

FRAMEWORK FOR IMPLEMENTING THE OFFICE OF LABOR STANDARDS AND ENFORCEMENT DUTIES
ATTACHMENT A

A: Provide a central location for questions and connections to resources for workers across San Diego County

EXPECTED OUTCOME	PLAN	TIMEFRAME
Resources and referrals hub on labor standards.	Once staff is on-boarded for the Office, engage with organizations supporting workers and employers on labor laws to establish a referral network for workers and employers. This includes exploring a dedicated labor standards advice line and violation reporting hotline. Currently developing an outreach plan for worker and employer stakeholders and have begun initial outreach to them about the newly established office.	3-6 months

B: Engaging business and community partners in education and outreach on important issues related to workers

EXPECTED OUTCOME	PLAN	TIMEFRAME
Education and outreach program for workers and employers.	After staff is on-boarded for the Office, develop the education and outreach program on current initiatives, which may include contracting for services with organizations to provide worker and employer education.	6-9 months

C: Act as the County expert on worker issues, including data collection and research initiatives, to better understand regional workplace issues including trends, gaps in services, and potential policies that would further goals of protecting and advancing fair and safe workplaces for all

EXPECTED OUTCOME	PLAN	TIMEFRAME
Internal expertise on worker issues	On-board an executive level employee with demonstrated expertise on labor standards and effective enforcement methods. Recruitment has begun for a Deputy Director with this expertise.	3 months
Identify potential policies that will further goals of protecting and advancing safe workplaces	Obtain data of San Diego industries/businesses with outstanding wage theft judgments to analyze trends and gaps, and establish enforcement priorities based on the data. An administrative analyst will undertake the needed research and analysis.	6-9 months

D: Report back to the Board of Supervisors annually on the data analysis and research undertaken by the Office with policy recommendations to consider.

EXPECTED OUTCOME	PLAN	TIMEFRAME
Annual report to Board of Supervisors	Prepare an annual report of the trends, gaps, and opportunities, based on data analysis.	May 2022
Policy recommendations based on trends discerned from data	Review existing policies for worker protections and identify opportunities for new policies to increase worker protections from unscrupulous employers, based on data trends and gaps identified.	May 2022

E: Explore the creation of a workplace justice fund

EXPECTED OUTCOME	PLAN	TIMEFRAME
Present the Board of Supervisors options regarding a workplace justice fund	Research workplace justice fund structures, potential implementation, estimated costs, and funding options.	6-9 months

F: Determine additional avenues the County can participate in enforcement of state and local laws and regulations impacting workers

EXPECTED OUTCOME	PLAN	TIMEFRAME
Working Families Ordinance enforcement program (proposed §73.10) Board Letter 7/13/21 [21]	Currently working with various departments on the proposed ordinance, as the OLSE will be enforcing reported violations. The proposed ordinance is anticipated to return to the Board in October. OLSE will be establishing reporting and enforcement processes for alleged violations of proposed § 73.10, et seq.	3-6 months
Transparency in Subcontracting Enforcement Program Bd Ltr 3/17/21 [06]	Developing Subcontractor Transparency Enforcement Program in coordination with PDS; PDS is anticipated to return to the Board in September as part of their return to the Board regarding Subcontractor Transparency Measures for County Permits. OLSE will be establishing reporting and enforcement processes for those who fail to report as required.	3-6 months
Good Faith Business Owners Program	Develop a program to work with businesses within the County’s jurisdiction to encourage compliance for their outstanding judgments for owed workers’ wages. This program will be based on the data gathered regarding judgments for labor standard violations. Development of the program will include collecting and analyzing judgment data to determine which business types have repeated violations and researching existing permit requirements. The program will include evaluating which permits can be suspended, revoked, denied, or suspended for labor standard violators.	6-9 months
Identify existing local enforcement options for wage and hour violations	Research existing laws available to the County to enforce wage and hour violations, including enforceable fines and penalties, restitution for workers, and injunctions against employers.	3-6 months