POST IN A CONSPICUOUS PLACE AT ANY WORKPLACE OR JOB SITE. VIOLATORS SHALL BE SUBJECT TO PENALTIES

Citywide Hotel Worker Minimum Wage Ordinance
Notice of Hotel Workers' Rights

This Employer is subject to the Citywide Hotel Worker Minimum Wage Ordinance (CHMWO) under Los Angeles Municipal Code (LAMC) Section 186.00, and is required to pay Hotel Workers a minimum wage. The minimum wage will be adjusted every year according to LAMC 186.02.A.

Effective Date:	Applicability*	Hourly Wage
9/8/2025	**Hotels with 60 or more rooms**	**$22.50**
7/1/2026	Hotels with 60 or more rooms	$25.00
7/1/2027	Hotels with 60 or more rooms	$25.50**
7/1/2028	Hotels with 60 or more rooms	$28.50**

* Pursuant to LAMC Section 186.01.C., Hotels with 50 or more guest rooms located within the Airport Hospitality Enhancement Zone (AHEZ) are covered by the Ordinance.
** Revised May, 26, 2026 pursuant to Ordinance 188944, amending LAMC Section 186.02.A, effective June 29, 2026.

Hotel Employers must pay all **Service Charges** to the Hotel Worker(s) performing services for the customers from whom the Service Charges are collected. The amounts shall be paid to the Hotel Worker(s) equitably and according to the services that are related to the description of the Service Charges given by the Hotel Employer to the customer (LAMC SEC 186.03).

Employers in Los Angeles are subject to all local, state and federal minimum wage laws and labor standards.

The Los Angeles Office of Wage Standards Ordinance (LAMC Sec. 188) grants authority to the Bureau of Contract Administration, Office of Wage Standards to investigate possible violations, inspect workplaces, interview employees, and review payroll records. The Office of Wage Standards will enforce the CHMWO for violations including but not limited to: 1) failure to pay the Hotel Worker minimum wage; 2) failure to comply with notice, posting, and payroll records requirements; and 3) retaliation. LAMC Section 188.04 protects Employees from any discrimination or retaliation for exercising their rights to receive the Hotel Worker minimum wage.

Time Off

Hotel Employers must provide full time Hotel Workers at least 96 compensated hours off per year and allow at least 80 additional hours per year of uncompensated time off to be used pursuant to LAMC Section 186.02.B.
A part time Hotel Worker shall accrue compensated time off in increments proportional to that accrued by someone who works 40 hours a week, in accordance LAMC Section 186.02 B.1.(b). General Rules for Time Off:

A Hotel Worker must be eligible to use accrued paid compensated and uncompensated time off after the **first six months of employment** or consistent with company policies, whichever is sooner.
A Hotel Employer **may not unreasonably deny** a Hotel Worker's request to use the accrued compensated or uncompensated time off.
Unused accrued **compensated** time off will carry over until the time off reaches a **maximum of 192 hours**, unless the Hotel Employer's established policy is more generous.
Unused accrued **uncompensated** time off will carry over until the time off reaches a **maximum of 80 hours**, unless the Hotel Employer's established policy is more generous.
After a Hotel Worker reaches the maximum accrued compensated time off, a Hotel Employer shall provide a cash payment once every 30 days for accrued compensated time off over the maximum.
A Hotel Employer may not implement any employment policy to count uncompensated time off taken under this article as an absence that may result in discipline, discharge, suspension, or any other adverse action.

For more information, please contact the Office of Wage Standards at 1-844-WAGESLA (924-3752) or email wagesla@lacity.org or visit http://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 accommodation to ensure equal access to its programs, services, and activities.