

MOTION BY SUPERVISOR HILDA L. SOLIS

JUNE 30, 2026

Implementing A Last Paycheck Ordinance

On a December 9, 2025 [motion](#), the Board of Supervisors directed the Los Angeles County Department of Consumer and Business Affairs' (DCBA) Office of Labor Equity (OLE), in consultation with County Counsel, the Department of Economic Opportunity, and other relevant County departments to provide a report back on the feasibility of establishing an ordinance to make it easier for employees to receive their last paycheck in the event that they are unavailable due to a variety of reasons, such as hospitalization or detention and deportation by immigration authorities in the workplace. This motion was built upon a July 15, 2025, [motion](#) that addressed how to handle items left behind when individuals were deported or detained and how to accept calls from these individuals to provide guidance or help.

California Senate Bill 294 (SB 294), "The Workplace Know Your Rights Act", signed by Governor Gavin Newsom in October 2025, took steps to implement better processes and contingency plans for employees arrested or detained by immigration authorities while in the workplace. The bill requires employers to provide written notice to all new hires, and annually thereafter, regarding their legal rights and what to do if approached by law enforcement in the workplace. It also requires all employers in the

MOTION

Mitchell _____

Horvath _____

Hahn _____

Barger _____

Solis _____

MOTION BY SUPERVISOR HILDA L. SOLIS

JUNE 30, 2026

Implementing A Last Paycheck Ordinance

state to provide new hires with the opportunity to designate an emergency contact, whom employers would be required to notify if an employee is detained or arrested by immigration authorities in the workplace. Though this bill provided much needed initial rights to information, it does not address the major barriers workers face in accessing their last paycheck.

In [response](#) to the December 9, 2025, motion, DCBA, in collaboration with County Counsel and other relevant County departments, made recommendations for a potential ordinance that would apply to all businesses located, or that have employees performing work in Los Angeles County unincorporated areas. To produce these recommendations, DCBA evaluated similar policies in other jurisdictions and conducted stakeholder meetings, which included businesses and business-serving organizations. Their research and feedback from stakeholder engagement resulted in recommendations to address the following:

1. Defining “unavailability” in a limited, administrable way.
2. Preserving the employee’s initial opportunity to receive/request their paycheck directly.
3. Setting clear eligibility rules for designees and delivery methods.
4. Tying language access requirement to County-provided templates.
5. Requirements around the presentation of the standardized forms, an annual reminder of rights, and retention of an employee’s designee form for at least one-year post-separation.

MOTION BY SUPERVISOR HILDA L. SOLIS

JUNE 30, 2026

Implementing A Last Paycheck Ordinance

Any further action to create a “Last Paycheck Ordinance” should include additional community meetings with worker and employer stakeholders to provide additional feedback on elements of a potential ordinance as well as any proposed County template forms. In developing the ordinance, DCBA and County Counsel should consider an effective date that allows adequate time for comprehensive outreach and education for workers, employers, worker-rights organizations, and business-serving organizations.

I, THEREFORE, MOVE that the Board of Supervisors direct County Counsel, in consultation with the Department of Consumer and Business Affairs, to report to the board within 120 days with a draft ordinance reflective of community feedback and previous report recommendations.

I, FURTHER, MOVE that the Board of Supervisors direct the Los Angeles County Department of Consumer and Business Affairs to:

1. Conduct additional stakeholder outreach to directly inform the ordinance language and the County’s proposed template forms that should also be made available in each of the County’s recognized languages. Stakeholder engagement should be inclusive of workers, businesses, worker/labor rights centers and business serving organizations.
2. Report to the board within 120 days in writing with an implementation plan that includes a comprehensive awareness campaign, and an escalation approach to compliance that prioritizes initial education for businesses prior to enforcement.

#

AGN. NO. _____

MOTION BY SUPERVISOR HILDA L. SOLIS

JUNE 30, 2026

Implementing A Last Paycheck Ordinance

HLS:at