

Post in a Conspicuous Place at any Workplace or Job Site.

Violators Shall be Subject to Penalties.

OFFICIAL NOTICE

Los Angeles Minimum Wage

Rate Effective July 1, 2016



\$10.50 PER HOUR

Starting July 1, 2016, all employers will be required to pay employees a new minimum wage according to the Los Angeles Minimum Wage Ordinance. The minimum wage rate will be adjusted every year according to the Los Angeles Minimum Wage Ordinance Section 187.02. Certain exemptions and deferrals may be available.

Employers with 26 or more employees:	
7/1/2016	\$10.50
7/1/2017	\$12.00
7/1/2018	\$13.25
7/1/2019	\$14.25
7/1/2020	\$15.00

Employers with 25 or fewer employees or Non-profit corporations with 26 or more employees with approval to pay a deferred rate:	
7/1/2017	\$10.50
7/1/2018	\$12.00
7/1/2019	\$13.25
7/1/2020	\$14.25
7/1/2021	\$15.00

The Los Angeles Office of Wage Standards Ordinance grants authority to the Bureau of Contract Administration, Office of Wage Standards to investigate possible violations, inspect workplaces, interview employees, and review the payroll records. The Office of Wage Standards will enforce the City's Minimum Wage Ordinance for violations including, but not limited to: 1) failure to pay the Los Angeles minimum wage; 2) failure to comply with notice, posting, and payroll records requirements; and 3) retaliation. The Los Angeles Municipal Code Section 188.04 protects employees from any discrimination or retaliation for exercising their rights to receive the City's minimum wage.

Los Angeles Paid Sick Leave

Effective July 1, 2016

Starting July 1, 2016, all Employers, except for Employers with 25 or fewer Employees, will be required to provide paid sick leave according to the Los Angeles Minimum Wage Ordinance. The paid sick leave will be provided to all Employees who work at least two hours in a particular week in the City of Los Angeles for the same Employer for 30 days or more within a year. Employers with 25 or fewer Employees begin providing sick leave benefits on July 1, 2017.

Entitlement	
Front Loading	At least 48 hours provided either at the beginning of each year of employment, calendar year, or 12 month period ; OR-
Accrual	One hour of paid sick leave for every 30 hours worked.
72 Hour Cap	Accrued unused paid sick leave shall carry over to the following year of employment and must be capped at a minimum of 72 hours , however, an Employer may choose no cap or a higher cap.
Separation from employment	An Employer is not required to provide compensation to an Employee for accrued or unused sick days at separation from employment.
Reinstatement	If an Employee is re-hired within a year of separation from employment, previously accrued and unused paid sick leave shall be reinstated.

Usage	
When	An Employee may use paid sick leave beginning on the 90th day of employment or July 1, 2016, whichever is later.
How	An Employer shall provide paid sick leave upon the oral or written request of an Employee for themselves or a family member, or for any individual related by blood or affinity. Qualified use of time can be found in LAMC Section 187.04 G. The use of paid sick leave may be limited to 48 hours leave annually.

The Los Angeles Municipal Code Section 187.06 protects Employees from any discrimination or retaliation for exercising their rights to receive the City's paid sick leave.

For more information, please contact the Office of Wage Standards at 1-844-WAGESLA(924-3752) or email wagesla@lacity.org or visit wagesla.lacity.org.