

## **M O T I O N**

**I MOVE** that the substitute motion relative to the matter of the Economic, Community Development, and Jobs Committee Report, relative to the Living Wage Ordinance (LWO) and Hotel Worker Minimum Wage Ordinance (HWMO), **Item 66** (CF 14-1371-S13) on today's Council Agenda, **BE AMENDED** to the following:

2. REQUEST the City Attorney to prepare a revised LWO in accordance with recommendation 2.a through recommendation 2.e, and to draft a new ordinance to be added to the Los Angeles Municipal Code (LAMC) that applies recommendation 2.a. through recommendation 2.e to hotels with 150 or more rooms.

PRESENTED BY: \_\_\_\_\_

TRACI PARK  
Councilmember, 11th District

SECONDED BY: \_\_\_\_\_

MONICA RODRIGUEZ  
Councilmember, 7th District

**AMENDING MOTION NO. 2 TO SUBSTITUTE MOTION 66  
(HARRIS-DAWSON, PRICE - SOTO-MARTINEZ, ET AL.) -  
FAILED OF ADOPTION**

**MOTION**

I MOVE that the substitute motion relative to the ECONOMIC, COMMUNITY DEVELOPMENT AND JOBS COMMITTEE REPORT relative to the Living Wage Ordinance (LWO) and Hotel Worker Minimum Wage Ordinance (HWMO), and related matters, Item No. 66 on today's Council Agenda (Council File 14-1371-S13), BE AMENDED to the following:

2. REQUEST the City Attorney to prepare a revised LWO and HWMO that:

d. Adds a hardship exemption clause to the LWO for concessionaires at LAX under a lease in effect at the time of the passage of the ordinance, applicable only to the proposed amendments and the HWMO, similar to the Hotel Worker Protection Ordinance Los Angeles Municipal Code Section 182.04(b) and (c). *The ordinance rate at the time of the application will remain in effect for employers who qualify for the hardship exemption.*

PRESENTED BY: \_\_\_\_\_  
TRACI PARK  
Councilwoman, 11th District

SECONDED BY: \_\_\_\_\_  
MONICA RODRIGUEZ  
Councilmember, 7th District

**AMENDING MOTION NO. 3 TO SUBSTITUTE MOTION 66  
(HARRIS-DAWSON, PRICE - SOTO-MARTINEZ, ET AL.) -  
FAILED OF ADOPTION**

**MOTION**

I MOVE that the substitute motion for, Item 66 (CF 14-1371-S13) on today's Council Agenda, BE AMENDED to request the City Attorney to draft an ordinance to be added to the Los Angeles Municipal Code (LAMC) similar to LAMC § 186 granting the following wages and benefits identified in the amended Economic, Community Development, and Jobs Committee Report:

- Includes a definition of "Hotel Worker" to mean any individual whose primary place of employment is at one or more Hotels, who is directly employed by the Hotel Employer, or by a Person who has contracted with the Hotel Employer to provide services at the Hotel, and who performs housekeeping, security, building and amenities maintenance, or front desk service at the Hotel(s).
- Raises the hourly minimum wage to \$25.00 an hour effective February 1, 2025 (or upon the effective date of the ordinance, whichever comes later); to \$26.25 an hour on July 1, 2025; to \$27.50 an hour on July 1, 2026; to \$28.75 an hour on July 1, 2027; and to \$30.00 an hour on July 1, 2028.
- On July 1, 2029, and annually thereafter, the hourly wage rate will increase based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Los Angeles metropolitan area, which is published by the Bureau of Labor Statistics. The designated administrative agency (DAA) shall announce the adjusted rates on February 1st and publish a bulletin announcing the adjusted rates, which shall take effect on July 1st of each year.
- Provides a health payment of \$8.35 an hour beginning on July 1, 2025. The health care benefit payment for Hotel workers shall be applied in the same manner as applied to Airport workers under the Living Wage Ordinance.
- On July 1, 2026, and annually thereafter, the healthcare benefit payment provided shall be adjusted by the percentage equal to the percentage increase, if any, in the California Department of Managed Healthcare's Large Group Aggregate Rates report, as measured from January to December of the preceding year. The DAA shall announce the adjusted rates on April 1st and publish a bulletin announcing the adjusted rates, which shall take effect on July 1st of each year.
- Adds a hardship exemption clause similar to the Hotel Worker Protection Ordinance Los Angeles Municipal Code Section 182.04(b) and (c).
- The Office of Wage Standards (OWS) shall be the DAA responsible for the administration and enforcement of this ordinance. The administrative enforcement scheme, penalties, fines, and available remedies, including a private right of action, shall be consistent with the Minimum Wage Ordinance (MWO).

PRESENTED BY: \_\_\_\_\_  
MONICA RODRIGUEZ  
Councilmember, 7th District

SECONDED BY: \_\_\_\_\_  
TRACI PARK  
Councilmember, 11th District

**AMENDING MOTION NO. 4 TO SUBSTITUTE MOTION 66  
(HARRIS-DAWSON, PRICE - SOTO-MARTINEZ, ET AL.) -  
FAILED OF ADOPTION**

**MOTION**

I MOVE that the Council replace Recommendation No. 7 of the Substitute Motion for Item 66 of today's agenda with the following:

In December 2025, or when the Department of Tourism verifies that the city has reached 2019 annual hotel occupancy levels, whichever comes first, Council will consider the economic conditions and assess whether it be necessary to implement a Public Housekeeping Training Ordinance.

**PRESENTED BY:**

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IMELDA PADILLA  
Councilmember, 6th District

**SECONDED BY:**

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MONICA RODRIGUEZ  
Councilmember, 7th District

**AMENDING MOTION NO. 5 TO SUBSTITUTE MOTION 66  
(HARRIS-DAWSON, PRICE - SOTO-MARTINEZ, ET AL.) -  
FAILED OF ADOPTION**

**MOTION**

I HEREBY MOVE that Council AMEND Substitute Motion 66 (Harris-Dawson, Price – Soto-Martinez, et al.), in the matter of the Economic, Community Development and Jobs (ECDJ) Committee Report and Amending Motions relative to the Living Wage Ordinance (LWO) and Hotel Worker Minimum Wage Ordinance (HWMO), Item 66 on today's Council Agenda (Council file No. 14-1371-S13), as follows:

Recommendation for Council action:

REQUEST the City Attorney to include the following language in the draft LWO, addressing the new amending Substitute Motion introduced during the December 11, 2024 Council Meeting:

1. Notwithstanding any other provision or requirements of this Article, the provisions of this Article shall not apply to an employee of an airline that is subject to the Railway Labor Act, who are represented by a labor union and have been subject to a collective bargaining agreement at any point since the effective date of this ordinance; or, b) become subject to a collective bargaining agreement after the effective date of this ordinance; such collective bargaining agreement contains any provision addressing wages and hours of work.
2. Define an exempt limited service hotel(s), so that the City does not ruin “mom and pop” industry.

PRESENTED BY \_\_\_\_\_  
JOHN S. LEE  
Councilmember, 12th District

SECONDED BY \_\_\_\_\_  
MONICA RODRIGUEZ  
Councilmember, 7th District

December 11, 2024

CF 14-1371-S13

**MOTION**

I HEREBY MOVE to BIFURCATE the matter of the Economic, Community Development and Jobs (ECDJ) Committee Report and Amending Motions relative to the Living Wage Ordinance (LWO) and Hotel Worker Minimum Wage Ordinance (HWMO), Item 66 on today's Council Agenda (Council file No. 14-1371-S13), to re-introduce and consider AMENDING MOTION 23A (LEE – PARK), as follows:

**B. AMENDING MOTION 2A (LEE – PARK)**

Recommendation for Council action:

AMEND the ECDJ Committee Report relative to the LWO and HWMO to replace Recommendation 2(a) with the following:

2. REQUEST the City Attorney to prepare a revised LWO and HWMO that:

a. Raises the hourly wage as follows:

- i. No increase in wage for airport employees until six (6) months after the annual passenger traffic at Los Angeles International Airport (LAX) returns to 2019 levels on an annualized basis, as confirmed by Los Angeles World Airports (LAWA) in a report to the Los Angeles City Council and to the Board of Contract Administration.
- ii. Six (6) months after LAWA confirms the recovery to 2019 passenger levels at LAX, the LWO cash wage will adjust to \$25/hour. The wage will then adjust an additional \$1 annually on July 1. The increase will continue annually until \$30/hour is reached.
- iii. No increase for the hotels until six (6) months after the City Department of Tourism verifies that 2019 annualized hotel occupancy levels, in the City of Los Angeles, have been reached on an annualized basis.
- iv. Six (6) months after the recovery to 2019 hotel occupancy levels in the City of Los Angeles are confirmed by the Department of Tourism, the LWO cash wage will adjust to \$25/hour. The wage will then adjust \$1 annually on July 1. The increase will continue annually until \$30/hour is reached.

PRESENTED BY \_\_\_\_\_  
JOHN S. LEE  
Councilmember, 12th District

SECONDED BY \_\_\_\_\_  
MONICA RODRIGUEZ  
Councilmember, 7th District