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## Hayward minimum wage increases take effect January 1

**HAYWARD, Calif.**, Oct. 30, 2023— In April 2020, the Hayward City Council approved an ordinance to adopt a local minimum wage that applies to businesses and employees operating and working within Hayward. Annual increases occur each January 1.

Beginning Jan. 1, 2024, large employers are subject to a \$16.90 per hour minimum wage. Large employers are defined as businesses with 26 or more full- or part-time workers including individuals employed outside of the city.

Beginning Jan. 1, 2024, small employers are subject to a \$16.00 per hour minimum wage per State law. Small employers are defined as businesses with 25 or fewer full- or part-time workers including individuals employed outside of the city.

The State of California recently adopted additional minimum wage requirements for Fast Food workers, which will take effect April 1, 2024, and Health Care workers, which will take effect June 1, 2024. Those wage rates will take precedence over the City of Hayward wage rates at that time for businesses meeting the industry specific.

For more information on the State of California's minimum wage requirement for Fast Food and Health Care industry workers, please visit the State Department of Industrial Relations website [here](#).

For more information on the Hayward local minimum wage ordinance, please visit the City of Hayward website [here](#).