The Los Angeles Municipal Code Section 187.06 protects Employees from any discrimination or retaliation for exercising their rights to receive the City's paid sick leave.

For more information, please contact the Office of Wage Standards at 1-844-WAGESLA (924-3752) or email wagesla@lacity.org or visit wagesla.lacity.org.

How
An Employer shall provide paid sick leave upon the oral or written request of an Employee for themselves or a family member, or for any individual related by blood or affinity. Qualified use of time can be found in LAMC Section 187.04 G.

The use of paid sick leave may be limited to 48 hours leave annually.

Reinstatement
If an Employee is re-hired within a year of separation from employment, previously accrued and unused paid sick leave shall be reinstated.

Usage
When
An Employee may use paid sick leave beginning on the 90th day of employment or July 1, 2016, whichever is later.

How
An Employer shall provide paid sick leave upon the oral or written request of an Employee for themselves or a family member, or for any individual related by blood or affinity. Qualified use of time can be found in LAMC Section 187.04 G.

The use of paid sick leave may be limited to 48 hours leave annually.

The Los Angeles Municipal Code Section 187.06 protects Employees from any discrimination or retaliation for exercising their rights to receive the City's paid sick leave.

Los Angeles Paid Sick Leave
Effective July 1, 2016

Starting July 1, 2016, all Employers, except for Employers with 25 or fewer Employees, will be required to provide paid sick leave according to the Los Angeles Minimum Wage Ordinance. The paid sick leave will be provided to all Employees who work at least two hours in a particular week in the City of Los Angeles for the same Employer for 30 days or more within a year. Employers with 25 or fewer Employees begin providing sick leave benefits on July 1, 2017.

The Los Angeles Office of Wage Standards Ordinance grants authority to the Bureau of Contract Administration, Office of Wage Standards to investigate possible violations, inspect workplaces, interview employees, and review the payroll records. The Office of Wage Standards will enforce the City's Minimum Wage Ordinance for violations including, but not limited to: 1) failure to pay the Los Angeles minimum wage; 2) failure to comply with notice, posting, and payroll records requirements; and 3) retaliation. The Los Angeles Municipal Code Section 188.04 protects employees from any discrimination or retaliation for exercising their rights to receive the City's minimum wage.

Starting July 1, 2016, all employers will be required to pay employees a new minimum wage according to the Los Angeles Minimum Wage Ordinance. The minimum wage rate will be adjusted every year according to the Los Angeles Minimum Wage Ordinance Section 187.02. Certain exemptions and deferrals may be available.

<table>
<thead>
<tr>
<th>Employers with 26 or more employees:</th>
<th>Employers with 25 or fewer employees or Non-profit corporations with 26 or more employees with approval to pay a deferred rate:</th>
</tr>
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<tr>
<td>7/1/2016 $10.50</td>
<td>7/1/2017 $10.50</td>
</tr>
<tr>
<td>7/1/2017 $12.00</td>
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<tr>
<td>7/1/2018 $13.25</td>
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<tr>
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</tr>
<tr>
<td>7/1/2020 $15.00</td>
<td>7/1/2021 $15.00</td>
</tr>
</tbody>
</table>

The Los Angeles Minimum Wage Ordinance grants authority to the Bureau of Contract Administration, Office of Wage Standards to investigate possible violations, inspect workplaces, interview employees, and review the payroll records. The Office of Wage Standards will enforce the City's Minimum Wage Ordinance for violations including, but not limited to: 1) failure to pay the Los Angeles minimum wage; 2) failure to comply with notice, posting, and payroll records requirements; and 3) retaliation. The Los Angeles Municipal Code Section 188.04 protects employees from any discrimination or retaliation for exercising their rights to receive the City's minimum wage.