

## MOTION

I MOVE that the City Attorney draft an ordinance to amend:

Section 10.37.2(a)(2) of Article 11, Chapter 1, Division 10 of the Los Angeles Administrative Code to adjust the rates as follows:

- Beginning on July 1, 2026, the wage rate for an Employee shall be no less than \$24.00 per hour.
- Beginning on July 1, 2027, the wage rate for an Employee shall be no less than \$25.00 per hour.
- Beginning on July 1, 2028, the wage rate for an Employee shall be no less than \$27.50 per hour.
- Beginning on July 1, 2029, the wage rate for an Employee shall be no less than \$29.00 per hour.
- Beginning on July 1, 2030, the wage rate for an Employee shall be no less than \$30.00 per hour.
- Beginning on July 1, 2031, and annually thereafter on July 1, the hourly wage rate for an Employee of an Employer servicing the Airport shall be adjusted higher by a percentage equal to the percentage increase, if any, in the Bureau of Labor Statistics Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Los Angeles metropolitan area, as measured from January to December of the preceding year. The DAA shall announce the adjusted rates on February 1st, or within two weeks of the release of the prior year's CPI-W, whichever is later, and publish a bulletin announcing the adjusted hourly wage rates, which shall take effect on July 1st of each year.

Section 10.37.3(a)(5) of Article 11, Chapter 1, Division 10 of the Los Angeles Administrative Code to adjust the rates as follows:

Beginning on July 1, 2027, and annually thereafter each July 1, the payment amount for health benefits provided to an Employee working for an Employer servicing the Airport shall be adjusted by a percentage equal to the percentage increase, if any, in the California Department of Managed Healthcare's Large Group Aggregate Rates (LGAR) report, as measured from January to December of the preceding year.

Section 186.02 of Article 6, Chapter XVIII of the Los Angeles Municipal Code to read as follows:

- Beginning on July 1, 2026, the wage rate for a Hotel Worker shall be no less than \$24.00 per hour.
- Beginning on July 1, 2027, the wage rate for a Hotel Worker shall be no less than \$25.00 per hour.
- Beginning on July 1, 2028, the wage rate for a Hotel Worker shall be no less than \$27.50

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per hour.

- Beginning on July 1, 2029, the wage rate for a Hotel Worker shall be no less than \$29.00 per hour.
- Beginning on July 1, 2030, the wage rate for a Hotel Worker shall be no less than \$30.00 per hour.
- Beginning on July 1, 2031, and annually thereafter on July 1, the hourly wage rate for a Hotel Worker shall be adjusted higher by a percentage equal to the percentage increase, if any, in the Bureau of Labor Statistics Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Los Angeles metropolitan area, as measured from January to December of the preceding year. The Division shall announce the adjusted rates on February 1st, or within two weeks of the release of the prior year's CPI-W, whichever is later, and publish a bulletin announcing the adjusted hourly wage rates, which shall take effect on July 1st of each year.

Amend the first paragraph of Section 186.04 of Article 6, Chapter XVIII of the Los Angeles Municipal Code to read as follows:

Beginning on July 1, 2027, the health benefits required by this article shall consist of the payment per hour, by a Hotel Employer towards the provision of health care benefits for a Hotel Worker and dependents, equal to the health benefit payment in effect for an Employee of an Employer servicing the Airport pursuant to Section 10.37.3(a)(5) of the Los Angeles Administrative Code.

Additionally, remove 186.04(E).

The health care waiver provisions in the Los Angeles Municipal Code (LAMC Sections 186.00 et seq) and the Los Angeles Administrative Code (LAMC Section 10.37 et seq) to:

- Allow an Employee to waive the health plan provisions required in LAAC Section 10.37.3 and LAMC Section 186.04 for cash in lieu, where such Employee is eligible for benefits under Medicare, a health plan through the U.S. Department of Veteran Affairs, or a health plan in which the Employee or the Employee's spouse, domestic partner or parent is a participant or subscriber to another health plan.
- An Employer shall annually verify that an Employee requesting to waive the health plan provisions in LAAC Section 10.37.3 and LAMC Section 186.04 is enrolled in a health plan, and shall retain all records and documents related to an Employee's request to waive the health plan provisions and make it available to the DAA upon request.
- A Hotel Employer who fails to verify and/or maintain records demonstrating the Employee's enrollment in another health plan may be subject to a fine and may also be liable to the Employee for the payment of restitution. An Airport Employer who fails to verify and/or maintain records demonstrating the Employee's enrollment in another health plan may be liable to the Employee for the payment of restitution.

I FURTHER MOVE that the Council instruct the Chief Legislative Analyst with assistance from the City Attorney to prepare findings consistent with amending the Hotel Minimum Wage Ordinance to include an exclusion for commercial restaurant lessees as follows:

Notwithstanding anything to the contrary elsewhere in this article, the provisions and requirements of this article (including without limitation the wage and health benefit provisions and requirements of the article) shall not cover or otherwise apply to any individual who is employed by a Restaurant Lessee to provide food and beverage services (including without limitation waiters, chefs and cooks, dishwashers, bartenders, and other bar staff) at a Hotel which is located within the boundaries of the:

- a. Downtown Community Plan, established by Ordinance No.188474
- b. Airport Hospitality Enhancement Zone, encompassing the boundaries of the Gateway to LA Property Business Improvement District (LA PBID), established by Ordinance No. 177,211
- c. Hollywood Regional Center within the Hollywood Community Plan, established by Ordinance No. and Universal City Sign District, established by Ordinance No. 182436
- d. Westwood Village by Ordinance No. 164305, North Westwood Village by Ordinance No. 163202 and Westwood Multiple Residential by Ordinance No. 163203

I FURTHER MOVE that the City Attorney draft an amendment to Los Angeles Municipal Code section 186.01 to define Restaurant Lessee as follows:

Restaurant Lessee shall be defined as an entity that: 1) provides food and beverage services to the public; 2) that is a commercial lessee of a Hotel Employer's space; and 3) that is a separate business from the Hotel Employer. Restaurant Lessee does not include entities that provide workers who perform the core functions of the Hotel Employer, such as providing room service and/or banquet services to hotel guests.

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

MARQUEECE HARRIS-DAWSON  
Council President, 8th District

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

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