



KNOW YOUR RIGHTS IN THE WORKPLACE

LOS ANGELES, CALIFORNIA

PRINTABLE LABOR LAWS

LOS ANGELES CITY LABOR LAW POSTER



POST IN A CONSPICUOUS PLACE AT ANY WORKPLACE OR JOB SITE.
VIOLATORS SHALL BE SUBJECT TO PENALTIES.



OFFICIAL NOTICE Los Angeles Minimum Wage

Rate Effective July 1, 2020

\$14.25 PER HOUR

Employers with 25 or fewer Employees

\$15.00 PER HOUR

Employers with 26 or more Employees

All Employers are required to pay Employees a new minimum wage according to the Los Angeles Minimum Wage Ordinance. The minimum wage rate will be adjusted every year according to Los Angeles Minimum Wage Ordinance Section 187.02. Certain exemptions and deferrals may be available.

Effective Date:	Employers with 26 or more Employees:	Employers with 25 or fewer employees or Non-profit corporations with 26 or more employees with approval to pay a deferred rate:
7/1/2017	\$12.00	\$10.50
7/1/2018	\$13.25	\$12.00
7/1/2019	\$14.25	\$13.25
7/1/2020	\$15.00	\$14.25
7/1/2021	\$15.00	\$15.00

The Los Angeles Office of Wage Standards Ordinance grants authority to the Bureau of Contract Administration, Office of Wage Standards to investigate possible violations, inspect workplaces, interview employees, and review the payroll records. The Office of Wage Standards will enforce the City's Minimum Wage Ordinance for violations including, but not limited to: 1) failure to pay the Los Angeles minimum wage; 2) failure to comply with notice, posting, and payroll records requirements; and 3) retaliation. The Los Angeles Municipal Code (LAMC) Section 188.04 protects Employees from any discrimination or retaliation for exercising their rights to receive the City's minimum wage.



LOS ANGELES CITY LABOR LAW POSTER



Los Angeles Paid Sick Leave Effective July 1, 2017



All Employers will be required to provide paid sick leave according to the Los Angeles Minimum Wage Ordinance. The paid sick leave will be provided to all Employees who work at least two hours in a particular week in the City of Los Angeles for the same Employer for 30 days or more within a year.

Entitlement	
Front-Loading	At least 48 hours provided either at the beginning of each year of employment, calendar year, or 12 month period ; OR-
Accrual	One (1) hour of paid sick leave for every (30) hours worked.
72 Hour Cap	Accrued unused paid sick leave shall carry over to the following year of employment and must be capped at a minimum of 72 hours; however, an Employer may choose no cap or a higher cap.
Separation from employment	An Employer is not required to provide compensation to an Employee for accrued or unused sick days at separation from employment.
Reinstatement	If an Employee is rehired within a year of separation from employment, previously accrued and unused paid sick leave shall be reinstated.

Usage	
When	An Employee may use paid sick leave beginning on the 90th day of employment.
How	An Employer shall provide paid sick leave upon the oral or written request of an Employee for themselves a family member, or for any individual related by blood or affinity. Qualified use of time can be found in LAMC Section 187.04 (G).
	The use of paid sick leave may be limited to 48 hours leave annually.

The Los Angeles Municipal Code Section 187.06 protects Employees from any discrimination or retaliation for exercising their rights to receive the City's paid sick leave.

For more information, please contact the Office of Wage Standards at 1-844-WAGESLA(924-3752) or email wagesla@lacity.org or visit <http://wagesla.lacity.org>.

As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodation to ensure equal access to its programs, services, and activities.



LOS ANGELES CITY LABOR LAW POSTER



City of Los Angeles, CALIFORNIA

ERIC GARCETTI, MAYOR

NOTICE TO APPLICANTS & EMPLOYEES FAIR CHANCE INITIATIVE FOR HIRING ORDINANCE

This Employer is subject to the Fair Chance Initiative for Hiring Ordinance (FCIHO) (LAMC 189.00).

THESE ARE YOUR RIGHTS...

1. Employers cannot inquire about or seek information about an Applicant's Criminal History until after a Conditional Offer of Employment has been made to the Applicant*.

✓ This includes job solicitations and applications or during any conversations or interviews

2. If an Employer decides to rescind an offer of employment based on information discovered during the criminal background check, the Employer is required to perform an Individualized Assessment.

✓ Individualized Assessment - a written assessment that effectively links the specific aspects of the Applicant's Criminal History with risks inherent in the duties of the Employment position sought by the Applicant.

✓ If the offer is rescinded, the Applicant must receive:

- o Written notification
- o Copy of the Individualized Assessment, and
- o Copies of any documentation used in the Employer's decision

3. The Applicant has the right to the Fair Chance Process.

✓ The Applicant has the opportunity to provide information or documentation to an Employer regarding the accuracy of his/her Criminal History or Criminal History Report or that should be considered in the Employer's assessment, such as evidence of rehabilitation or other mitigating factors.

✓ The Employer is required to hold the job open for at least five (5) business days from the date notification of a proposed adverse action to allow an Applicant to submit such documentation, and, the Employer is required to review any documentation in order to reassess their decision.

FOR ADDITIONAL INFORMATION OR ASSISTANCE, CALL:
City of Los Angeles Department of Public Works
Office of Contract Compliance
1149 S. Broadway Street, Suite 300, Los Angeles, CA 90015
Phone: (844) WagesLA – Email: WagesLA@lacity.org

*Note: Not all Applicants/Employees are covered under the FCIHO. Please see ordinance (LAMC 189.00) for more details.
Form FCIHO, Rev. 07/17

