

**County of San Mateo
Office of Labor Standards &
Enforcement**

July 10, 2024

Outline

- **The Problem**
- **Key Considerations**
- **OLSE Functions**
- **Roles and Responsibilities**
- **Phased Approach for Implementation**
- **Resource Considerations**

THE PROBLEM

KEY CONSIDERATIONS

Key Considerations

- Soliciting complaints requires adequate infrastructure to respond
- State Labor Commission receives many complaints which can delay processing time given their limited resources and high volume of requests.
- Low-wage workers can't wait for wages owed to them for long
- Supporting low-wage workers requires trust, language accessibility, and cultural sensitivity
- Important to consider where and how to start so we are seeding for effective learning and growth

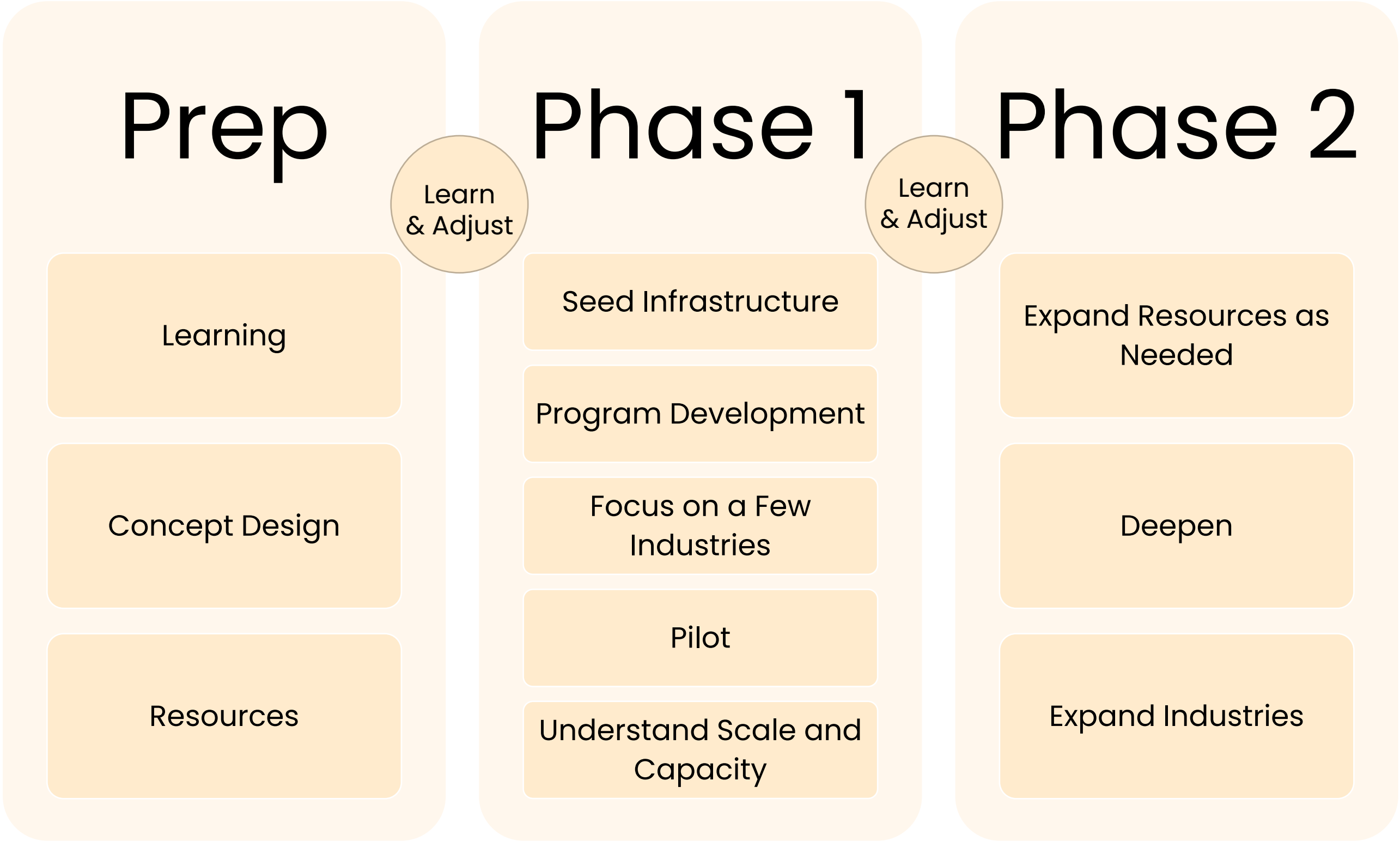
PHASED APPROACH TO BUILDING INFRASTRUCTURE

Universal Goal: Workers are paid a fair wage and treated respectfully in San Mateo County.

OLSE Functions at Full Capacity



Phased Approach to Implementation



OLSE Partners

Equity Office

- Enforcement programs for County permits
- Coordination & partnership
- Outreach, education & engagement
- Data/tracking
- Policy & strategy

Partnerships

- OLSE Hotline
- Targeted Outreach
 - Farmworkers
 - Construction workers
 - Restaurant workers
- Economic Advancement Centers
 - Low-wage workers & Small Businesses

District Attorney's Office

- Investigations
- Criminal prosecution

County Attorney's Office

- Investigations
- Letters to employers
- Employer negotiation
- Civil prosecution

Phase 2 and Beyond: Expand and improve based on learnings in Phase 1

- **Partner with trusted CBO partners in priority industries**
- **Advise BOS on potential policies and enforcement mechanisms**
- **Expand outreach only after more structure is built to intake worker complaints and engage with employers.**
 - Expand Targeted Outreach and Engagement
 - Domestic Workers
 - Caregivers
 - Janitorial workers
 - Day Laborers
 - Expand capacity for the following based on scoping in first phase:
 - Hotline staffing
 - Investigators

Feedback Received at 6.25.24 Board of Supervisors Meeting

Key Issues of Consideration

- **Wage theft is prevalent in the agriculture industry**
- **Farmworkers feel vulnerable**
- **Immigration status can impact sense of vulnerability**
- **Retaliation is a key concern**
- **Confidentiality when reporting challenges should be considered**

Names for the Office in Spanish

- **Oficina de Asuntos Laborales**
- **Oficina de Normas Laborales**
- **Condado de San Mateo Oficina de Normas y Cumplimientos Laborales**

THANK YOU!

Questions, Feedback, Discussion