

ECONOMIC DEVELOPMENT AND JOBS COMMITTEE REPORT relative amendments to the Office of Wage Standards (OWS) Ordinance, Los Angeles Municipal Code (LAMC) Section 188.00 et seq. and changes to enforcement process utilized by the City in identifying, investigating, and penalizing wage theft and other related workplace violations; and related matters.

Recommendations for Council action:

1. REQUEST the City Attorney to draft the following amendments to the LAMC:
 - a. Revise the Title and Purpose section of LAMC 188.00 to prioritize workers earning two-thirds or less of the median household income in Los Angeles, as measured by the most recently available U.S. Census Bureau American Community Survey (ACS) 1-Year Estimates.
 - b. Revise section 188.05(B) and section 188.05(C) of the LAMC to grant the OWS the authority to enforce and investigate violations of Overtime, Meal Break, Rest Break, and Late Pay violations
 - c. Revise section 188.05(C) to grant the Director of the Bureau of Contract Administration (BCA) the authority to issue administrative subpoenas.
 - d. Make any technical changes deemed necessary to effectuate this policy.
2. INSTRUCT the OWS to implement and report to Council on the following:
 - a. Development of a workplace complaint prioritization index that triages received complaints by high, medium, and low priority, which incorporates a combination of factors including, but not limited to, the number of workers impacted, whether the employer is a repeat violator, and the total amount in dispute.
 - b. Creation of a public, online repository of completed investigations that resulted in a violation and associated penalties issued by the OWS that includes a brief description of the employer and the details of the settlement or judgment, similar to the format currently used by the Office of Labor Standards (OLS) in Seattle, Washington.
 - c. Identification of occupational groups in the City with historically high rates of wage theft and other related workplace violations as priorities for targeted proactive enforcement.
 - d. A strategy of pursuing individual liability of business owners who try to evade enforcement for effective enforcement collections.
 - e. Outreach to community based organizations, industry representatives, and business organizations to formulate the recommendations in the report.
3. INSTRUCT the OWS, in consultation with the City Attorney and the Chief Legislative Analyst (CLA), to report to Council with recommendations regarding the expansion and strengthening of information sharing arrangements with community-based organizations (CBOs), including, but not limited to, Common Interest Agreements (CIAs) and other forms of information collection used in workplace investigations.
4. INSTRUCT the OWS, in consultation with the City Attorney and the CLA, to review future options for co-enforcement, training, and collaboration with Los Angeles County, including, but not limited to joint investigations, the cancellation of food facility permits, training of workplace investigators,

and collection of penalties.

5. INSTRUCT CLA, in consultation with BCA, City Attorney, Los Angeles Fire Department, Los Angeles Police Department, Department of Building and Safety, Department of City Planning, and any other relevant departments to review and report to Council on additional enforcement mechanisms that could be used to address noncompliance.
6. INSTRUCT the City Administrative Officer (with the assistance of the BCA and City Attorney to report to Council on the new positions requested and strategies and resources needed to retain staff, to implement the recommendations in the CLA report dated July 24, 2025, attached to the Council file, and identify a potential source of funds for these positions.

Fiscal Impact Statement: Neither the CAO nor the CLA has completed a financial analysis of this report.

Community Impact Statement: Yes

For:

Westside Neighborhood Council

SUMMARY

At the meeting held on December 2, 2025, your Economic Development and Jobs Committee considered a Chief Legislative Analyst report relative to amendments to the Office of Wage Standards Ordinance, Los Angeles Municipal Code (LAMC) Section 188.00 et seq. and changes to enforcement process utilized by the City in identifying, investigating, and penalizing wage theft and other related workplace violations; and related matters.

After an opportunity for public comment was held, the Committee moved to approve the recommendations, as amended, as detailed above.

This matter is now forwarded to the Council for its consideration.

ECONOMIC DEVELOPMENT AND JOBS COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
PRICE:	YES
SOTO-MARTINEZ:	YES
JURADO:	YES
NAZARIAN:	ABSENT
PARK:	NO

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-NOT OFFICIAL UNTIL COUNCIL ACTS-