

City of Los Angeles
CALIFORNIA

ERIC GARCETTI
MAYOR

NOTICE TO EMPLOYEES
LIVING WAGE ORDINANCE

This employer is a contractor with the City of Los Angeles. This contract is subject to the Living Wage Ordinance (LWO).

THESE ARE YOUR RIGHTS...

1. Minimum hourly compensation:

- **\$11.48/hour plus at least \$1.25 an hour in health benefits, OR**
- **\$12.73/hour without health benefits.**

Airport Employees:

- **\$12.08/hour plus at least \$5.18 an hour in health benefits, OR**
- **\$17.26/hour without health benefits**

2. Minimum time off:

- **96 compensated hours per year for sick leave, vacation or personal necessity at the employee's request.**
 - A full-time employee should accrue 8 hours per month.
 - Time off must be available to employees after 90 days of employment.
 - Unused accrued compensated time off must be carried over until time off reaches a maximum of 192 hours, unless the Employer's established policy is overall more generous.

AND

- **80 additional uncompensated hours per year for family or personal illness.**
 - Time off must be available to employees after 90 days of employment.
 - Unused accrued uncompensated time off must be carried over until time off reaches a maximum of 80 hours, unless the Employer's established policy is overall more generous.

3. Tax Credit:

- **Employees may be eligible to apply for the Federal Earned Income Tax Credit (EITC).**
 - Application forms are available from your employer. For additional information about the EITC and obtaining forms, contact the Earned Income Tax Credit Hotline: 1-800-829-1040.

FOR ADDITIONAL INFORMATION OR ASSISTANCE, CALL:

CITY OF LOS ANGELES
DEPARTMENT OF PUBLIC WORKS
OFFICE OF CONTRACT COMPLIANCE
1149 S. BROADWAY STREET, SUITE 300
LOS ANGELES, CA 90015
PHONE: (213) 847-2625 – FAX: (213) 847-2777

Please note, as of July 1, 2017, the City Minimum Wage for Employers with 26 or more Employees increases to \$12.00/hour for qualified Employees in the City of Los Angeles. Employers will need to ensure compliance with all requirements of the City's Los Angeles Municipal Code 187 and 188, as applicable. For more information about the minimum wage laws, visit wagesla.lacity.org.

Form OCC/LW-11