

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

After 2021, the rate will increase in relation to the CPI annually and will be published each February on wagesla.lacity.org.

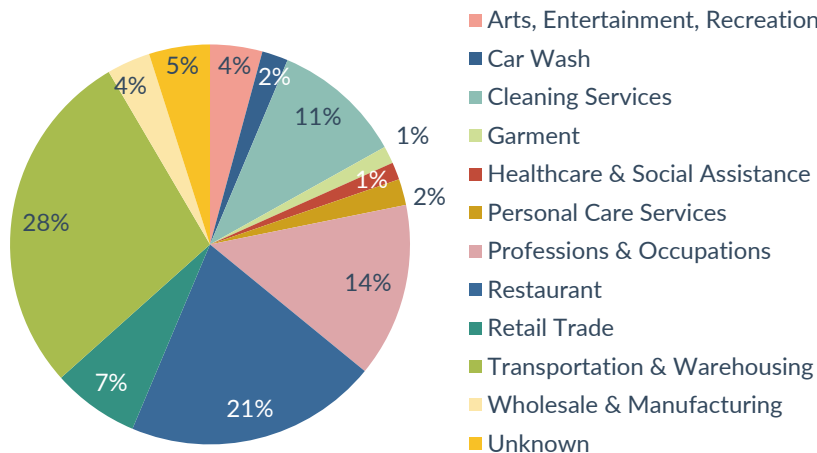
* Employers with 25 or fewer Employees follow a deferred wage rate schedule.

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)



- 928** complaints received
- 0.51** average initial response time in workdays
- 454** average resolution duration in workdays
- 171** open cases
- 652** closed cases (173 with violations)

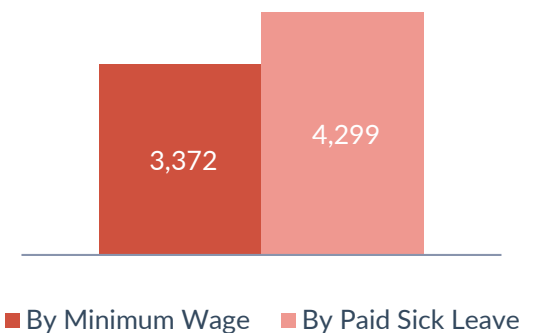
Total Collected Penalties **\$273,082**

Total Restituted Wages **\$460,270**

Total Restituted PSL Hours **144,827 or**
\$1,557,161

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:

- | | | |
|-----------------|----------------|--------------------|
| 2 Communication | 3 Healthcare | 5 Retail/Wholesale |
| 33 Construction | 1 Manufacturer | 2 Other |
| 4 Entertainment | 1 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.

21,178 inquiries received

0.34 average response time in workdays

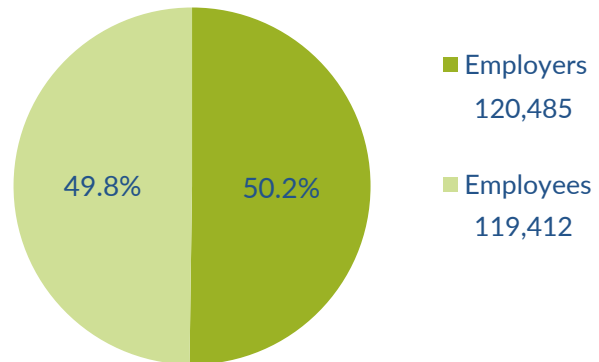
519,405 website sessions

2,209 e-newsletter subscriptions

3,753 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.

