

MOTION

Angelenos are victims of \$1.4 billion in wage theft each year, making Los Angeles the “wage theft capital” of the country. With wage theft more than 20% as prevalent in Los Angeles compared to New York City or Chicago, the City has a responsibility to go after employers who are stealing from workers and their families with the full force of the law.

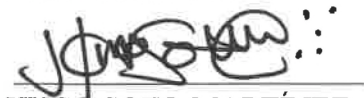
Low-wage Angelenos lose an estimated 12.5% of their annual income to wage theft, with Angelenos of color disproportionately impacted and immigrant workers suffering wage theft at twice the rate of US-born workers. A UCSF study requested by Governor Newsom identified loss of income as the primary reason participants became unhoused, at least three times more frequently than substance use, as well as three times more frequently than any other reason among leaseholders who became unhoused. Wage theft acts as a significant driver of the homelessness crisis, and results in dire consequences for workers and their families.

The Bureau of Contract Administration’s Office of Wage Standards (OWS) currently enforces against employers who violate the City’s Minimum Wage Ordinance. According to a UCLA study, 80% of workers are not paid the legally-required overtime rate despite working overtime, 80% are forced to work through meal and rest breaks, and 30% are paid less than the minimum wage. Greater enforcement is needed ,

I THEREFORE MOVE to direct the Chief Legislative Analyst, in consultation with the Bureau of Contract Administration’s Office of Wage Standards (OWS), the Office of the City Attorney, to report back within 60 days with recommendations on increasing the authority and capability of OWS to enforce claims against employers for Overtime, Meal Break, Rest Break, Late Pay, Tips and Gratuities violations, including:

- How best to prioritize, within the discretion of OWS, claims brought by low wage workers;
- 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; and
- What resources are necessary for proper enforcement and implementation.

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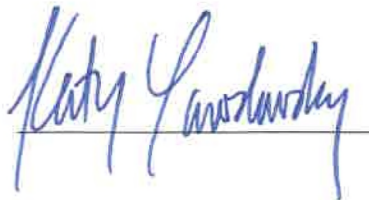


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