

MOTION

The City of Los Angeles has multiple offices and departments tasked with supporting workers whose employers mistreat them— from wage theft to civil rights violations.

Currently, the Bureau of Contract Administration's Office of Wage Standards (OWS) is the designated entity tasked with implementing and enforcing minimum wage, paid sick leave, and wage theft related oversight through the Minimum Wage Ordinance (MWO), which was established by the City Council through Ordinance in June 2015. Additionally, the Civil + Human Rights and Equity Department (CHRED) has quasi-judicial authority to address the long-standing discrimination impacting historically underserved communities that have been underinvested in—furthering unequal treatment in private commerce, education, employment, and housing outcomes and opportunities. The Office of the City Attorney works closely in coordination with both OWS and CHRED and can also bring its own investigations and lawsuits against employers who violate the law.

While these entities handle different aspects of employment oversight, there is potential for overlap in their responsibilities. Workers whose employers steal wages from them are also more likely to experience discrimination in the workplace. Communications between City offices and departments can improve enforcement of employment violations, and when workers come to the City with a complaint, they deserve to receive a holistic response.

I THEREFORE MOVE that the City Council direct the Chief Legislative Analyst, in consultation with the Bureau of Contract Administration, the Civil + Human Rights and Equity Department and the Office of the City Attorney to report back within 60 days with an analysis on how these parties can better coordinate their responsibilities and workloads as well as a strategic plan to better assist and support workers who have been subject to both wage standards and civil rights violations in the workplace.

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