

County of Ventura  
California



**NOTICE TO EMPLOYEES**  
**WORKING ON COUNTY CONTRACTS**  
**RE: LIVING WAGE ORDINANCE AND**  
**PROHIBITION AGAINST RETALIATION**

“Section 4964 Employer Retaliation Prohibited” of the Living Wage Ordinance (LWO) provides that any employer that has a contractual relationship with the County **may not** discharge, reduce the pay of, or discriminate against his or her employees working under the County contract for any of the following reasons:

1. Complaining to the County if your employer is not complying with the Ordinance.
2. Seeking to enforce your rights under this Ordinance by any lawful means.
3. Asserting your rights under the Ordinance.

Also, you may not be fired, lose pay or be discriminated against for asking your employer questions about the Living Wage Ordinance, or asking the County about whether your employer is doing what is required under the LWO. If you are fired, lose pay, or discriminated against, you have the right to file a complaint with the County Executive Office, or the General Services Agency, as well as file a claim in court.

For information, or to obtain a complaint form, please call the phone number below.

**County of Ventura**  
**County Executive Office**  
**Ventura, CA 93009-1940**  
**Phone (805) 654-5027, Fax (805) 654-5106**