

CIVIL RIGHTS, EQUITY, IMMIGRATION, AGING AND DISABILITY COMMITTEE REPORT relative to increasing the authority and capability of the Bureau of Contract Administration (BCA) Office of Wage Standard (OWS) to enforce claims against employers for overtime, break times, late pay, and gratuities violations.

Recommendation for Council action, pursuant to Motion (Soto-Martinez, McOsker - Harris-Dawson):

DIRECT the Chief Legislative Analyst (CLA), in consultation with the BCA OWS and City Attorney, to report to the Council within 60 days with recommendations on increasing the authority and capability of the BCA OWS to enforce claims against employers for Overtime, Meal Break, Rest Break, Late Pay, Tips and Gratuities violations, including the following:

- a. How best to prioritize, within the discretion of OWS, claims brought by low wage workers.
- b. Plans to explore options with the State Department of Industrial Relations to share penalties and fines with the City for local enforcement with the city, including restitution to workers.
- c. What resources are necessary for proper enforcement and implementation.

Fiscal Impact Statement: Neither the City Administrative Officer nor the CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted

SUMMARY

At the meeting held on September 15, 2023, your Civil Rights, Equity, Immigration, Aging and Disability Committee considered a Motion (Soto-Martinez, McOsker - Harris-Dawson) relative to increasing the authority and capability of the BCA OWS to enforce claims against employers for overtime, break times, late pay, and gratuities violations.

After an opportunity for public comment was held, the Committee moved to approve the recommendation contained in the Motion, as detailed above. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

CIVIL RIGHTS, EQUITY, IMMIGRATION, AGING AND DISABILITY COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
SOTO-MARTINEZ	YES
HUTT	YES
HERNANDEZ	YES
PADILLA	YES
RODRIGUEZ	ABSENT

ME

-NOT OFFICIAL UNTIL COUNCIL ACTS-