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

Established in November 2017 by the County of Santa Clara Board of Supervisors, the OLSE is one of eight such offices in the U.S.

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.

What is Enforced?

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

- Non-payment of wages, overtime or vacation pay
- Non-compliance with minimum wage and overtime laws
- Non-compliance with child labor, labor trafficking, or sexual harassment
- In addition to other violations in the workplace

Food Permit Enforcement Program

2460 North 1st Street, Suite 220
San Jose, CA 95131

OLSE Office: 408 - 678 - 3210
Advice Line Staffed by Attorneys:
1 - 866 - 870 - 7225

OLSE @CEO.SCCGOV.ORG
sccfairworkplace.org
What is the Food Permit Enforcement Program?

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

Program 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

How Does the Program Work?
Food facility permit holders with existing labor violation judgements can expect to receive a series of notices from OLSE and DEH requiring a response by:
1. proving full compliance with the judgement
2. proving that the judgement is not final or does not apply to the permit holder
3. acknowledging the outstanding judgement and setting-up a payment plan

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

How does this impact my business?
No Existing Judgement = No Impact

Existing Judgements
Permit holders with existing judgements have 45 days to become compliant and can halt enforcement activity at any time by:
1. paying judgement in full
2. calling OLSE to set-up a payment plan
3. requesting a hearing to dispute the Notice of Violation

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

Resources
Community Organizations
- OLSE Advice Line (866) 870-7725
- Working Partnerships USA - Fair Workplace Collaborative - (408) 809-2120 EXT #124
- Silicon Valley Small Business Development Center - (408) 385-9800
- Latino Business Council of Silicon Valley - (408) 618-8599

CA Labor Commissioner’s Office FAQ: www.dir.ca.gov/dlse/DLSE-FAQs.htm
CA Employment Development Department: www.edd.ca.gov/employers.htm

Food Permit Enforcement Program Path to Compliance