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<http://bca.lacity.gov>

September 8, 2025

To: ALL LAWA CONTRACTORS SUBJECT TO THE LIVING WAGE ORDINANCE

**SEPTEMBER 8, 2025 LIVING WAGE ORDINANCE WAGE RATE INCREASE**

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Please be advised of an important update regarding Ordinance No. 188610, which amends the Living Wage Ordinance.

This ordinance was temporarily suspended on June 27, 2025, following the Conditional Acceptance of a Referendum petition. However, the City Clerk has now issued a Certification of Insufficiency regarding that referendum petition on September 8, 2025.

In accordance with Charter Section 461(c), Ordinance No. 188610 will officially take effect as of today, September 8, 2025, the date of the Certification of Insufficiency.

**Effective September 8, 2025, the living wage rate for "Airport Employees" will increase to \$22.50 per hour. If health benefits are provided, the health benefits rate will increase to \$7.65 per hour. If health benefits are not provided, the total living wage rate will be \$30.15 per hour.**

These adjustments apply to service contractors, lessees, licensees, City financial assistance recipients, and their subcontractors who are subject to the Living Wage Ordinance. Furthermore, it is mandatory for all subject contractors, lessees, licensees, and City financial assistance recipients to inform any subcontractors of these wage rate adjustments and to ensure that these increases are implemented for all affected employees starting September 8, 2025.

Contractors that have been exempt from the provisions of the Living Wage Ordinance must provide notice of the living wage adjustment to their subcontractors, to ensure their compliance with the Living Wage Ordinance. Contractors with a collective bargaining supersession waiver or any other exemption from the LWO must still ensure compliance with the City Minimum Wage Ordinance.

The 8½" x 11" "Notice to Employees" (English & Spanish) must be provided to all affected employees. It is suggested that a copy be distributed with their paychecks. Also, the



aforementioned notices and the “Living Wage Ordinance Notice to Employees” poster are available on the BCA website ([bca.lacity.gov](http://bca.lacity.gov)) by clicking on the “Living Wage Rates and Posters” link on the home page. Please print and display in a conspicuous location accessible to all affected employees.

Please be advised that Los Angeles Administrative Code Section 10.37.6(c) states in part:

Compliance with this article shall be required in all City contracts to which it applies. Contracts shall provide that violation of this article shall constitute a material breach thereof and entitle the Awarding Authority to terminate the contract and otherwise pursue legal remedies that may be available.

If you have any questions regarding the Living Wage Ordinance, you may contact the Office of Contract Compliance via email at [BCA.EEOE@lacity.gov](mailto:BCA.EEOE@lacity.gov).

Sincerely,



[Lynda McGlinchey \(Sep 8, 2025 16:41:23 PDT\)](#)

Lynda McGlinchey,  
Compliance Program Manager II  
Bureau of Contract Administration

