



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

Agenda #	Relate To	Position	Name	Comments
11.		Oppose	Elissa Diaz	
		Item Total	1	
Grand Total			1	

June 25, 2026

LA County Board of Supervisors
Kenneth Hahn Hall of Administration
500 West Temple Street,
Los Angeles, CA 90012

RE: Los Angeles County Final Paycheck Concerns

Dear Honorable Chair and Board of Supervisors,

On behalf of the Los Angeles Area Chamber of Commerce, the largest business organization in the Los Angeles region, we express our concerns regarding implementing a “Last Paycheck Ordinance” for employees in the unincorporated areas of Los Angeles County.

The Chamber remains firmly committed to protecting workers’ rights and ensuring workers receive their earned wages; however, the proposed ordinance could force employers into conflict between federal, state, and local laws. Further, the Chamber is concerned with the imposition of significant administrative and financial burdens on small businesses.

The ordinance, as proposed, would provide designation forms for all existing employees and new hires, regardless of immigration status, allowing them to designate a person to receive paychecks if the employee is unavailable. The proposal also calls for delivering final paychecks to the designated designee upon employee unavailability and provide proof of the designee’s identity, among other measures.

This proposal duplicates state law requirements, adds new procedural obligations, and threatens potential litigation. The proposed ordinance would require an employer to make assumptions regarding the nature of an employee's separation, especially if an employee who is detained or deported cannot notify the employer. The next step of an employer to provide a final paycheck to a designee or withhold out of caution can lead to employee dispute of the decision and create legal risk for the employer in either scenario, further compounded by the private right of action provision.

For these reasons and given this proposal previously failed to advance at the state level due to employer liability and the disproportionate impact on small businesses, we respectfully urge the Board to consider these concerns and instead work collaboratively with businesses. Thank you for your time and consideration.

Sincerely,



Carlos A. Singer
Chief Policy Officer