

LOS ANGELES COUNTY

LABOR LAW NOTICES

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COUNTY OF LOS ANGELES MINIMUM WAGE ORDINANCE

This ordinance took 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, 2024*
\$17.27 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, 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)
July 1, 2020 ... \$15.00 per hour for large employers
with 26 or more employees
July 1, 2020 ... \$14.25 per hour for small employers
with 25 or less employees

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 - 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 employees' Social Security Number or the employee ID number

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.

(800) 593-8222

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

**LOS ANGELES COUNTY
CONSUMER &
BUSINESS AFFAIRS**
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

12/01/2023