



Freelance **isn't** free.

THE FREELANCE WORKER PROTECTIONS ORDINANCE (FWPO) PROVIDES PROTECTIONS TO FREELANCE WORKERS TO HELP ENSURE THEY ARE TREATED FAIRLY AND COMPENSATED IN A TIMELY MANNER.

Who is covered?

A Freelance Worker is any individual or entity composed of no more than one person that is hired by a Hiring Entity to provide services in exchange for compensation. A Freelance Worker has no employees.

A Hiring Entity is regularly engaged in business or commercial activity but does not include entities that hire app-based drivers for transportation or delivery services.

What type of work is covered?

Covered work is performed by a Freelance Worker who is hired by a Hiring Entity, by either written or oral contract on or after July 1, 2023. The work must be performed in the City of Los Angeles and valued at \$600 or more either by an individual job or cumulative jobs in a calendar year.

Protections

Hiring Entities are required to provide Freelance Workers with a written contract for all agreements valued at \$600 or more, either by itself or combined with previous oral or written agreements between the entities in a calendar year.

Hiring Entities are required to provide full payment by the date specified in the written contract, or no later than 30 days after work is completed if no date is specified in the contract.

How to report a violation

Freelance Workers may file a complaint with the Office of Wage Standards (OWS), or bring a civil action in a court of law to enforce or recover damages for violations. Complaints filed with the OWS must be submitted no later than the one-year anniversary of the alleged violation.

FOR MORE INFORMATION CONTACT THE OFFICE OF WAGE STANDARDS

1-844-WAGESLA (924-3752)

WAGESLA@LACITY.ORG

WAGESLA.LACITY.GOV

As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability, and upon request, will provide reasonable accommodations to ensure equal access to its programs, services and activities.

