

Working Families Ordinance Stakeholder FAQs

Question	Answer
<p>What happens if a complaint is filed by the public/or an employee alleging we violated the Working Families Ordinance?</p>	<p>The San Diego County Office of Labor Standards and Enforcement (OLSE) will conduct an initial investigation to determine if the complaint is meritorious. The investigation may include interviewing employees, employers, third party witnesses, reviewing documents, or other investigatory tools depending on the nature of the complaint. If reasonable cause is found that a violation occurred, OLSE may require immediate correction of the violation, issue citations, impose civil penalties, or use injunctive measures designed to secure compliance with the Working Families Ordinance.</p>
<p>What is the San Diego County Office of Labor Standards and Enforcement?</p>	<p>The San Diego County Office of Labor Standards and Enforcement (OLSE) provides outreach and education to advance labor standards in San Diego County. OLSE also enforces labor standards designated by specific County ordinances. To learn more about the OLSE please visit: https://www.sandiegocounty.gov/OLSE</p>
<p>What is the penalty for failing to comply with the Working Families Ordinance?</p>	<p>The County Code of Regulatory Ordinances provides for a range of penalties for failing to comply with a County ordinance. Penalties may include citations, civil penalties, contractual remedies, or injunctive remedies, such as a stop work order. In certain situations, an employer alleged by the OLSE to have violated the Working Families Ordinance may request a hearing conducted by a County Hearing Officer to contest the issuance of the violation or penalty.</p>
<p>Can I discipline an employee who made a complaint to the San Diego County OLSE alleging concerns with the terms and condition of employment that was later dismissed by the OLSE?</p>	<p>No. Retaliation, discrimination, or harassment against an employee who raised a concern about the working conditions is unlawful and violates the Working Families Ordinance and related state laws. Even if the complaint of the employee is not substantiated or dismissed, an employer cannot retaliate against the employee.</p>
<p>Where can I find the San Diego County OLSE Working Families Ordinance required notice?</p>	<p><u>Please visit</u> https://www.sandiegocounty.gov/OLSE</p>

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<p>What is the posting requirement for the San Diego County OLSE Working Families Ordinance notice?</p>	<p>The San Diego County OLSE Working Families Ordinance notice should be posted in a place at the work site where all employees are likely to see it, such as a bulletin board in a break room. If such a place does not exist at the worksite location, posting the notice on a company intranet site, or providing the notice to each employee may suffice.</p>
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