

WE WON! NOVATO CITY COUNCIL VOTES YES ON NEW \$15 MINIMUM WAGE LAW



On Tuesday, September 24, the Novato City Council passed an ordinance that will require all businesses in Novato with more than 100 employees to increase their wages to \$15 in July 2020. This is a huge victory for the housekeepers, kitchen and activities workers at Novato Healthcare Center who now make \$13 or \$14 per hour, as well as other low wage workers throughout Novato.

Two laundry and housekeepers, Angelica Lua and Sara Bravo, came out and spoke in support of a \$15 minimum wage in Novato. Three city councilors — Pat Ecklund, Pam Drew and Eric Lucan — voted for the law. Another, Denise Athas, took the side of the small businesses and voted no.

A significant number of business owners also spoke out against the ordinance. Under that pressure, the city council created a time schedule for slowly increasing the minimum wage at smaller businesses, as you can see below:

Date	Very Large Business (100+ employees)	Large Business (26 - 99 employees)	Small Business (1 - 25 employees)
January 1, 2020	\$13.00	\$13.00	\$12.00
July 1, 2020	\$15.00	\$14.00	\$13.00
January 1, 2021	\$15.00 + cost of living increase up to 3.5%	\$15.00	\$14.00
January 1, 2022	Increases by cost of living index up to 3.5%	Increases by cost of living index up to 3.5%	\$15.00
January 1, 2023	Increases by cost of living index up to 3.5%	Increases by cost of living index up to 3.5%	Increases by cost of living index up to 3.5%

These angry business owners will try to push out mayor Eric Lucan in the upcoming election in November so it will be our responsibility to make sure he wins the election and can keep doing the right thing as city councilor.

Congratulations to all the Novato workers who helped make this minimum wage increase a reality!

**For more information, please contact NUHW Organizer Alexandra Early
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