



LOS ANGELES COUNTY
CONSUMER & BUSINESS AFFAIRS

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November 4, 2025

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

Director

Rafael Carbajal

Chief Deputy

Joel Ayala

**AMENDMENTS TO TITLE 8 – CONSUMER PROTECTION, BUSINESS
AND WAGE REGULATIONS TO IMPLEMENT
AMENDMENTS TO THE FAIR WORKWEEK ORDINANCE
(3 VOTES – ALL DISTRICTS)**

SUBJECT

Adopt amendments to the Los Angeles County Code (“LACC”) Title 8 – Consumer Protection, Business and Wage Regulations to make clarifying changes to Chapter 8.102 – Fair Workweek Ordinance (“Ordinance”).

IT IS RECOMMENDED THAT YOUR BOARD:

Adopt the attached ordinance amending LACC Title 8 – Consumer Protection, Business and Wage Regulations, Chapter 8.102 – Fair Workweek Ordinance.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Upon careful review of the ordinance, DCBA has identified two subdivisions that when read together with the other provisions of the Ordinance are duplicative and/or inconsistent, which will create confusion in the enforcement of the Ordinance, and DCBA recommends adopting amendments and clarifying provisions. The proposed Ordinance will amend Chapter 8.102 to resolve these conflicting provisions.



IMPLEMENTATION OF STRATEGIC PLAN GOALS

These recommended actions support the County's Strategic Plan North Star 1 – Make Investments that Transform Lives, Focus Area – Employment and Sustainable Wages.

FISCAL IMPACT/FINANCING

The adoption of these proposed amendments will have no net County cost impact on the General Fund.

FACTS AND PROVISIONAL/LEGAL REQUIREMENTS

Recommend Amendments to Chapter 8.102 – Fair Workweek Ordinance

To add clarity and avoid confusion of the Ordinance the following changes are recommended:

Revise Section 8.102.080 (A)(2)(a)(b)(c)(d)(e) to combine (a) and (b), remove (c) and (d). The section should read as the following:

2. A Retail Employer shall compensate a Retail Employee at one-half of the Retail Employee's regular rate of pay for the time the Retail Employee does not work if the Retail Employer:
 - a. Reduces the Retail Employee's work time listed in the Work Schedule by at least 15 minutes; or
 - b. Schedules the Retail Employee for an On-Call Shift for which the Retail Employee is not called in.

These changes will allow DCBA to deliver clear and concise enforcement guidance and information to the public, businesses and workers. Resolving conflicting language will promote compliance and help prevent unfair practices by employers.

IMPACT ON CURRENT SERVICES

The adoption of these proposed amendments will have no impact on current services or projects and will better facilitate the County's ability to implement the Ordinance.

CONCLUSION

DCBA request that the Executive Officer, upon approval by the Board, return one adopted-stamped copy of this letter to the Director of DCBA.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'R. Carbajal', written in a cursive style.

Rafael Carbajal
Director

RC:JA:RB

Attachments

c: Executive Office, Board of Supervisors
Chief Executive Office
County Counsel

ANALYSIS

This ordinance amends Title 8 – Consumer Protection, Business and Wage Regulations of the Los Angeles County Code, Section 8.102.080 – Predictability Pay for Work Schedule Changes, to clarify the conditions that trigger a retail employer's obligation to provide predictability pay when adjusting a retail employee's work schedule.

DAWYN R. HARRISON

County Counsel

By 

MICHAEL S. BUENNAGEL

Senior Deputy County Counsel

Government Services Division

MSB:bl

Requested: 05/15/25

Revised: 06/05/25

ORDINANCE NO. _____

An ordinance amending Title 8 – Consumer Protection, Business and Wage Regulations of the Los Angeles County Code, Section 8.102.080 – Predictability Pay for Work Schedule Changes, relating to the circumstances when a retail employer is required to provide predictability pay to a retail employee when making a change to the employee's work schedule.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 8.102.080 is hereby amended to read as follows:

8.102.080 Predictability Pay for Work Schedule Changes.

A. A Retail Employer must provide the Retail Employee with Predictability Pay under the following conditions:

1. A Retail Employer must compensate the consenting Retail Employee with one additional hour of pay at the Retail Employee's regular rate for each change in their Work Schedule made pursuant to Section 8.102.060.B to a scheduled date, time, or location that:

- a. Results in no loss of time to the Retail Employee; or
- b. Results in additional work time that exceeds fifteen (15) minutes.

2. A Retail Employer must compensate a Retail Employee at one-half (1/2) of the Retail Employee's regular rate of pay for the time the Retail Employee does not work ~~for the following reasons if occurring after the advanced notice required in Section 8.102.060.A~~ if the Retail Employer:

a. ~~Subtracting hours~~ Reduces the Retail Employee's work time stated in the Work Schedule from a Shift before or after the Retail Employee reports for duty;

b. ~~Changing the start or end time of a Shift~~ resulting in a loss of more than fifteen (15) minutes; or

c. ~~Changing the date of a Shift;~~

d. ~~Cancelling a Shift; or~~

e. Schedulings the Retail Employee for an On-Call Shift for which the Retail Employee is not called in.

B. Predictability Pay is not required if any of the following occur:

1. A Retail Employee initiates the requested Work Schedule change

2. A Retail Employee accepts a schedule change initiated by a Retail Employer due to an absence of another scheduled Retail Employee. The Retail Employer must communicate to the Retail Employee that acceptance of the hours is voluntary and the Retail Employee has a right to decline and must document the specific nature of the request and the Retail Employee's consent.

3. A Retail Employee accepts additional hours pursuant to Section 8.102.070.

4. A Retail Employee's hours are reduced due to the Retail Employee's violation of any existing law or of the Retail Employer's lawful policies and procedures.

5. The Retail Employer's operations are compromised pursuant to law.

6. Extra hours worked require the payment of an overtime premium under California Labor Code section 510.

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