



# COUNTY OF LOS ANGELES FAIR CHANCE ORDINANCE FOR EMPLOYERS

(LOS ANGELES COUNTY CODE CHAPTER 8.300. EFFECTIVE SEPTEMBER 3, 2024)

The Ordinance prohibits employers from asking individuals about their criminal history until after a conditional job offer has been made and requires employers to engage in a Fair Chance process before taking adverse actions such as taking back job offers, denying promotions, or terminating employment due to criminal history.

**Filing a Complaint.** You may file a complaint with the DCBA, OLE for a violation of the FCOE within one year of the violation.

**(800) 593-8222**

Website: [workers.lacounty.gov](http://workers.lacounty.gov)

Email: [fairchance@dcba.lacounty.gov](mailto:fairchance@dcba.lacounty.gov)



## LA COUNTY CODE CHAPTER 8.300 FAIR CHANCE ORDINANCE

This ordinance applies to any employer that employs 5 or more employees who perform or will perform at least 2 hours of work per week in the unincorporated areas of Los Angeles County. Certain ordinance requirements do not apply to job positions where an employer is required by any state, federal or local law to conduct criminal background checks.

### Consideration of Criminal History by Employers.

Employers cannot ask applicants about their criminal history, including on a job application, during an interview, or through a criminal background check, until after a conditional job offer has been made.

Employers cannot consider criminal history information older than 7 years (with limited exceptions for positions relating to minors, dependents, or persons 65 years or older, or positions involving public funds/benefits). Employers also cannot consider the following information at any time: arrests not followed by a conviction (except for unresolved arrests); participation in a pretrial or posttrial diversion program or a deferral of judgment program; convictions that have been sealed, dismissed, expunged, pardoned or statutorily eradicated; juvenile court information; non-felony convictions for marijuana possession that are 2 or more years old; infractions, unless driving is part of the job duties; and decriminalized conduct.

**Job Postings.** Employers cannot include language in job postings that discourage individuals with criminal history from applying. Phrases such as **"No Felons,"** or **"Must Have a Clean Background"** are prohibited.

## LA COUNTY CODE CHAPTER 8.300.050 FAIR CHANCE PROCESS

**Fair Chance Process.** An employer must take the following steps before making a final decision to take back a job offer or take any other adverse actions against an applicant or employee based on criminal history:

- Make a written individualized assessment of whether the person's criminal history has a direct, adverse and negative bearing on their ability to perform the job duties.
- Provide the applicant or employee: 1) written notice of its preliminary decision (Preliminary Notice of Adverse Action), 2) a copy of the Initial Individualized Assessment and criminal background report, and 3) information on how the applicant may respond by submitting evidence of errors on the criminal background check and/or evidence of rehabilitation or mitigating circumstances.
- Provide the applicant or employee at least 5 business days to respond to the Preliminary Notice of Adverse Action, and if they make a written request, an additional 10 business days.
- Conduct a written Second Individualized Assessment considering the applicant or employee's response to the preliminary notice.
- Provide written notice of any final decision to withdraw a job offer or other adverse action (Final Notice of Adverse Action), a copy of the second individualized assessment, and information on the right to file a complaint with the Los Angeles County Department of Consumer & Business Affairs ("DCBA"), Office of Labor Equity ("OLE") for violation of the Fair Chance Ordinance for Employers ("FCOE").

**Right to Sue.** You may file your own civil lawsuit against an employer under the FCOE. You are advised to consult an attorney on this process. Before filing a civil lawsuit, you must file an intent-to-sue notice with the DCBA, OLE.

**Employer Posting Requirement.** This poster must be displayed in a conspicuous and accessible place at every workplace or job site and must be made available in English and any other languages spoken by at least 10 percent of the employer's workforce.



LOS ANGELES COUNTY  
CONSUMER &  
BUSINESS AFFAIRS  
OFFICE OF LABOR EQUITY

THIS ORDINANCE COVERS EMPLOYEES WORKING IN UNINCORPORATED  
LOS ANGELES COUNTY, REGARDLESS OF IMMIGRATION OR WORK STATUS.

## 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 - 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.

### 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

**(800) 593-8222**



LOS ANGELES COUNTY  
**CONSUMER &  
BUSINESS AFFAIRS**

Email: [wagehelp@doba.lacounty.gov](mailto:wagehelp@doba.lacounty.gov)  
Website: [workers.lacounty.gov](http://workers.lacounty.gov)

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



# NO EMPLOYEE RETALIATION

LA COUNTY CODE CHAPTER 11.01.040 - SUBMITTING A COMPLAINT

If you or someone you know has experienced retaliation due to filing or discussing a public health violation, contact us. We do not ask or report your immigration status.

## (800) 593-8222

Website: [workers.lacounty.gov](http://workers.lacounty.gov) Email: [noretaliation@dcba.lacounty.gov](mailto:noretaliation@dcba.lacounty.gov)

### LA COUNTY CODE CHAPTER 11.01.030(A) NO DISCRIMINATION

No employer may discriminate in any manner or take adverse action against an employee for:

- Reporting or discussing the employer's or other worker's perceived noncompliance with a Health Officer Order or any section of the Health & Safety Chapter (Title 11) of the Los Angeles County Municipal Code.
- Belonging to or forming a Public Health Council
- Exercising any right provided under this Ordinance

### LA COUNTY CODE CHAPTER 11.01.030 NO RETALIATION

Employers are prohibited from retaliating or discriminating against an employee for discussing, complaining about, or providing information to any County of Los Angeles department or designee, or non-County agencies, or entities about workplace violations of public health laws, rules, and regulations.

Retaliation is any change or adverse action taken against an employee. Examples of retaliation include, but are not limited to:

- Reduction in Hours*
- Change of Shift Time*
- Change of Workplace Responsibilities*
- Termination • Demotion • Pay Reduction*

### Los Angeles County Code Chapter 11.01.035 Posting Requirement

Every employer shall post in a conspicuous place at any workplace or jobsite within unincorporated areas of the County of Los Angeles where any worker works, a notice provided by the County informing workers of their rights under the ordinance.



Scan for more information



LOS ANGELES COUNTY  
CONSUMER &  
BUSINESS AFFAIRS  
OFFICE OF LABOR EQUITY

## ORDENANZA DEL SALARIO MÍNIMO DEL CONDADO DE LOS ÁNGELES

Esta ordenanza entró en efecto el 1 de julio de 2016.

Esta ordenanza se aplica a los empleados que realizan por lo menos dos horas de trabajo en una semana en particular dentro de las áreas no incorporadas del condado de Los Ángeles. Los empleadores están obligados a pagar el salario mínimo que se establece a continuación por todas las horas trabajadas.



Este cartel se debe exhibir en un lugar visible y accesible en los sitios de trabajo, en inglés, español y el idioma principal utilizado por el empleador para comunicarse con los empleados en relación con las funciones de trabajo de los empleados, si no es inglés español.

### Capítulo 8.100 del Código del Condado de Los Ángeles **Salario Mínimo**

**1 DE JULIO DE 2024\***  
**\$17.27** POR HORA

\*A partir del 1 de enero de 2022, el Director Ejecutivo del Condado (CEO) determinará las tasas ajustadas del salario mínimo en relación al Índice de Precios al Consumidor, que entrara en efecto el 1 de julio de ese año.

#### Tasas salariales anteriores

- 1 de julio de 2023 ... \$16.90 la hora (Todos los empleadores)
- 1 de julio de 2022 ... \$15.96 la hora (Todos los empleadores)
- 1 de julio de 2021 ... \$15.00 la hora (Todos los empleadores)
- 1 de julio de 2020 ... \$15.00 la hora  
(para empleadores con 26 o mas empleados)
- 1 de julio de 2020 ... \$14.25 la hora  
(para empleadores con 25 o menos empleados)

### Capítulo 8.100 y 8.101 del Código del Condado de Los Ángeles

#### Las represalias son ilegales

Es ilegal que un empleador tome represalias contra usted por ejercer sus derechos.

#### Usted tiene derecho a:

- Presentar una queja
- Informar a cualquier persona de sus derechos potenciales
- Hacer valer sus derechos bajo de esta ley

#### Estas acciones están prohibidas si se toman represalias contra usted por ejercer sus derechos:

- Despedirlo
- Reducir su sueldo
- Discriminarlo
- Amenazarle a usted o cualquiera de los miembros de su familia inmediata

Nota: Su empleador puede tomar medidas disciplinarias contra usted si hay motivos para hacerlo; sin embargo, hay una presunción de represalia si su empleador no puede demostrar causa.

### Capítulo 8.101 del Código del Condado de Los Ángeles

#### Sus derechos están protegidos

Usted puede tener derecho a una compensación por cualquier infringimiento de esta ley por su empleador.

#### Usted tiene el derecho de presentar una queja:

Usted puede presentar una queja ante la Oficina de Equidad y Protección al Trabajador, dentro del Departamento de Servicios para Consumidores y Negocios (DCBA) por supuestas infracciones a la Ordenanza de Salario Mínimo. Las quejas deben ser presentadas dentro tres años después de la ocurrencia de la supuesta infracción.

#### Usted tiene derecho a demandar

Cualquier empleado, entidad o cualquier otra persona que actúe en nombre del público y cuyos derechos en virtud de esta ley han sido infringidos puede presentar una acción civil en un tribunal de justicia contra un empleador que infrinja la Ordenanza del Salario Mínimo.

### Capítulo 8.101 del Código del Condado de Los Ángeles

#### Aviso a los empleados

Los empleadores deben proporcionar a los empleados información escrita acerca de su trabajo y pago.

#### Declaración inicial de divulgación de compensación:

En el momento de la contratación, su empleador debe darle una declaración escrita en la que se divulgue lo siguiente:

- El nombre de su empleador, el nombre del negocio, la dirección física y postal de la oficina principal y el número de teléfono del empleador
- Su(s) tasa(s) de pago y día de pago
- Si procede, la política de su empleador en cuanto a propinas
- Su base de pago (por hora, semanal, comisión)
- La fórmula por la cual la tasa de pago puede ser determinada
- Las deducciones de su cheque de pago en cada período de pago
- Cualquier información adicional requerida por la ley

#### Comprobantes de pago

Cada día de pago, su empleador debe proporcionarle la información requerida por el Código de Trabajo de California 226(a):

- Salarios brutos y netos ganados
- Deducciones tomadas
- El total de horas trabajadas por el empleado
- El número de unidades realizadas (para los trabajadores a destajo)
- Base de pago (hora, turno, día, semana, comisión)
- Fecha inclusive del período para el que se le paga al empleado
- Tasas horarias aplicables en efecto durante el período de pago y el número de horas trabajadas en cada tasa por hora
- Nombre y dirección del empleador
- Nombre del empleado, y ya sea los cuatro últimos dígitos del número del seguro social del empleado o el número de identificación del empleado

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Correo electrónico:  
wagehelp@dca.lacounty.gov  
Sitio web: workers.lacounty.gov



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Para obtener más información y verificar si se encuentra en un área no incorporada del condado de Los Angeles, escanee aquí: