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Client Alert

Los Angeles, CA Changes to Minimum Wage, Health Benefits and Training Requirements for Airport and Hotel Employees

WHAT'S NEW: Los Angeles City Council recently passed laws increasing the minimum wage and hourly health benefit requirement for certain airport and hotel workers effective July 1, 2025. In addition, new training requirements will be required for hotel workers effective December 1, 2025.

WHY IT MATTERS:

Minimum Wage

Beginning July 1, 2025, airport employees and hotel employees (working for hotels with at least 60 rooms) must be paid at least $22.50 per hour. This amount will increase in July of each following year until reaching $30 per hour by July 1, 2028, at which point increases will follow the Consumer Price Index (CPI).

Health Benefits

On July 1, 2025, the hourly health benefit payment to airport employees must be at least $7.65 per hour, with annual increases beginning July 1, 2026.

Effective July 1, 2026, employers must also provide health benefits to hotel employees. If they do not provide health benefits employers will be required to pay an additional hourly amount consistent with what health benefit requirements for airport workers.

Training

Effective December 1, 2025 hotel workers must be provided 6 hours of live and interactive training covering employee rights and employer responsibilities; best practices for identifying and responding to human trafficking, domestic violence, or violent/threatening conduct; best practices for effective cleaning techniques to avoid spread of disease; best practices for identifying and avoiding insect and vermin infestation; and best practices for identifying and responding to potential criminal activity.

WHAT EMPLOYERS SHOULD DO: Qualified Los Angeles hotel and airport employers should review the hourly rate increases to ensure they are paying the applicable rate by July 1, 2025. Employers should also review the information provided to create a plan to comply with the training and health benefit requirements.

If you have any questions, please contact your HR Business Partner/Consultant.