

LOS ANGELES COUNTY LABOR LAW POSTER

MINIMUM WAGE

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

JULY 1, 2025*
\$17.81 PER HOUR

* Beginning in 2022, and continuing each year thereafter, on January 1 the CEO shall determine the adjusted rates which shall take effect on July 1 of that year.

Previous Wage Rates

July 1, 2024 ... \$17.27 per hour (All employers)
July 1, 2023 ... \$16.90 per hour (All employers)
July 1, 2022 ... \$15.96 per hour (All employers)
July 1, 2021 ... \$15.00 per hour (All employers)

Los Angeles County Code Chapter 8.100 & 8.101 - Retaliation is Illegal

You have the right to:

- File a complaint
- Inform any person of their potential rights
- Assert your rights under this law

Retaliation includes but is not limited to:

- Firing you
- Reduction in your pay
- Discrimination against you
- Threats against you or immediate family members

Note: An employer may take disciplinary actions against an employee for cause; however, there is a presumption of retaliation if an employer is unable to show cause.

Los Angeles County Code Chapter 8.101 - Your Rights Are Protected

You Have a Right to File a Complaint

You may file a complaint with the Department of Consumer and Business Affairs' Office of Labor Equity for alleged violations of the Minimum Wage Ordinance. Complaints must be filed within three years after the occurrence of the alleged violation.

You Have a Right to Sue

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.

Los Angeles County Code Chapter 8.101 - Notice to Employees

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 payday
- 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 paycheck each pay period
- Any additional information required by law

Pay Statement

Each payday, 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 Social Security Number or the employee ID number



320 West Temple Street, Room G-10
Los Angeles, California 90012



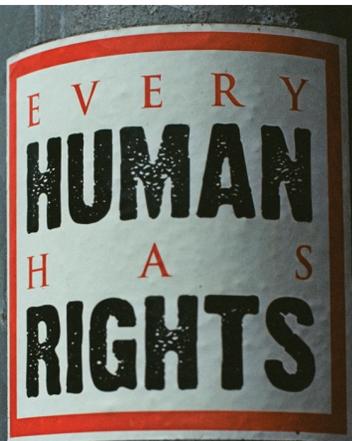
Scan the QR code for more information and to check if you are located in unincorporated Los Angeles County

800-593-8222

Email: wagehelp@dcba.lacounty.gov
Website: workers.lacounty.gov

12/01/2024

HUMAN TRAFFICKING



HUMAN TRAFFICKING

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any other activity

Text 233-733 (Be Free) or Call National Human Trafficking Hotline at: 1-888-373-7888 to access help and services in Los Angeles County.

or Call California Coalition to Abolish Slavery and Trafficking (CAST) at: 1-888-KEY-2-FRE(EDOM) or 1-888-539-2373

Victims of human trafficking are protected under United States and California law. The hotlines are:

- Available 24 hours a day, 7 days a week
- Toll-free
- Operated by nonprofit, nongovernmental organizations
- Anonymous and confidential
- Accessible in more than 160 languages
- Able to provide help, referral to services, training, and general information

No business may retaliate against any person as reprisal for the person having made a good-faith report of Human Trafficking or for the person discussing a suspected act of Human Trafficking.

Scan for more info:



FAIR CHANCE ORDINANCE



COUNTY OF LOS ANGELES FAIR CHANCE ORDINANCE FOR EMPLOYERS

(LOS ANGELES COUNTY CODE CHAPTER 8.300. EFFECTIVE SEPTEMBER 3, 2024)

The Ordinance prohibits employers from asking individuals about their criminal history until after a conditional job offer has been made and requires employers to engage in a Fair Chance process before taking adverse actions such as taking back job offers, denying promotions, or terminating employment due to criminal history.

Filing a Complaint. You may file a complaint with the DCBA, OLE for a violation of the FCOE within one year of the violation.

(800)593-8222

Website: workers.lacounty.gov
Email: fairchance@dcba.lacounty.gov



LA COUNTY CODE CHAPTER 8.300 FAIR CHANCE ORDINANCE

This ordinance applies to any employer that employs 5 or more employees who perform or will perform at least 2 hours of work per week in the unincorporated areas of Los Angeles County. Certain ordinance requirements do not apply to job positions where an employer is required by any state, federal or local law to conduct criminal background checks.

Consideration of Criminal History by Employers.

Employers cannot ask applicants about their criminal history, including on a job application, during an interview, or through a criminal background check, until after a conditional job offer has been made.

Employers cannot consider criminal history information older than 7 years (with limited exceptions for positions relating to minors, dependents, or persons 65 years or older, or positions involving public funds/benefits). Employers also cannot consider the following information at any time: arrests not followed by a conviction (except for unresolved arrests); participation in a pretrial or posttrial diversion program or a deferral of judgment program; convictions that have been sealed, dismissed, expunged, pardoned or statutorily eradicated; juvenile court information; non-felony convictions for marijuana possession that are 2 or more years old; infractions, unless driving is part of the job duties; and decriminalized conduct.

Job Postings. Employers cannot include language in job postings that discourage individuals with criminal history from applying. Phrases such as "No Felons," or "Must Have a Clean Background" are prohibited.

LA COUNTY CODE CHAPTER 8.300.050 FAIR CHANCE PROCESS

Fair Chance Process. An employer must take the following steps before making a final decision to take back a job offer or take any other adverse actions against an applicant or employee based on criminal history:

- Make a written individualized assessment of whether the person's criminal history has a direct, adverse and negative bearing on their ability to perform the job duties.
- Provide the applicant or employee: 1) written notice of its preliminary decision (Preliminary Notice of Adverse Action), 2) a copy of the Initial Individualized Assessment and criminal background report, and 3) information on how the applicant may respond by submitting evidence of errors on the criminal background check and/or evidence of rehabilitation or mitigating circumstances.
- Provide the applicant or employee at least 5 business days to respond to the Preliminary Notice of Adverse Action, and if they make a written request, an additional 10 business days.
- Conduct a written Second Individualized Assessment considering the applicant or employee's response to the preliminary notice.
- Provide written notice of any final decision to withdraw a job offer or other adverse action (Final Notice of Adverse Action), a copy of the second individualized assessment, and information on the right to file a complaint with the Los Angeles County Department of Consumer & Business Affairs ("DCBA"), Office of Labor Equity ("OLE") for violation of the Fair Chance Ordinance for Employers ("FCOE").

Right to Sue. You may file your own civil lawsuit against an employer under the FCOE. You are advised to consult an attorney on this process. Before filing a civil lawsuit, you must file an intent-to-sue notice with the DCBA, OLE.

Employer Posting Requirement. This poster must be displayed in a conspicuous and accessible place at every workplace or job site and must be made available in English and any other languages spoken by at least 10 percent of the employer's workforce.

County of Los Angeles Department of Consumer and Business Affairs
Office of Labor Equity dcba.lacounty.gov

