

# OFFICE OF WAGE STANDARDS

## MILESTONE REPORT

The Office of Wage Standards enforces minimum wage, paid sick leave (PSL), and ban-the-box requirements as follows for all Employees who perform work in the City of Los Angeles.

MINIMUM WAGE	7/1/2016	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022
	\$10.50 *	\$12.00	\$13.25	\$14.25	\$15.00	\$15.00	\$16.04

In 2022, the rate will increase in relation to the CPI annually and will be published each February on [wagesla.lacity.org](http://wagesla.lacity.org).

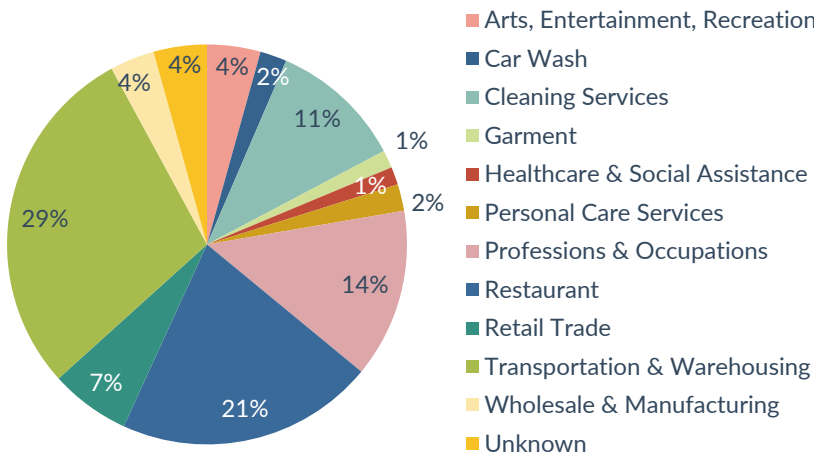
\* Employers with 25 or fewer Employees follow a deferred wage rate schedule.

**PAID SICK LEAVE** Employers must provide Employees with 48 hours of PSL annually or 1 hour for every 30 hours worked.

**BAN-THE-BOX** Employers cannot inquire into a job Applicant's criminal history, by any means, unless and until a conditional offer of employment has been made to the Applicant.

### INVESTIGATIONS

Investigations by Industry (since July 2016)



- 908** complaints received
- 0.52** average initial response time in workdays
- 448** average resolution duration in workdays
- 168** open cases
- 636** closed cases (170 with violations)

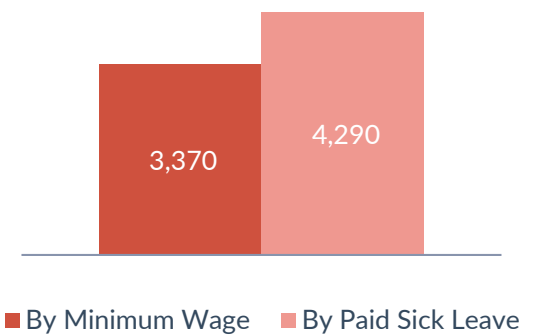
Total Collected Penalties **\$273,082**

Total Restituted Wages **\$457,767**

Total Restituted PSL Hours **144,033 or \$1,555,170**

Collection Rate **100%**  
*(Restitution & Penalties)*

Total Number of Impacted Employees\*



\*Employees may be counted twice if they are impacted by both wage & sick time restitutions.

### EMPLOYER DEFERRAL & DETERMINATION REQUESTS

**76** Number of MWO Non-Profit Deferral Applications received

- 61** Approved
- 2** Pending
- 13** Closed

**818** Number of employee categories reviewed in 51 more generous PSL determination requests received from the following industries:

- |                        |                       |                           |
|------------------------|-----------------------|---------------------------|
| <b>2</b> Communication | <b>3</b> Healthcare   | <b>5</b> Retail/Wholesale |
| <b>33</b> Construction | <b>1</b> Manufacturer | <b>2</b> Other            |
| <b>4</b> Entertainment | <b>1</b> Non-Profit   |                           |

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### OUTREACH HIGHLIGHTS



Notified businesses registered with the Office of Finance in 250,000 business tax statements sent by mail, 254,000 online renewals, and 230,000 direct emails to business owners.



Held training sessions for and delivered informational materials to staff from the Mayor's Office, Council Districts, Public Libraries, Animal Shelters, BusinessSource Centers, and WorkSource Centers.



Provided content for 144 Chambers of Commerce & Business Associations, Business Improvement Districts (BIDs), & Department of Neighborhood Empowerment to include in member newsletters.



Attended 99 outreach events, including those aimed at small business & BIDs, with over 4,800 constituents & business representatives in attendance.



Established a toll-free hotline (1-844-WAGESLA), email, and website for inquiries and information.



Issued an RFQ & established an on-call list of contractors who will provide community outreach and other support services.

**20,017** inquiries received

**0.35** average response time in workdays

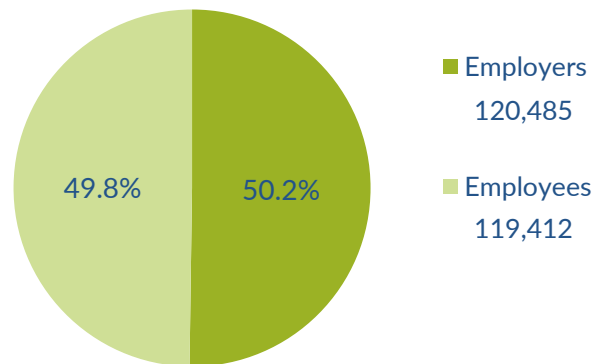
**495,096** website sessions

**2,169** e-newsletter subscriptions

**2,782** Employers/Employees contacted via phone banking

**\$537,243** invoices paid

Total Number Reached To Date by Contractors



Added options to the WagesLA website to:

- Translate content to over 100 languages,
- Contact us directly,
- Subscribe to our e-newsletter for updates and reminders, and
- File a complaint (also available through the MyLA 311 app).

Will add interactive features to the website in the future.

### MEDIA ADVERTISEMENTS

Over 214 million impressions total since 2016

**2021**

9 newspapers in 9 languages

**2020**

8 newspapers in 8 languages, 21 mil impressions on transportation ads

**2019**

14 newspapers in 11 languages, 7 radio stations, 59 mil transportation impressions

**2018**

15 newspapers in 12 languages, 8 radio stations, 40 mil transportation impressions

### OFFICE OF WAGE STANDARDS GROWTH

The OWS anticipates significant growth in workload given the continuing maturity of the wage enforcement, paid sick leave, and ban-the-box programs and the Fair Work Week Ordinance and Paid Parental Leave Ordinance currently moving through the City Council's legislative process.

