

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

*** * * * ***

RESOLUTION AUTHORIZING AND DIRECTING THE COUNTY EXECUTIVE TO:

**A) TAKE ALL STEPS NECESSARY TO ESTABLISH AN OFFICE OF LABOR
STANDARDS ENFORCEMENT (OLSE) WITHIN THE COUNTY EXECUTIVE'S
OFFICE; AND**

**B) RETURN TO THE BOARD ON OR ABOUT JUNE 30, 2024, TO REPORT BACK
ON THE OVERALL SCOPE, ROLES, AND RESPONSIBILITIES OF THE OLSE**

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the County of San Mateo supports the ability of all residents to enjoy robust worker protections; and

WHEREAS, wage and hour and other labor violations represent a significant problem in California, and occur disproportionately among workers in low-wage and other industries; and

WHEREAS, studies show that low-wage workers, women, people of color, immigrant workers, refugees, workers with disabilities, and individuals who identify as LGBTQI+ are populations particularly vulnerable to labor violations; and

WHEREAS, the County's economic health depends on low-wage industries including the food service industry, personal care and service industries, janitorial maintenance, and healthcare support operations; and

WHEREAS, there has been presented to this Board of Supervisors for its consideration a request to create a new Office of Labor Standards Enforcement (“OLSE”); and

WHEREAS, establishing an OLSE with appropriate staffing and clear organizational mandates would position such Office to help reduce the incidence of wage and hour and other labor violations in the County by serving as a central hub for education and resources for employers and their workers, undertaking research and data analysis regarding worker issues, and identifying potential additional effective labor standard enforcement measures and policy recommendations guided by research and data analysis;

WHEREAS, a San Mateo County OLSE would have specific objectives for the business community, such as: to provide education and outreach on their legal obligations as employers, and to become familiar with certain resources available to businesses to aid compliance; and

WHEREAS, a San Mateo County OLSE would have specific objectives for workers, such as: to be more knowledgeable of their rights in the workplace and able to recognize violations, and to be aware of available resources and services for workers seeking to exercise their rights;

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the County Executive, or designee(s), is hereby authorized and directed to take all steps necessary to create an Office of Labor Standards Enforcement within the County Executive’s Office, with adequate staffing support including a Director of the Office of Labor Standards Enforcement and additional staff support and resources to conduct

scoping work and develop plans for implementation of assistance and education programs regarding labor standards to promote a culture of compliance, and to investigate avenues for enforcement regarding labor standards; and that the County Executive's Office is hereby directed to return to the Board on or about June 30, 2024, to report back on the overall scope, roles and responsibilities of the Office of Labor Standards Enforcement, including a sustainable funding and staffing plan.

* * * * *