

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



# Los Angeles County Hero Pay Ordinance

## **\$5.00 PER HOUR HAZARD PAY**

This Ordinance takes effect February 26, 2021  
FOR 120 DAYS UNLESS OTHERWISE EXTENDED

The Hero Pay Ordinance is an urgency ordinance that temporarily requires grocery retail and drug retail employers to provide an additional \$5 per hour hazard pay to employees working frontline positions as compensation for the hazards these employees face during the COVID-19 pandemic.

### EMPLOYEES ENTITLED TO \$5.00 "HERO PAY"

*Los Angeles County Code Section 8.204.020 (J)*

As an employee, you may be entitled to Hero Pay if your employer meets the following criteria:

- Your employer is a Grocery Store, Drug Store, or large retailer that sells groceries and/or drug products
- Your employer is a publicly traded company or employs 300 or more people nationwide
- Your employer employs more than 10 employees at the store where you work
- The store where you work is located in the unincorporated area of the County of Los Angeles
- You are physically present at the store when you are performing work for your employer

**See Los Angeles County Code Chapter 8.204 for specific information about covered employees and employers**

#### CREDIT FOR EXISTING HAZARD PAY

*Los Angeles County Code Section 8.204.050*

If your employer already provides hazard pay for COVID-19 related reasons to employees, but the amount is less than \$5 per hour, your employer must pay the difference to ensure employees receive a total of \$5 per hour in order to comply with this Ordinance.

#### PAID LEAVE IN LIEU OF HAZARD PAY

*Los Angeles County Code Section 8.204.040 (C)*

Employees can elect to receive Paid Leave instead of Hero Pay. An election to receive paid leave in lieu of Hero Pay must be made in a writing signed by the employee. An employee accrues one full hour of paid leave when the Hero Pay earned totals one hour of the employee's Base Wage.

#### PAY STATEMENT INFORMATION

*Los Angeles County Code Section 8.204.060*

This Ordinance requires covered employers include information about Hero Pay on the pay statement for covered employees, including:

- The hourly rate of Hero Pay (\$5 per hour) or voluntary hazard pay your employer is providing you
- The amount of Hero Pay, Paid Leave in lieu of Hero Pay, or voluntary hazard pay you earned;
- The number of hours you worked that entitled you to Hero Pay or voluntary hazard pay in the pay period

#### RETALIATION IS PROHIBITED

*Los Angeles County Code Section 8.204.080*

You have the protected right to:

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

These actions are prohibited if done in retaliation against you for exercising your rights:

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

#### ENFORCEMENT

*Los Angeles County Code Section 8.204.110*

The Department of Consumer and Business Affairs (DCBA) is authorized to investigate complaints of alleged violations of Hero Pay Ordinance. Call DCBA at (800) 593-8222.

More info: [dcba.lacounty.gov/heropay](http://dcba.lacounty.gov/heropay)

#### HERO PAY MAY IMPACT OTHER BENEFITS

Hero Pay is added to an employee's hourly wage and may temporarily increase the employee's total income for the time period this Ordinance is in effect. This increase in total income may affect the employee's eligibility for other forms of governmental aid that are income-based. Contact the aid program administrator for more information on eligibility.

*This poster must be displayed in a conspicuous and accessible place at every store located within unincorporated areas of the County where every employee works to inform employees of the Hero Pay ordinance and of their rights under this Ordinance.*

**Info: Los Angeles County Department of Consumer and Business Affairs (800) 593-8222**