



LOS ANGELES COUNTY
CONSUMER & BUSINESS AFFAIRS

Board of Supervisors

September 10, 2025

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To: Supervisor Kathryn Barger, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Janice Hahn

From: Rafael Carbajal
Rafael Carbajal
Director

**UPDATE ON INCREASING FAIR CHANCE HIRING THROUGHOUT
LOS ANGELES COUNTY (ITEM NO. 2 AND NO. 72, AGENDA OF
FEBRUARY 6, 2024)**

On February 6, 2024, your Board instructed the Director of the Department of Consumer and Business Affairs (DCBA) to report back to the Board with regular updates on the appeal process, outreach and education efforts related to the implementation of the Fair Chance for Employers Ordinance (Ordinance) that went into effect on September 3, 2024.

Responding to your Board's directive, this memo provides a third update on the efforts DCBA's Office of Labor Equity (OLE) has undertaken during its implementation of the Ordinance. These efforts focus on educating both workers and employers and establishing a proper enforcement and appeal process.

APPEAL PROCESS

DCBA collaborated with County Counsel to draft rules and regulations that establish enforcement protocols and due process procedures, ensuring alignment with the Los Angeles County Code. This includes the standardization of due process requirements across all worker protection policies under DCBA's jurisdiction, fostering consistent and equitable implementation. The drafted rules and regulations are anticipated to be filed with the Board in the Fall of 2025.



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EDUCATION AND OUTREACH

Mailer to Businesses

Since the last update, on May 30, 2025, OLE mailed a letter to 4,941 businesses informing them about the Los Angeles County's Minimum Wage increase going into effect on July 1, 2025. The letter also provided information on additional worker protection ordinances enforced by OLE, including the Fair Chance for Employers Ordinance (FCOE).

Website Updates

In May 2025, OLE published a series of sample forms on DCBA's website, including a preliminary letter, notice of intent, initial individualized assessment, second individualized assessment, and final notice of adverse action. These resources were developed to guide employers to comply with the Ordinance and ensure consistent application of its requirements. This effort underscores DCBA's commitment to provide clear, practical tools that support both workers and employers in understanding and upholding the Ordinance.

Inquires and Engagements

OLE continues to receive inquiries through a designated inbox for calls and online system. During this period, OLE received 17 inquiries which originated from employers, compliance counsel, third party background screening providers, and system impacted individuals inquiring about the provisions of the Ordinance. OLE addressed these inquiries with comprehensive explanations of the Ordinance and distribution of published resources, such as FAQs and relevant fact sheets.

OLE actively participated in a series of outreach events to provide information and resources related to the ordinance:

- **March 13, 2025** - Annual Business Owner's Seminar (KCAL Insurance Agency): OLE staff delivered a comprehensive presentation to more than a hundred business owners on the Ordinance's provisions, followed by an interactive Q&A session. Staff also distributed required posters in English and Spanish, along with additional informational materials
- **April 22, 2025** - JCOD Community Pop-Up Event: Serving justice-impacted individuals and communities, this event allowed OLE to share information with eighty attendees on the Fair Chance Ordinance, other County-adopted workplace protections, and the wide range of services available through DCBA.
- **May 28 & June 4, 2025** – LA Regional Small Business Forum: OLE engaged with one hundred and seventy small business owners by distributing flyers and

informational materials on the Fair Chance Ordinance and other workplace protection ordinances.

- **July 16, 2025** - Fair Chance Hiring Networking Reception and Training: At this event, OLE informed ninety participants about the requirements of the Fair Chance Ordinance and distributed fact sheets, posters, and other educational resources on worker protection ordinances enforced by OLE.
- **August 26, 2025** - Minimum Wage and Compliance Resource Workshop (U.S. Small Business Administration: As part of a panel, OLE staff provided twenty business owners information on worker protection ordinances under OLE's enforcement, including the Fair Chance Ordinance.

OLE remains committed to ongoing collaboration and outreach to ensure that both workers and employers have access to the resources necessary for compliance. Current efforts include continued partnerships with the County's Department of Economic Opportunity (DEO) and JCOD to expand messaging and provide critical resources to the business community as well as system-impacted individuals.

These joint efforts reflect a comprehensive approach to ensuring that both businesses and individuals who may be affected by the ordinance have the tools and the knowledge needed for successful compliance and empowerment. By enhancing messaging and outreach, particularly within key communities, OLE is working to create a more inclusive and informed environment that benefits both employers and workers across the County.

Enforcement

OLE is in the final stages of resolving its first complaint. During this reporting period, OLE has not received any new cases involving alleged violations of the FCOE. OLE staff is diligently monitoring all incoming inquiries to ensure that any potential violations are addressed in an efficient and timely manner.

NEXT STEPS

OLE will provide bi-annual updates to your Board on the appeal process, outreach, and education efforts related to the Fair Chance for Employers Ordinance.

Should you have any questions, please contact me or Rose Basmadzhyan, Deputy Director, Office of Labor Equity, at rbasmadzhyan@dcba.lacounty.gov.

RC:JA
RB:EV:ph