



County of San Diego

Office of Labor Standards and Enforcement

Working Families Ordinance

Notice to Employees Working on County Owned Leased Property

The San Diego County Working Families Ordinance, enforced by the San Diego County Office of Labor Standards and Enforcement (OLSE), protects you from incorrect pay rates and poor working conditions if you work on county-owned property that your employer leases from the County. Beginning¹ April 01, 2022, new lessees of County-owned property or lessees who extend or substantially amend their lease with the County, their sublessees or licensees (at any level), making use of County-owned leased property must ensure:

1. **Prevailing Wage:** Employees and contractors performing work on construction projects on County-owned leased property, where the contract is valued over \$1,000,000, must be paid no less than the prevailing wage rates, if any, set by the California Department of Industrial Relations. Prevailing wage must be paid at the outset of the project and not only at the point where the \$1,000,000 threshold is reached.

It shall be a violation this Ordinance for lessees of County owned property or their sublessees, or licensees to split work for the purposes of avoiding the \$1,000, 000 threshold requirement in the Working Families Ordinance.

2. **Skilled Workforce:** Must use a skilled and trained workforce² in the completion of any construction project on County-owned leased property where the contract value is:
 - i. Over \$1,000,000; or
 - ii. Over \$25,000 where all of the work is performed by an apprenticeable occupation
3. **Workplace Conditions:** Ensure that all facilities located on and conditions of County-owned property meet the requirements of any County-enacted ordinance or Board policies regulating workplace conditions.
4. **Paid Sick Leave:** Provide employees with one hour of paid sick time for every 30 hours worked, with an accrual cap of no less than 48 hours per year to care for yourself or your family members for absences due to any of the following:
 - mental or physical illness, injury, or health condition;
 - the need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition;

¹Working Families Ordinance requirements apply when lessees enter into any new agreement with the County after April 1, 2022, or after any amendment extending the term of an existing agreement after April 1, 2022. [County Code of Administrative Ordinances Section 73.12 \(b\)](#)

² Public Contract Code Section 2601(d).



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- the need for preventive medical care; medical attention needed to recover from physical or psychological injury or disability due to domestic violence, sexual assault, or stalking;
 - the need to obtain services from a victim services organization or psychological or other counseling due to domestic violence, sexual assault, or stalking;
 - the need to relocate or secure an existing home due to domestic violence, sexual assault, or stalking; and
 - the need to obtain legal services, including preparing for or participating in any civil or criminal legal proceeding, related to or resulting from domestic violence, sexual assault, or stalking.
5. **No Retaliation:** Employers must not discriminate, discharge, harass, or take any adverse action or otherwise retaliate against you for disclosing concerns about the terms and conditions of your employment.
6. **Report Violations:** The San Diego County OLSE will investigate your complaint and enforce violations of the Working Families Ordinance.

FILING A COMPLAINT

The Working Families Ordinance provides for both civil penalties, citations, and contractual remedies against a contractor or a subcontractor who violates this ordinance.

If you believe your rights under the Working Families Ordinance have been violated, or you have been harassed, or retaliated against by your employer for raising concerns about the terms and conditions of employment while working on County-owned leased property, file a complaint with the San Diego County OLSE.

TO FILE A COMPLAINT, PLEASE CONTACT:

San Diego County Office of Labor Standards and Enforcement
Phone: (619) 531-5129

Mailing Address:

San Diego County Office of Labor Standards and Enforcement
1600 Pacific Highway, Room 452
San Diego, CA 92101

Website: <https://www.sandiegocounty.gov/OLSE>

Email: olse@sdcounty.ca.gov