

Food Permit Wage Theft Enforcement Background

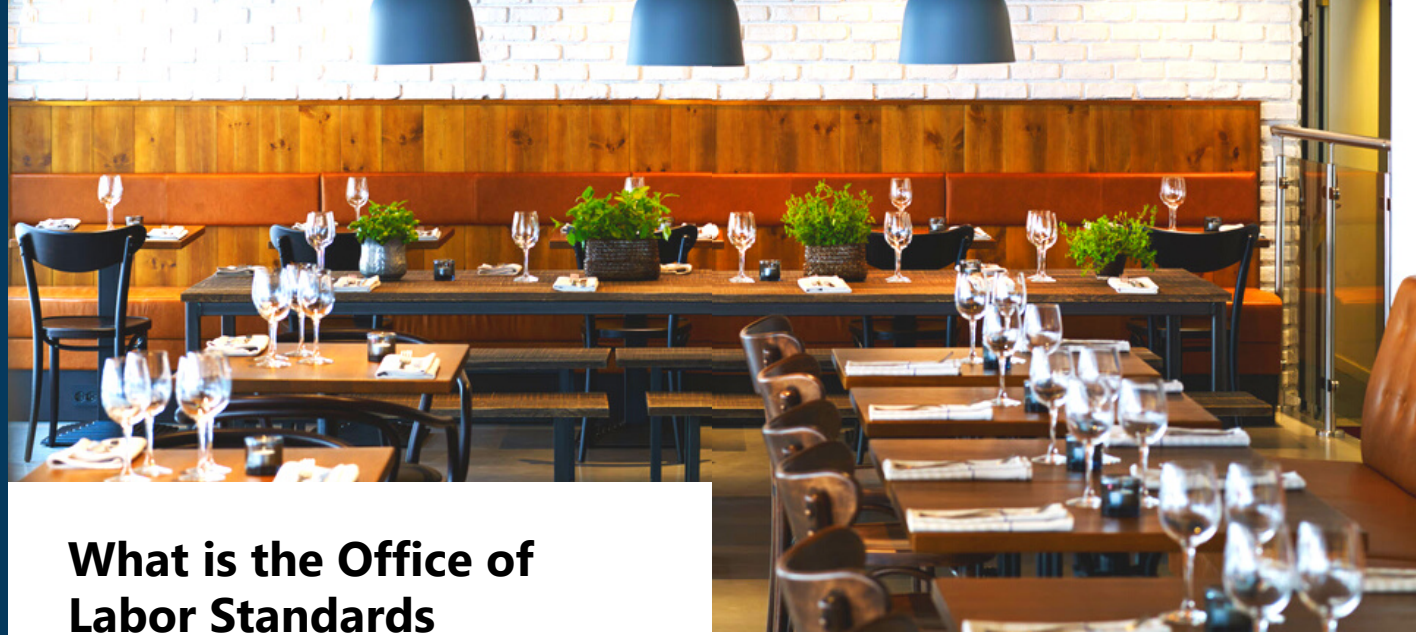
The Office of Labor Standards Enforcement (OLSE), in partnership with the County of Santa Clara Department of Environmental Health (DEH), engages retail food vendors with labor violation judgments to encourage payment settlement.

Goals

1. Foster a healthy economic environment for the County's businesses and workers
2. Industry-wide compliance with Federal and State labor laws
3. Satisfaction of existing judgments

Santa Clara County Resources

- Attorney Staffed Advice Line
1-866-870-7725
- Enterprise Foundation
1-408-385-9800
- Business Circle LatinX Powered by Prosperity Lab
1-408-547-3190
www.prosperitylab.org



What is the Office of Labor Standards Enforcement (OLSE)?

The Office of Labor Standards Enforcement was established in November 2017 by the County of Santa Clara Board of Supervisors.

Our mission is to advance labor standards through thoughtful community and business engagement, strategic enforcement, innovation and study, and policy development with a commitment to equity & social justice.

Contact Us

2460 North 1st Street, Suite 220
San Jose, CA 95131
1-408-678-3210
OLSE@ceo.sccgov.org
www.sccfairworkplace.org

Free Advice Line Staffed by Attorneys
1-866-870-7225

Food Permit Wage Theft Enforcement

How to comply with your food permit's wage and hour law requirements.



OLSE
Office of Labor
Standards Enforcement

What is the Food Permit Wage Theft Enforcement Program?

Food facility permit holders with existing labor violation judgments or orders can expect to receive a series of notices from the County's Office of Labor Standards Enforcement (OLSE) and the Department of Environmental Health (DEH) requiring a response by:

1. Proving full compliance with the judgment
2. Proving that the judgment is not final or does not apply to the permit holder
3. Acknowledging the outstanding judgment and setting up a payment plan

Enforcement action ends when all outstanding judgments are paid in full.

What is a judgment?

Judgments or final administrative orders issued by the California Labor Commissioner's Office and the U.S. Department of Labor are related to a range of labor law violations, such as:

- Non-compliance of wage and hour laws like minimum wage, overtime, and rest breaks
- Workplace violations like retaliation, sexual harassment, or labor trafficking

How does this impact my business?

If your business has a food facility permit and you have an existing labor violation judgment or order, you have 45 days to become compliant before the county will begin enforcement activities. Enforcement activity can be halted by:

- Paying judgment or order in full
- Calling OLSE to set up a payment plan
- Requesting a hearing to dispute the Notice of Violation

No existing judgement, no impact.

Your business is not impacted if you are not subject to an existing labor violation judgment or order. If you aren't sure whether you have an existing judgment or order, contact:

California Labor Commissioner's Office

- Phone: 1-408-277-1266
- Website: www.dir.ca.gov/dlse

U.S. Department of Labor:

- Phone: 1-408-291-7730
- Website: www.dol.gov/agencies/whd

The Path to Compliance

