COVID-19 Hotline (310) 458-8400 or visit: [santamonica.gov/minimum-wage](http://santamonica.gov/minimum-wage)**