

America's Job Centers of California

Business Services Virtual Town Hall

Region 2



Purpose of The Business Advisory Town Hall



- Worker Rights and Resources During COVID-19
- Empower our region in combating and staying together during this crises.
- Align the needs of our business partners in our communities with available resources in these challenging times

AGENDA

1. Elina Patatanyan- Wage Enforcement
2. Frances Le- U.S Department of Labor
3. Daniel Sharp- Office of Immigrant Affairs
4. Tracie Andrews- Department of Mental Health
5. Christian Olmos- Disaster Help Center
6. AJCC Resources



Wage Enforcement

Elina Patatanyan



U.S Department of Labor

Frances Le



Office of Immigrant Affairs

Daniel Sharp



Department of Mental Health

Tracie Andrews



Disaster Help Center

Christian Olmos



Q & A



America's Job Center of California

Contact Information

South East (AJCC)

2677 Zoe Ave
(2nd Floor)
Huntington Park, CA 90255

323.586.4739

Manuel Castaneda Diaz
Business Service Rep

Veteran's (AJCC)

1816 South Figueroa St
(4th Floor)
Los Angeles, CA 90015

424.402.9806

Laine Hadnott
Business Service Rep

East Los Angeles/West San Gabriel (AJCC)

5301 Whittier Blvd
(2ND Floor)
Los Angeles, CA 90022

323.887.7122

Business Service Rep

Thank you!





LOS ANGELES COUNTY
**CONSUMER &
BUSINESS AFFAIRS**

Daniel Sharp

Chief - Office of Immigrant Affairs
County of Los Angeles Department of Consumer and Business Affairs
4801 E. 3rd St., Los Angeles, CA 90022
800-593-8222 || oia.lacounty.gov



LA County Office of Immigrant Affairs

LAC 4 YOU

Your Rights. Your Resources. Your Future.

Agenda:

I. Public Charge

II. Resources for Immigrants during Pandemic

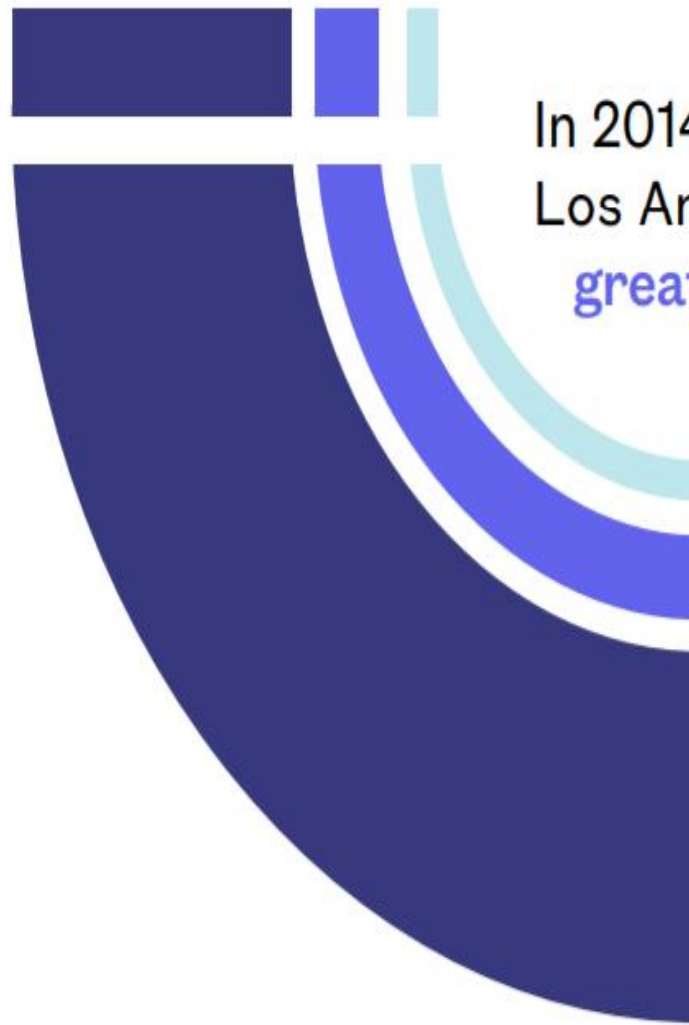
III. DACA

IV. Office of Immigrant Affairs Resources

LA County Immigrants*

- 3.5 million people
- 50% are citizens
- 25% have legal permanent resident status
- 25% are undocumented
 - Nearly 900,000 people
- \$232.9 billion (35%) of County's \$652.9 billion GDP
- Started 6 of 13 Fortune 500 companies
- 80.7% have lived in LA County 10 years or more

*New American Economy – City of Los Angeles



In 2014, foreign-born residents in Los Angeles County **contributed greatly** to the county's total GDP.³

\$81.7B came from Asian immigrants...

\$95.3B came from Hispanic immigrants...

...and **\$55.9B** came from other foreign-born groups, for a total contribution of

\$232.9B

or **35.7%** of the county's total GDP.

TOTAL GDP OF LA COUNTY

\$652.9B

HISPANIC CONTRIBUTION
TO GDP OF LA COUNTY

\$194B

ASIAN CONTRIBUTION
TO GDP OF LA COUNTY

\$112.4B

Public Charge

- What is it?
- Effective Date: February 24, 2020
- Benefits Impacted and Exemptions
- COVID-19 Testing and Treatment



L.A. County opposes any changes to the federal Public Charge rule.
Visit oia.lacounty.gov to make your voice heard today.

LA County Office of Immigrant Affairs
LAC 4 YOU
Your Rights. Your Resources. Your Future.

COVID-19: Resources for Immigrants

CORONAVIRUS TESTING & TREATMENT FOR UNINSURED L.A. COUNTY RESIDENTS



❑ AVAILABLE FOR UNINSURED L.A. COUNTY RESIDENTS

❑ AVAILABLE REGARDLESS OF IMMIGRATION STATUS

❑ DOESN'T COUNT IN "PUBLIC CHARGE"

❑ INFORMATION:



oia.lacounty.gov
(800) 593-8222

❑ SIGN UP FOR CARE:
Health Services Dept.
(844) 804-0055

My Health LA:
(844) 744-6452



■ Testing and Treatment

- Free COVID-19 testing is available to ALL Los Angeles County residents, whether or not you are experiencing COVID-19 symptoms:
lacovidprod.service-now.com/rrs
- If you have an emergency, go to an emergency room or call 911. For more COVID-19 health information: publichealth.lacounty.gov
- If you are *uninsured*, you can still get free testing and treatment regardless of immigration status. You may also qualify for **My Health LA, a health care program for low-income LA County residents**. Call 844-744-6452 for more information. Visit dhs.lacounty.gov/MHLA for a list of their clinics.

■ Will getting tested or treated for coronavirus affect my immigration status?

- **No.** Your medical information is confidential. Your doctor may not share it with immigration officials. Also, the federal government has announced **it will not consider coronavirus testing or treatment in the public charge test.**

COVID-19: Resources for Immigrants

■ Unemployment Insurance

- If you have work authorization, you may apply online for **Unemployment Insurance** with the California Employment Development Department (EDD): edd.ca.gov/about_edd/coronavirus-2019.htm
- While undocumented immigrants cannot receive Unemployment Insurance, they may be eligible for **Disability Insurance or Paid Family Leave**. Apply with EDD
 - **Public Charge Concerns?**
 - **No.** Unemployment, Disability, Family Leave & Workers' Compensation are *earned* benefits.
- The LA County Business & Worker Disaster Help Center provides tools and direct support to access emergency resources. Call 833-238-445, email your question to DisasterHelpCenter@lacounty.gov, or visit www.lacounty.gov/covid19.

COVID-19: Resources for Immigrants

■ Emergency Food Assistance

- Free food available at pantries throughout Los Angeles County: lafoodbank.org/find-food/pantry-locator/
- For other food resources including senior meal delivery, see: oia.lacounty.gov/coronavirus-resources See "FOOD & NUTRITION"
- Department of Public Social Services provides various benefits. Contact them here: yourbenefits.laclrs.org/ybn/Index.html.
 - Persons who do not qualify for benefits due to their immigration status may have other households who are eligible.
 - USCIS does not consider benefits received by household members in the public charge test.

COVID-19: Resources for Immigrants

■ Housing Assistance

- Los Angeles County enacted a temporary ban on all residential and commercial evictions for the unincorporated areas of the County. The City of Los Angeles and other cities have passed similar measures.
 - Protections apply to all tenants, regardless of immigration status.
 - Not a waiver of obligation to pay
 - Repayment period: 12 months from end of emergency
- Limited Rental Assistance in Certain Unincorporated Areas. Apply here:
2020.211la.org/form/covid-rental-assistance
- Contact DCBA Rent Stabilization Unit for Questions & Help:
[\(833\) 223-RENT \(7368\)](tel:8332237368), rent.lacounty.gov

CARES ACT Benefits and California Disaster Relief for Immigrants (DRAI)

CARES Act Benefits & Immigration Status:

1. “Stimulus” payment: must have filed with a valid Social Security number & meet immigration status requirements. **This is a tax credit/rebate. Not a public benefit.**
 - ITIN (taxpayer ID) filers and those with mixed-status households who included an ITIN filer on their tax return will not qualify.
 - Equal protection lawsuits pending
2. Expanded Unemployment Benefits: employment authorization required

California Disaster Relief Assistance for Immigrants (DRAI)

California acted in April 2020 to make state emergency funds available to a limited number of Californians excluded from the federal disaster assistance on account of their immigration status.

California Disaster Relief Assistance for Immigrants (DRAI), cont.

- DRAI provides \$500 in direct assistance, maximum of \$1000 per household.
- Eligible individuals must provide information that they (1) are undocumented & over 18; (2) are not eligible for federal COVID-19 assistance; (3) have experienced a hardship
- People in LA County may apply starting May 18, 2020 through these 3 organizations **only**:
 - CHIRLA: Tel. 213-201-8700; chirla.org
 - CARECEN: Tel. 213-315-2659; carecen-la.org
 - Asian Americans Advancing Justice: Tel. 213-241-8880, advancingjustice-la.org
- Nonprofit organizations **will not be assisting individuals prior to May 18**. Individuals should not contact them ahead of time. Application assistance will not be provided in person.
- 40,000 individuals in LA County will receive assistance – approximately 6% of undocumented population
- More information: cdss.ca.gov/inforesources/immigration/covid-19-drai

DACA

- SCOTUS update
 - I. Possible loss of work authorization
 - i. 750,000 nationally
 - ii. Largest concentration in LA County
 - II. Expiration timeline
 - i. Announcement & Implementation
- Qualified Legal Service Providers
 - i. Consult immediately
- DACA events
 - i. Visit: oia.lacounty.gov
- Fraud: always a concern



Office of Immigrant Affairs

- oia.lacounty.gov
- COVID-19 updates for immigrants:
oia.lacounty.gov/coronavirus-resources
- Virtual Press Conference for Media Event every Thursday
 - i. Sign up through DCBA or OIA website
- Schedule an OIA Workshop for Employees
 - i. Contact OIA 800-593-8222, or email oia@dcba.lacounty.gov
 - ii. Call for individual questions





Minimum Wage Enforcement Program

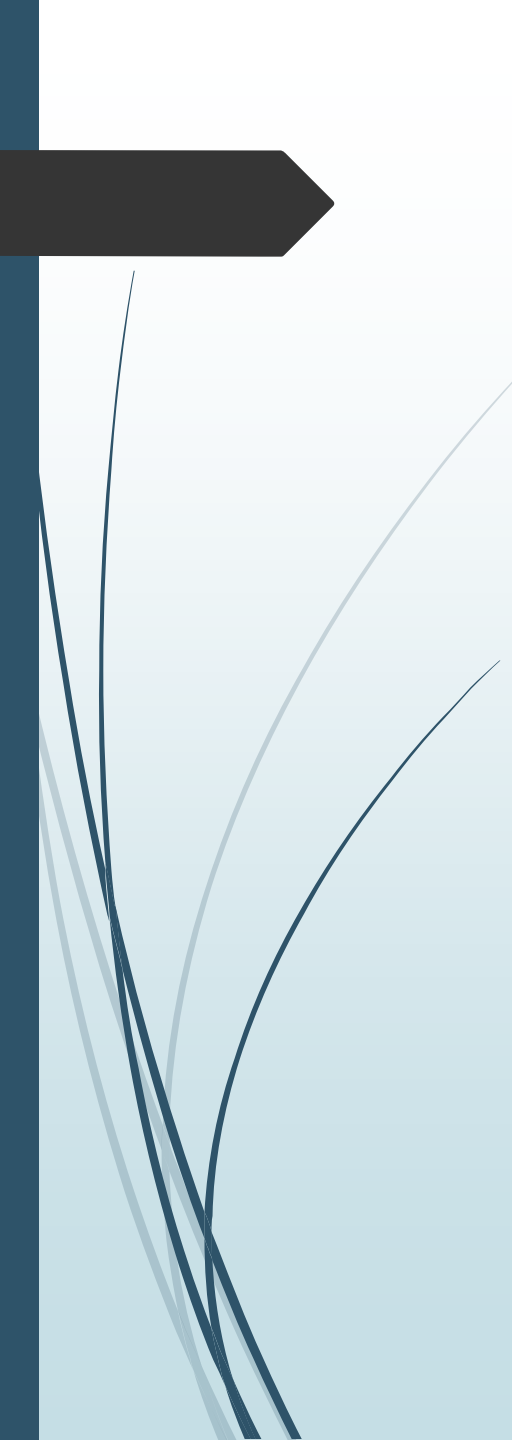
Minimum Wage Ordinance Training

Overview

- ❑ What is the MWO and MWE0
- ❑ How Will DCBA Enforce the MWO?
- ❑ Investigations



**MINIMUM
WAGE**



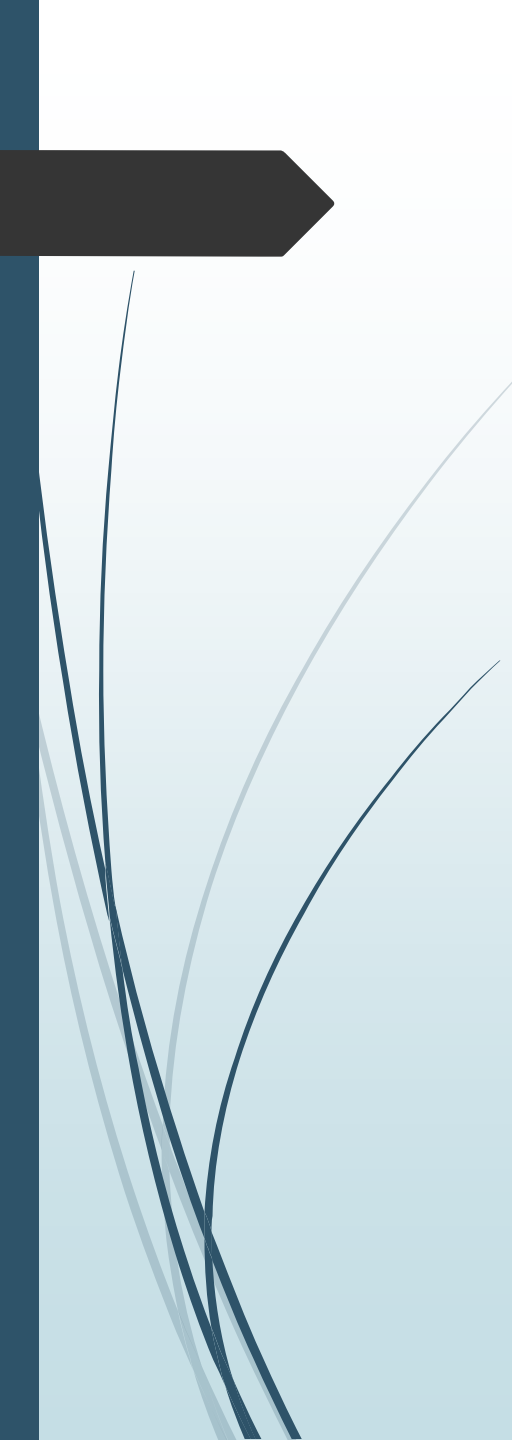
Los Angeles County Minimum Wage (Section 8.100.040(A)(2)) The Minimum Wage

Employers with **26 or more** employees must pay their employees no less than the following hourly rates on the following effective dates:

- July 1, 2016 - \$10.50
- July 1, 2017 - \$12.00
- July 1, 2018 - \$13.25
- July 1, 2019 - \$14.25**
- July 1, 2020 - \$15.00

Employers with **25 or fewer** employees must pay their employees no less than the following hourly rates on the following effective dates:

- July 1, 2017 - \$10.50
- July 1, 2018 - \$12.00
- July 1, 2019 - \$13.25**
- July 1, 2020 - \$14.25
- July 1, 2021 - \$15.00



Los Angeles County Minimum Wage Ordinance (Section 8.100.030): Who is an Employee?

The Los Angeles County Minimum Wage Ordinance applies to:

- ❑ Employees who perform at least two (2) hours of work in a particular week within the unincorporated areas of Los Angeles County including part-time employees, full time employees and employees that are on probation/training, employees working for non-profit organization, and;
- ❑ Those employees who are entitled to the payment of minimum wage under California minimum wage law. (LC 1197)

Los Angeles County Minimum Wage (MWO): Unincorporated Los Angeles County

You can determine if the work is performed within the unincorporated areas of the County by checking with the Los Angeles County Registrar Recorder's Office at the following link:

- ❑ <https://lavote.net/apps/precinctsmaps>

If the address **does not** appear on the link above, be sure to use either of the two links below:

- ❑ <http://egis3.lacounty.gov/ravs/3> Referral Address Verification System
- ❑ <http://planning.lacounty.gov/znet> Department of Regional Planning



Coverage

Step-by-Step guide to determine what minimum wage applies to employees

- ❑ On a web browser open up the link below and have the address ready where the employee **performs** work.
 - ❑ Website: <https://lavote.net/apps/precinctsmaps>
 - ❑ Under **District/Precinct Map** select from the drop down menu: **District Map Look Up by Address**

The screenshot shows a web application interface for looking up district and precinct maps. At the top, there is a blue header with the text "District/Precinct Maps" in white, followed by the instruction "Use this application to look up your district and precinct maps." Below this is a dropdown menu with the selected option "District Map Look Up by Address" and a downward arrow. A second blue header reads "District Map Look Up by Address". The form contains two required fields: "Home Number *" with a text input box and a note "House number of the residence address (no fraction).", and "Street Name*" with a text input box and a note "Do not include street type (ave., st., blvd., etc.)". At the bottom, there are two buttons: a blue "Submit" button and a grey "Reset" button.

Coverage Cont.

Input the **Street Number** and the **Street Name**. **Do not** input “St. Ave. Blvd. W. N. etc.” Then click **Submit**.

District/Precinct Maps

Use this application to look up your district and precinct maps.

District Map Look Up by Address ▼

District Map Look Up by Address

Home Number *

House number of the residence address (no fraction).

Street Name*

Do not include street type (ave., st., blvd., etc.)

Submit **Reset**

Coverage Cont.

It is important to select the correct address, there may be multiple locations with different cities. Make sure to completely read the entire address before selecting it.

District/Precinct Maps

Use this application to look up your district and precinct maps.

District Map Look Up by Address 

Select Address

2070 MONTROSE AVE , MONTROSE, CA, 91020

Reset

* **Note:** If the address doesn't come up on the Registrar Recorder link, use either of the links below.

- Referral Address Verification System: <http://egis3.lacounty.gov/ravs/>
- Regional Planning (Z-Net): <http://planning.lacounty.gov/znet>

Coverage Cont.

Select District
28TH US CONGRESSIONAL
25TH ST SENATE
43RD STATE ASSEMBLY
5TH SUPERVISORIAL
3RD BOARD OF EQUALIZATION
UNINCORPORATED MONTROSE



Coverage Cont.

Search: **2230 E. 38th St. Los Angeles, Ca 90058**


Select District
40TH US CONGRESSIONAL
33RD ST SENATE
53RD STATE ASSEMBLY
1ST SUPERVISORIAL
3RD BOARD OF EQUALIZATION
CITY OF VERNON



- City of Vernon **doesn't** have it's own ordinance, therefore employees working at this location are subject to the **State Minimum Wage**.

Coverage Cont.


Search: **500 W. Temple St. Los Angeles, Ca 90012**

Select District
34TH US CONGRESSIONAL
24TH ST SENATE
53RD STATE ASSEMBLY
1ST SUPERVISORIAL
3RD BOARD OF EQUALIZATION
CITY OF LOS ANGELES 

- City of Los Angeles **has** it's own ordinance, therefore employees working at this location are subject to the **City of Los Angeles Minimum Wage.**

Coverage Cont.

Search: **23146 Valencia Blvd Valencia Ca 91335**

Select District
25TH US CONGRESSIONAL
21ST ST SENATE
38TH STATE ASSEMBLY
5TH SUPERVISORIAL
1ST BOARD OF EQUALIZATION
CITY OF SANTA CLARITA 

- City of Santa Clarita **doesn't** have it's own ordinance, therefore employees working at this location are subject to the **State Minimum Wage**.

Minimum Wage Enforcement Ordinance: Notice Requirements (Section 8.101.060(A))

Every Employer must post in a conspicuous place at any workplace or jobsite located within unincorporated areas of County of Los Angeles a notice informing employees of:

- ❑ The current minimum wage rate; and
- ❑ The employee's rights under the MWO

If the employer does not have a physical location within the unincorporated areas of the County, the employer must provide the notice each year to the employees who perform work in the unincorporated areas of the County.

THIS ORDINANCE COVERS EMPLOYEES WORKING IN UNINCORPORATED LOS ANGELES COUNTY, REGARDLESS OF IMMIGRATION OR WORK STATUS.

County of Los Angeles Minimum Wage Ordinance

This ordinance takes effect July 1, 2016.

This ordinance applies to employees who perform at least two hours of work in a particular week within unincorporated areas of Los Angeles County. Employers are required to pay the minimum wage set forth below for all hours worked.

This poster must be displayed in a conspicuous and accessible place at job sites, in English, Spanish, and the primary language used by the employer to communicate with employees regarding employees' work functions, if other than English or Spanish.

Los Angeles County Code Chapter 8.100
Minimum Wage

Large Employers (26 or more employees)

\$10.50 PER HOUR July 1, 2016	
\$12.00 PER HOUR July 1, 2017	\$13.25 PER HOUR July 1, 2018
\$14.25 PER HOUR July 1, 2019	\$15.00 PER HOUR July 1, 2020

Small Employers (25 or less employees)

\$10.50 PER HOUR July 1, 2017	
\$12.00 PER HOUR July 1, 2018	\$13.25 PER HOUR July 1, 2019
\$14.25 PER HOUR July 1, 2020	\$15.00 PER HOUR July 1, 2021

* Beginning January 1, 2022, County's Chief Executive Officer (CEO) will determine the adjusted rates of the minimum wage based on the Consumer Price Index, which will become effective on July 1, 2022.

Los Angeles County Code Chapter 8.101
Notice to Employees

Employers must give employees written information about their job and pay.

Initial Compensation Disclosure Statement:
At the time of hire, your employer must give you a written statement disclosing the following:

- The employer's name, business name, physical and mailing address of the main office, email address and the employer's phone number
- Your rate(s) of pay and pay day
- If applicable, your employer's tip policy
- Your pay basis (hourly, weekly, commission)
- The formula by which the rate of pay can be determined
- Deductions taken from your pay check each pay period
- Any additional information required by law

Pay Statement:

Each pay day, your employer must provide you with information required by California Labor Code 226(a):

- Gross and net wages earned
- Deductions taken
- Total hours worked by the employee
- Number of piece-rate units earned (for piece-rate workers)
- Pay basis (hour, shift, day, week, commission)
- Inclusive date of the period for which the employee is paid
- Applicable hourly rates in effect during the pay period and corresponding number of hours worked at each hourly rate
- Name and address of the employer
- Name of the employee, and either the last four digits of the employee's SSN or the employee ID number

Los Angeles County Code Chapter 8.101
Your Rights Are Protected

You may be entitled to compensation for any violation of this law by your employer.

You Have a Right to File a Complaint:

You may file a complaint with the Department of Consumer and Business Affairs' Wage Enforcement Program for alleged violations of the Minimum Wage Ordinance. Complaints must be filed within three years after the occurrence of the alleged violation.

You Have a Right to Sue:

Any employee, entity, or any other person acting on behalf of the public and whose rights under this law have been violated may bring a civil action in a court of law against an employer who violates the Minimum Wage Ordinance.

Los Angeles County Code Chapter 8.100 & 8.101
Retaliation is Illegal

It is illegal for an employer to retaliate against you for exercising your rights.

You have the protected right to:

- File a complaint
- Inform any person of their potential rights
- Assert your rights under this law

These actions are prohibited if done to retaliate against you for exercising your rights:

- Fire you
- Reduce your pay
- Discriminate against you
- Threaten you or any of your immediate family members

Note: Your employer may take disciplinary actions against you if there is cause to do so; however, there is a presumption of retaliation if your employer is unable to show cause.

Confidential & Free Services

- Complaint investigation
- Education to workers and employers
- Resources and referrals
- Materials available in various languages

800-593-8222

wagehelp@dca.lacounty.gov
www.dca.lacounty.gov

08/14/16



Minimum Wage Enforcement Ordinance: Recordkeeping and Access Requirements (Section 8.101.070 (A-D))

Every employer must keep accurate and complete records pertaining to each employee for a period of four years.

- ❑ For purposes of monitoring compliance the employer must:
 - ❖ Allow DCBA access to payroll records
 - ❖ Allow DCBA to interview persons, including employees during normal business hours and
 - ❖ Must cooperate with DCBA investigators

How Will DCBA Enforce The MWO?

- ❑ By ensuring that the employers know their responsibilities under the MWO
 - ❖ Proactive Visits
 - ❖ Counseling to employers
- ❑ By ensuring that the employees know their rights under the MWO
 - ❖ Counseling to employees
 - ❖ Accepting complaints
- ❑ By enforcing the applicable laws and regulations
 - ❖ Investigations



Wage Enforcement Program (WEP) Investigations

- Purpose
- What is DCBA Investigating?
- Correction Order
- Wage Enforcement Order





WEP Investigation Purpose

The purpose of an investigation is to find facts that will allow DCBA to identify and address violations of the County Minimum Wage Ordinance.

DCBA will utilize both complaint driven and proactive strategies to ensure that violations of the MWO are identified, addressed, and remedied in a timely and effective manner.

WEP Investigation

What is DCBA Investigating?

Los Angeles County Minimum Wage Enforcement Ordinance gives DCBA the authority to enforce the provisions of the Ordinance.

This includes:

- ❑ Unpaid Minimum Wages
 - Retaliation
 - Failure to Post
 - Failure to allow access to payroll records
 - Failure to maintain records



Minimum Wage Enforcement Ordinance: Correction Order 8.101.120(A)

If during the investigation, DCBA WEP Investigator determines a violation of the MWO or the MWEO has occurred then DCBA may issue and serve a Correction Order (CO) to the Employer.

The Correction Order must:

- Identify the violations to be corrected and
- Give reasonable amount of time to correct the violation.



Wage Enforcement Order

- ❑ The Wage Enforcement Order (WEO) is issued when there is substantiated violations of the County Minimum Wage Ordinance. The employer is required to post the Wage Enforcement Order in a conspicuous place within **24 hours** of receipt.

- ❑ The employer, employee or a third party may contest the Wage Enforcement Order by:
 - ❑ Filing a Request for Reconsideration with DCBA within 20 days from the day of service or posting of the WEO.
 - ❑ DCBA will issue a Reconsideration Determination within 20 days of receipt of the written reconsideration
 - ❑ After receiving a Reconsideration Determination any person may file an administrative appeal with a hearing officer.
 - ❑ Any person may seek judicial review with the Superior Court. If no appeal is filed within 20 days the hearing officer's decision becomes final.

Santa Monica Minimum Wage

- ❑ What is the Santa Monica Minimum Wage Ordinance?
- ❑ How Will DCBA Enforce the Santa Monica MWO?
- ❑ Investigations



Santa Monica Minimum Wage Overview

- ❑ The Santa Monica Minimum Wage Ordinance establishes the minimum wage in Santa Monica for employees who perform two or more hours of work in a particular week within the geographic boundaries of the City of Santa Monica.
- ❑ You can determine if the work is performed within the boundaries of the City of Santa Monica by checking with the Los Angeles County Registrar Recorder's Office at the following link:

<https://lavote.net/apps/precinctsmaps>



Santa Monica Minimum Wage Schedule

Employers with **26 or more** employees must pay their employees no less than the following hourly rates on the following effective dates:

- July 1, 2016 - \$10.50
- July 1, 2017 - \$12.00
- July 1, 2018 - \$13.25
- July 1, 2019 - \$14.25
- July 1, 2020 - \$15.00

Employers with **25 or fewer** employees must pay their employees no less than the following hourly rates on the following effective dates:

- July 1, 2017 - \$10.50
- July 1, 2018 - \$12.00
- July 1, 2019 - \$13.25
- July 1, 2020 - \$14.25
- July 1, 2021 - \$15.00

Beginning January 1, 2022 and thereafter, the City of Santa Monica will determine the adjusted rates based on the Consumer Price Index (CPI), which will take effect July 1st of that year.

Santa Monica Minimum Wage Notice Requirements

- ➔ Every employer must post in a conspicuous place at any workplace or jobsite where any employee works a posting by the City of Santa Monica informing them:
 - ➔ Of the current minimum wage rate, and
 - ➔ The employees rights under the Santa Monica Minimum Wage Ordinance
- ➔ Every employer must post the notices in English, Spanish and any other language spoken by at least 5% of the employees.
- ➔ At the time of hire, the employer must provide the employee a written notice that contains: the employer's name, address, and telephone number.

POST WHERE EMPLOYEES CAN READ EASILY – VIOLATORS SUBJECT TO PENALTIES

SANTA MONICA'S MINIMUM WAGE OFFICIAL NOTICE

Santa Monica Minimum Wage

\$14.25 per hour
Large Businesses

\$13.25 per hour
Small Businesses

Rate Effective Dates: July 1, 2019-June 30, 2020

In accordance with the Santa Monica Minimum Wage Ordinance in Santa Monica Municipal Code Chapter 4.62, every employer shall pay to each employee (including temporary and part-time employees) who performs at least two hours of work in a particular work week within the geographic limits of the City of Santa Monica wages of not less than the amounts shown in this notice. The rate will be adjusted annually on July 1 according to the schedule below. Certain exemptions and deferrals are available.

Employers with 26 or more employees	
7/1/2016	\$10.50/hour
7/1/2017	\$12.00 /hour
7/1/2018	\$13.25 /hour
7/1/2019	\$14.25 /hour
7/1/2020	\$15.00 /hour
7/1/2021	\$15.00 /hour

Employers with 25 or fewer employees	
7/1/2016	\$10.00 /hour*
7/1/2017	\$10.50 /hour
7/1/2018	\$12.00 /hour
7/1/2019	\$13.25 /hour
7/1/2020	\$14.25 /hour
7/1/2021	\$15.00 /hour

* CA State Minimum Wage

Under the Ordinance, employees who assert their rights to receive the City's minimum wage are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Ordinance. The City can investigate possible violations, and can enforce the minimum wage requirements. Violations of the minimum wage law include, but are not limited to:

FAILURE TO
PAY THE
SANTA MONICA
MINIMUM WAGE

FAILURE TO
COMPLY WITH NOTICE,
POSTING, AND
RECORDS REQUIREMENTS

RETALIATION

FOR MORE INFORMATION, PLEASE CONTACT THE CITY OF SANTA MONICA:
(310) 458-8281 • minimum.wage@smgov.net • www.smgov.net/minimumwage

Santa Monica Hotel Minimum Wage & Paid Sick leave

• Paid Sick Leave:

Paid sick leave must begin to accrue at the commencement of the employee's employment with the employer

- ❑ Employers with 26 or more employees
 - ❖ January 1, 2017: At least 40 hours
 - ❖ January 1, 2018: At least 72 hours
 - ❖ January 1, 2019: At least 72 hours
 - ❖ January 1, 2020: At least 72 hours
- ❑ Employers with 25 or fewer employees
 - ❖ January 1, 2017: At least 32 hours
 - ❖ January 1, 2018: At least 40 hours
 - ❖ January 1, 2019: At least 40 hours
 - ❖ January 1, 2020: At least 40 hours

• Hotel Worker:

Hotel Worker is any individual whose primary place of employment is at a hotel and employed by either the hotel directly or someone in contract with the hotel employer.

Hotel employers must pay hotel workers:

- ❖ July 1, 2016: \$13.25
- ❖ July 1, 2017: \$15.66
- ❖ July 1, 2018: \$16.10
- ❖ July 1, 2019: \$16.63

Record Keeping, Statute of Limitations and Retaliation Provisions

Record Keeping:

- ❖ Every employer must retain payroll records for each employee for no less than three (3) years.

Statute of Limitations:

- ❖ Prosecution of any violation or an administrative citation or order must commence within three (3) years after discovery of the violation by law enforcement authorities or the victims to the offense.

Retaliation:

- ❖ Employer must not take any adverse action against a person within 90 days of the person's exercising their rights protected under this law, which will raise a rebuttable presumption that the adverse action taken was in retaliation.



Wage Enforcement Program Investigations

- What is the Role of the Investigator?
- What is DCBA Investigating on behalf of Santa Monica?
- Accepting Complaints
- Citations
- Remedies

WEP Investigation

What is DCBA Investigating?

The City of Santa Monica contracted with DCBA to enforce the provisions set forth in the Santa Monica Minimum Wage Ordinance.

This includes:

- Unpaid Minimum Wages
- First-Time Learner Provisions
- Paid Sick Leave
- Hotel Worker Minimum Wage

HONEST WORK. FAIR PAY.

Santa Monica's Minimum Wage begins July 1.

WEP Investigation

Accepting Complaints

Complaints alleging violations of the MWO will be accepted through various sources including:

- In-person
- Online
- Email
- Phone
- Community-Based Organizations (CBO)

This includes complaints that are anonymous.

Once the complaint is received, there will be an initial review to determine jurisdiction.



Request for Records and Administrative Citation

Request for Records: DCBA WEP Investigator will conduct a compliance visit to the business and request records to determine if a violation of the Santa Monica Minimum Wage Ordinance has occurred.

The Request for Records must:

- Identify the documents being requested
- Give reasonable amount of time to produce the records.

Administrative Citation: Any person that is in violation of the provisions of the Santa Monica Minimum Wage Ordinance may be subject to administrative citation.

The Administrative Citation must contain:

- The amount of the fine for the violation
- An order prohibiting the continuation or repeated occurrence of the violation described in the citation
- A description of the fine payment process and the time and place where the fine shall be paid.

QUESTIONS?



To reach the Disaster Help Center please contact: **833.238.4450** Mon.-Fri. 8:30 a.m. – 5:30 p.m.; Sat. 10 a.m. – 3 p.m. or email us at: **disasterhelpcenter@lacounty.gov**



LA COUNTY DISASTER HELP CENTER

For Businesses

For Workers

For Non-Profits

For Tenants/Landlords



- County programs
- Access to capital
- Unemployment benefits
- Insurance claims
- Local resources
- Health Orders

- Live operators
- M-F 8:30am-5:30pm
- Saturday 10am-3pm
- Multi-language capacity
English, Vietnamese, Spanish,
Chinese, Korean, Mandarin,
Armenian and more



LA COUNTY
BUSINESS & WORKER
DISASTER HELP CENTER

LACountyHelpCenter.org

833-238-4450

DisasterHelpCenter@lacounty.gov



@LACHelpcenter
@LACountyDCBA



@LACHelpcenter
@LACountyDCBA



@LACountyDCBA





U.S. Department of Labor Employee Benefits Security Administration

- Consolidated Omnibus Budget Reconciliation Act (COBRA)
- Health Insurance Portability & Accountability Act (HIPPA)
- Affordable Care Act (ACA)
- Employee Retirement Income Security Act (ERISA)



Contact Information



■ EBSA Benefits Advisors


- www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa
- 1-866-444-3272 toll free



■ EBSA Website:

www.dol.gov/agencies/ebsa

- Look for Brochure entitled, “Retirement and HealthCare Coverage...Questions and Answers for Dislocated Workers” in English and Spanish



■ Marketplace info – HealthCare.gov

- 1-800-318-2596

Know The 5 Signs, Self-Care, and Resources: The importance of connection

Department of Mental Health
Prevention Division – Family and Community Partnerships

Tracie Andrews, LCSW



LOS ANGELES COUNTY
**DEPARTMENT OF
MENTAL HEALTH**
hope. recovery. wellbeing.

Learn the Five Signs that may mean someone is in emotional pain and might need help:

know the five signs



the campaign to
changedirection

Five Signs of Emotional Suffering



Personality changes.

You may notice sudden or gradual changes in the way that someone typically behaves. People in this situation may behave in ways that don't seem to fit their values, or the person may just seem different.



Uncharacteristically angry, anxious, agitated, or moody.

You may notice the person has more frequent problems controlling his or her temper and seems irritable, anxious or unable to calm down. People in more extreme situations of this kind may be unable to sleep or may explode in anger at a minor problem.



Withdrawal or isolation from other people.

Someone who used to be socially engaged may pull away from family and friends and stop taking part in activities that used to be enjoyable. In more severe cases the person may start failing to make it to work or school. Not to be confused with the behavior of someone who is more introverted, this sign is marked by a change in a person's typical sociability, as when someone pulls away from the social support typically available.

Five Signs of Emotional Suffering



May neglect self-care and engage in risky behavior.

You may notice a change in the person's level of personal care or an act of poor judgment. For instance, someone may let personal hygiene deteriorate, or the person may start abusing alcohol or illegal substances or engaging in other self-destructive behavior that may alienate loved ones.



Overcome with hopelessness and overwhelmed by circumstances.

Have you noticed someone who used to be optimistic and now can't find anything to be hopeful about? That person may be suffering from extreme or prolonged grief, or feelings of worthlessness or guilt. People in this situation may say that the world would be better off without them, suggesting suicidal thinking.

Learn more about the Campaign at www.changedirection.org



Social Connectedness

- Social connectivity is the feeling of closeness and connectedness to a community. It is rooted in feelings of belonging, love and common values. Humans are innately social creatures. Every person we interact with is forever part of our social network. They are family members, friends, coworkers, teammates, neighbors, and acquaintances. Each has a lasting impact on our physical and mental health.
- During this unique time of social distancing, it is imperative that we do not completely disconnect with one another. In fact, it is critical now than ever to “virtually” come together.

Assumptions about Self-Care



- Self-care takes a long time
- I don't have time for self-care
- Only people that can't handle stress and the demands of life need self-care
- I'm a _____ I don't need self-care

WHERE TO GET HELP: COMMUNITY RESOURCES

- ❑ Los Angeles County Department of Mental Health Access/Warm Line: 1-800-854-7771
- ❑ Los Angeles County Community Resources Information Line: 2-1-1
- ❑ LA County EAP: (213)738-4200
- ❑ LA Rape and Battering 24/7 Hotline:
 - 626-793-3385
 - 310-392-8381 or
 - 213-626-3393
- ❑ To locate a Domestic Violence Shelter: 800-978-3600 or 211
- ❑ State of California Employment Development Program - File an Unemployment Insurance Claim: https://edd.ca.gov/Unemployment/Filing_a_Claim.htm

Apps and Online Resources to managing Mood and Anxiety

(All are free to download & use)



Mood Coach is an app that helps you identify important values and then find activities and skills that can help you live by those values.



Virtual Hope Box is an app with games/distractions, motivational quotes, and 3 relaxation skills.



Positive Activity Jackpot is an app that helps people generate enjoyable activity ideas; there is a section for indoor activities.



Breathe2Relax is an app that can help manage stress by teaching and practicing deep-breathing exercises.



Mindful USC Mobile App is an app allows you to “Check-In” to get meditations tailored to your current mind heart.

Mental Health Resources

Didi Hirsch's Suicide Prevention Center

Los Angeles & Orange Counties

1-877-7-CRISIS

1-877-727-4747

National Suicide Prevention Lifeline

1-800-273-TALK (8255)

Press 1 for VA peers

Press 2 for Spanish

Teen Line

Please check website

Or text "Teen" to 839863

Only accepting text from 6pm-10pm

**Los Angeles County
Dept. of Mental Health
ACCESS/Warm Line**

1-800-854-7771