

Since the introduction and passage of the City of Los Angeles' Minimum Wage Ordinance in 2015, the City Council has been working on changes to the City of Los Angeles Living Wage Ordinance in order to align all wage policies and bring uniformity based on the minimum wage base rate. As part of this realignment, changes need to be made to the Living Wage Ordinance's Airport Living Wage in order to ensure that this policy maintains a living wage for airport contract employees.

As part of the realignment, technical changes to the ordinance have been identified by the Bureau of Contract Administration that will provide better consistency with respect to monitoring and enforcement. These changes will ensure there is no ambiguity or interpretation issues between the City, its contractors, and their employees.

Finally, as part of these changes, the need for emergency response training for airport contractor employees under the Certified Service Provider Program is necessary to provide that employees of airport contractors are well versed in the policies and procedures during an emergency on airport property. During any public safety emergency or natural disaster, all employees, including contractor employees, should understand and know their role in order to best help and protect the public during these situations.

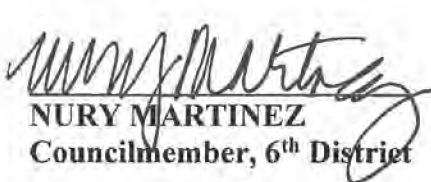
**WE THEREFORE MOVE** that the City Council REQUEST the City Attorney's office, with the assistance of the Bureau of Contract Administration, the Chief Legislative Analyst and the Los Angeles World Airports (LAWA) to prepare and present a draft ordinance that will update living wage rates and benefits policies in the City of Los Angeles by making the following amendments to the City of Los Angeles Living Wage Ordinance and the Service Contract Worker Retention Ordinance:

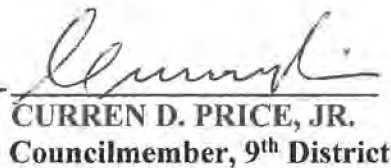
1. Revise the Living Wage Ordinance (LWO) Airport Living Wage to increase the wage rate at equal annual increments until such rates are an amount two dollars above the City of Los Angeles minimum wage on July 1, 2021; effective July 1, 2018, match the annual health increases for airport living wage to the percentage increase of the US. Bureau of Labor Statistics Consumer Price Index for All Urban Consumers: Medical care services; amend LAMC section 10.37.12 to add that when any collective bargaining agreement (CBA) expires or is open for negotiation of compensation terms, the CBA may only expressly supersede the requirements of the LWO for airport Contractors when an employee is paid a wage not less than the applicable living wage rate, and for airline caterers when an employee is paid a total compensation package not less than the living wage rate with health benefits;
2. Establish, as part of the Compensated Time Off requirements of the Living Wage Ordinance (LWO), an Employee paid release time policy for Certified Service Provider Program (CSPP) Contractors, as defined by the Board of Airport Commissioners (BOAC), to provide emergency response training for 16 hours on an annual basis; require all CSPP Contractor Employees to be certified by December 31, 2018 and continually thereafter on an annual basis; and require that new employees be trained within 120 days of hiring;

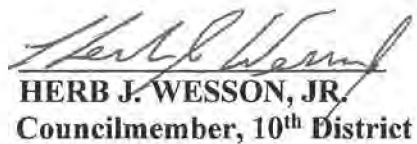


3. REQUEST that BOAC adopt changes in the LAWA implementation of the Service Contractor Retention Program so it is aligned with California Labor Code 1060-65 for CSPP Contractor Employees in order to provide consistency in monitoring and enforcement;
4. Amend the LWO, LAAC section 10.37.15 (e), to include an additional exemption from health benefits for Employees with health benefit coverage through Medicare or the U.S. Department of Veteran's Affairs; and,
5. Amend the Service Contract Worker Retention Ordinance, LAAC 10.36.1, to include "Public Lease or License" in the definition of a Service Contract.

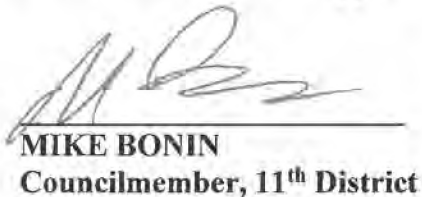
**PRESENTED BY:**

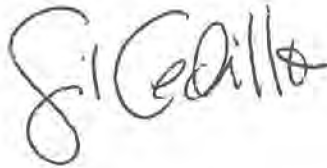
  
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JUN 23 2017