

THIS ORDINANCE COVERS EMPLOYEES WORKING IN UNINCORPORATED LOS ANGELES COUNTY, REGARDLESS OF IMMIGRATION OR WORK STATUS.

County of Los Angeles Minimum Wage Ordinance

This ordinance takes effect July 1, 2016.

This ordinance applies to employees who perform at least two hours of work in a particular week within unincorporated areas of Los Angeles County. Employers are required to pay the minimum wage set forth below for all hours worked.



This poster must be displayed in a conspicuous and accessible place at job sites, in English, Spanish, and the primary language used by the employer to communicate with employees regarding employees' work functions, if other than English or Spanish.

Los Angeles County Code Chapter 8.100
Minimum Wage

Large Employers (26 or more employees)

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|-------------------------|-------------------------|
| \$10.50 PER HOUR | |
| July 1, 2016 | |
| \$12.00 PER HOUR | \$13.25 PER HOUR |
| July 1, 2017 | July 1, 2018 |
| \$14.25 PER HOUR | \$15.00 PER HOUR |
| July 1, 2019 | July 1, 2020 |

Small Employers (25 or less employees)

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|-------------------------|-------------------------|
| \$10.50 PER HOUR | |
| July 1, 2017 | |
| \$12.00 PER HOUR | \$13.25 PER HOUR |
| July 1, 2018 | July 1, 2019 |
| \$14.25 PER HOUR | \$15.00 PER HOUR |
| July 1, 2020 | July 1, 2021 |

* Beginning January 1, 2022, County's Chief Executive Officer (CEO) will determine the adjusted rates of the minimum wage based on the Consumer Price Index, which will become effective on July 1, 2022.

Los Angeles County Code Chapter 8.101
Notice to Employees

Employers must give employees written information about their job and pay.

Initial Compensation Disclosure Statement:

At the time of hire, your employer must give you a written statement disclosing the following:

- The employer's name, business name, physical and mailing address of the main office, email address and the employer's phone number
- Your rate(s) of pay and pay day
- If applicable, your employer's tip policy
- Your pay basis (hourly, weekly, commission)
- The formula by which the rate of pay can be determined
- Deductions taken from your pay check each pay period
- Any additional information required by law

Pay Statement:

Each pay day, your employer must provide you with information required by California Labor Code 226(a):

- Gross and net wages earned
- Deductions taken
- Total hours worked by the employee
- Number of piece-rate units earned (for piece-rate workers)
- Pay basis (hour, shift, day, week, commission)
- Inclusive date of the period for which the employee is paid
- Applicable hourly rates in effect during the pay period and corresponding number of hours worked at each hourly rate
- Name and address of the employer
- Name of the employee; and either the last four digits of the employee's SSN or the employee ID number

Los Angeles County Code Chapter 8.101
Your Rights Are Protected

You may be entitled to compensation for any violation of this law by your employer.

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| <p>You Have a Right to File a Complaint:</p> <p>You may file a complaint with the Department of Consumer and Business Affairs' Wage Enforcement Program for alleged violations of the Minimum Wage Ordinance. Complaints must be filed within three years after the occurrence of the alleged violation.</p> | <p>You Have a Right to Sue:</p> <p>Any employee, entity, or any other person acting on behalf of the public and whose rights under this law have been violated may bring a civil action in a court of law against an employer who violates the Minimum Wage Ordinance.</p> |
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Los Angeles County Code Chapter 8.100 & 8.101
Retaliation is Illegal

It is illegal for an employer to retaliate against you for exercising your rights.

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| <p>You have the protected right to:</p> <ul style="list-style-type: none"> File a complaint Inform any person of their potential rights Assert your rights under this law | <p>These actions are prohibited if done to retaliate against you for exercising your rights:</p> <ul style="list-style-type: none"> Fire you Reduce your pay Discriminate against you Threaten you or any of your immediate family members |
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Note: Your employer may take disciplinary actions against you if there is cause to do so; however, there is a presumption of retaliation if your employer is unable to show cause.

Confidential & Free Services

- Complaint investigation
- Education to workers and employers
- Resources and referrals
- Materials available in various languages