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

Citywide Hotel Worker Minimum Wage Ordinance

Notice to Hotel Workers

This Hotel Employer is subject to the Citywide Hotel Worker Minimum Wage Ordinance (CHMWO) under Los Angeles Municipal Code (LAMC) Section 186.00.

Citywide Hotel Worker Minimum Wage

Rate Effective July 1, 2026

$25.00 PER HOUR

This Hotel Employer is required to pay Hotel Workers a minimum wage. The minimum wage will be adjusted every year according to LAMC Section 186.02.A.

Effective Date:	Applicability*	Hourly Wage
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
7/1/2029	Hotels with 60 or more rooms	$29.00

* 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.

Health Benefit Payment

Rate Effective July 1, 2026

$4.25 PER HOUR

This Hotel Employer is required to provide a payment per hour towards the provision of health care benefits under LAMC Section 186.04. The health benefits rate will be adjusted every year according to LAMC Section 186.04. These are your rights:

$25.00/hour plus at least $4.25/hour towards the provision of health care benefits. Health benefits include health coverage, dental, vision, mental health, and disability income. **OR** **$25.00/hour plus $4.25/hour = $29.25/hour for Hotel Workers without employer-provided health benefits.**
If the Hotel Employer's hourly health benefit payment rate is less than $4.25/hour, the difference shall be paid to the Hotel Worker as an additional hourly wage.
Health benefits are not required to be paid on overtime hours.
A Hotel Worker may request to waive health care benefits if they are eligible for benefits under another plan pursuant to LAMC 186.10.C.

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.

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Citywide Hotel Worker Minimum Wage Ordinance

Notice to Hotel Workers

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 with 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.

Service Charges

This Hotel Employer 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).

Tax Credit

Hotel Workers may be eligible to apply for the Federal Earned Income Tax Credit (EITC). For additional information about the EITC and obtaining forms, contact the Earned Income Tax Credit Hotline: 1-800-829-1040.

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

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The CHMWO is enforced by the Bureau of Contract Administration Office of Wage Standards (OWS) pursuant to LAMC Section 188.00.

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/