

MOTION

I MOVE that the CONSIDERATION OF MOTION (HARRIS-DAWSON – LEE) relative to amending the Los Angeles Administrative Code and Los Angeles Municipal Code to revise wage, health benefit, and waiver provisions for airport employees and hotel workers, Item 20 on today’s agenda (CF 25-1466) BE **AMENDED** to **REPLACE** the entirety of recommendations 1-3 with the following:

Recommendation for Council action:

1. REQUEST the City Attorney to prepare and present an ordinance, to be transmitted by May 18, 2026, to amend:
 - a. Section 10.37.2(a)(2) of Article 11, Chapter 1, Division 10 of the Los Angeles Administrative Code to adjust the wage rates for an Employee as follows:
 - i. Beginning on July 1, 2026, the wage rate for an Employee shall be no less than \$24.50 per hour.
 - ii. Beginning on July 1, 2027, the wage rate for an Employee shall be no less than \$25.50 per hour.
 - iii. Beginning on July 1, 2028, the wage rate for an Employee shall be no less than \$27.50 per hour.
 - iv. Beginning on July 1, 2029, the wage rate for an Employee shall be no less than \$28.50 per hour.
 - v. Beginning on July 1, 2030, the wage rate for an Employee shall be no less than \$30.00 per hour.
 - vi. 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

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adjusted hourly wage rates, which shall take effect on July 1st of each year.

- b. 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:
 - i. 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.
- c. Section 186.02 of Article 6, Chapter XVIII of the Los Angeles Municipal Code to adjust the wage rates for a Hotel Worker as follows:
 - i. Beginning on July 1, 2026, the wage rate for a Hotel Worker shall be no less than \$24.50 per hour.
 - ii. Beginning on July 1, 2027, the wage rate for a Hotel Worker shall be no less than \$25.50 per hour.
 - iii. Beginning on July 1, 2028, the wage rate for a Hotel Worker shall be no less than \$27.50 per hour.
 - iv. Beginning on July 1, 2029, the wage rate for a Hotel Worker shall be no less than \$28.50 per hour.
 - v. Beginning on July 1, 2030, the wage rate for a Hotel Worker shall be no less than \$30.00 per hour.
 - vi. 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.

- d. Amend the first paragraph of Section 186.04 of Article 6, Chapter XVIII of the Los Angeles Municipal Code to read as follows:
 - 1. Beginning on July 1, 2026, the health benefit will be determined with information provided by a report from the CLA, in coordination with the City Attorney,
 - ii. 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~~ **Employee working for a hotel** 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.

Friendly Amendment from the Maker of the Motion (Harris-Dawson) to Amend Recommendation 1.d.ii

- e. Additionally remove Section 186.04(E).
- f. ~~Amend the health care waiver provisions in Los Angeles Municipal Code Sections 186.00 et seq. and Los Angeles Administrative Code Section 10.37 et seq. To:~~

Friendly Amendment (Soto-Martinez - Harris-Dawson) to strikeout Recommendation 1.f

- 1. ~~Allow an Employee to waive the health plan provisions required in Los Angeles Administrative Code Section 10.37.3 and Los Angeles Municipal Code 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.~~
- ii. ~~An Employer to annually verify that an Employee requesting to waive the health plan provisions in Los Angeles Administrative Code Section 10.37.3 and Los Angeles Municipal Code 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 such records available to the DAA upon request.~~
- iii. ~~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.~~

PRESENTED BY:



MARQUEECE -HARRIS-DAWSON
Council President, 8th District

SECONDED BY:



ORIGINAL