



Using Public Procurement to Advance Local High-Quality Jobs

PROCUREMENT
EXCELLENCE
NETWORK

Partners for Public Good

March 25, 2025

Meet *our* PPG Moderators



Neha Gupta

COO & General Counsel | PPG



Isabel Garcia

Project Leader | PPG

In the chat, please
share **your name**
and **government!**

Our History



Our journey began in 2011. As the procurement research initiative of the *Harvard Kennedy School's Government Performance Lab*, we set out to develop and test methods for improving government operations.

We focused on procurement—often the thorniest, most complicated part of local government. Our experts have collaborated with more than 200 local and state governments across the U.S., Canada, and Latin America to reimagine their procurement and contracting systems.

We launched Partners for Public Good to help state and local governments harness core operational functions like procurement, staffing, technology, and budgeting to drive public impact.

Partners for Public Good Supports Governments Through:

✓ **Implementation:** We show up to provide governments with hands-on support to overhaul complex systems. We help execute high-impact solutions and stay until the job is done.

✓ **Talent:** We enable public servants to lean into the work that matters most. We help governments devise new ways to empower their workforce, reimagine roles to achieve better results, and adapt to workplace changes, from generative AI to hybrid work.

✓ **Learning:** We provide training and executive education to unlock the potential of dedicated public servants and help them drive innovation in their roles.

✓ **Policy:** We help governments design policy centered on delivering outcomes and eliminate red tape so that governments can provide more for less. We also craft model policy standards that put operational excellence into practice, setting new norms for governments throughout the country to replicate and follow.

✓ **Community:** We connect public servants with one another so they can innovate together and replicate what works. We also help governments strengthen their connective tissue with residents, businesses, and civil society, fostering transparency, collaboration, and trust.



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How can you engage in this session?



Please use the
“Raise Hand”
function on Zoom!



If able, please
**turn on your
Zoom camera!**



Look out for
**discussions and
resources**
in the Zoom chat!

Agenda

1

Welcome, Introduction & Framing

10 minutes

2

Roundtable Discussion with Branden Butler, Terri Gerstein and Molly Scott

35 minutes

3

Q&A from Audience

10 minutes

4

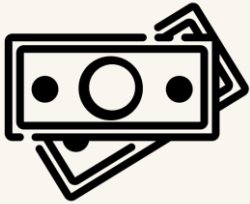
Closing, Feedback Poll, Upcoming Events

5 minutes

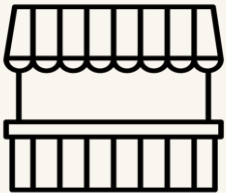
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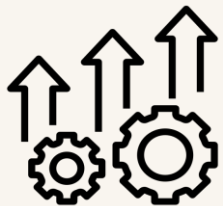
The Intersection of Procurement and Good Jobs



State and local governments spend **25-50% of their budgets — over \$1 trillion each year — on procured goods and services**, from road repairs to social service programs.¹



Procurement processes can be the starting point for enhancing vendor diversity and competition, inclusive workforce development, job quality, and local economic empowerment.



“Offering good jobs isn’t just about doing the right thing—it’s a smart business strategy.”² When businesses invest in their employees, this often translates into greater customer satisfaction, stronger brand loyalty, and a competitive edge in the marketplace. For governments contracting with these businesses, this means higher-quality services delivered on budget, on time.

¹Urban Institute. (2021). *Removing Barriers to Participation in Local and State Government Procurement*. Urban Institute. <https://www.urban.org/research/publication/removing-barriers-participation-local-and-state-government-procurement>

²Gates Foundation US Program, 2025. <https://usprogram.gatesfoundation.org/news-and-insights/articles/learning-from-the-ground-up-providing-good-jobs-is-good-business>

What is a “good job”?



✓ Compensation and benefits



✓ Workplace culture and job design



✓ Training and career advancement opportunities



✓ Working conditions, safety, and accessibility

Sources: Greer, J., Greene, S., & Hendra, R. (2021). *Understanding Good Jobs: A Review of Definitions and Evidence*. Urban Institute.

https://www.urban.org/sites/default/files/publication/102603/understanding-good-jobs-a-review-of-definitions-and-evidence_1.pdf; *Quality Jobs Framework*. Jobs for the Future.

<https://www.jff.org/idea/quality-jobs-framework/>; *Good Jobs: A Working Definition*. Families and Workers Fund and Aspen Institute Economic Opportunities. <https://familiesandworkers.org/news/good-jobs-champions/>

Roundtable Discussion

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Meet *the* Panelists



Branden Butler

Director, Office of Ethics,
Compliance and Labor
Standards | San Diego
County



Terri Gerstein

Director | NYU Wagner
Labor Initiative



Molly Scott

Senior Fellow, Research |
Urban Institute

PEN Pulse Poll



1. Are you aware of any job-quality/labor standards or incentives your government currently attaches to some or all procurements? If yes, what is the focus?



- 2. Does your jurisdiction have a Responsible Bidders Ordinance (RBO)?**
- 3. Does your jurisdiction have a living wage ordinance?**

Getting Started: 3 Takeaways

Don't let perfect be the enemy of progress.

Start with achievable goals and gradually raise the bar, bringing your vendor community along as you go.

Incentives, reporting requirements, or flexible standards can help drive job quality in the right direction and illuminate areas for future efforts.

Tap your existing resources.

State government agencies, as well as your counterparts in other local agencies, may already aggregate useful data about job quality and prospective vendors' history of compliance with labor laws. Use this data to inform future contracting decisions and to right-size your compliance and enforcement approaches.

Look for easy ways to start tracking.

Identify 2-3 data points to begin collecting that can help you understand current compliance with preexisting ordinances or job quality requirements, and what constitutes a good job in your community.

Q&A

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Closing, Feedback Poll, Upcoming Events

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ZOOM POLL

We want to hear from you!

Please share feedback
about today's session!

FEEDBACK IS ANONYMOUS!

SURVEY



CLICK

Click here for more information

PPG's Procurement for Good Jobs Initiative

Current Work: We are supporting 3 jurisdictions—**City of Cleveland, OH, City of Pittsburgh, PA, and City of San Antonio, TX**—in piloting strategies to use procurement as a lever for advancing access to high-quality jobs.

Stay Tuned For:

**Published
Resources**

Upcoming Events

1:1 Coaching

...and more!



Reach out to us to discuss how to advance this work in your jurisdiction. We're happy to schedule a coaching session (at no charge) to discuss good jobs-related or other procurement challenges/reform efforts. E-mail us at pen@partnersforpublicgood.org.

PEN is a community of changemakers who are invested in improving procurement!

The Procurement Excellence Network (PEN) is a free online community for public sector leaders seeking to transform government procurement practices

2,400+

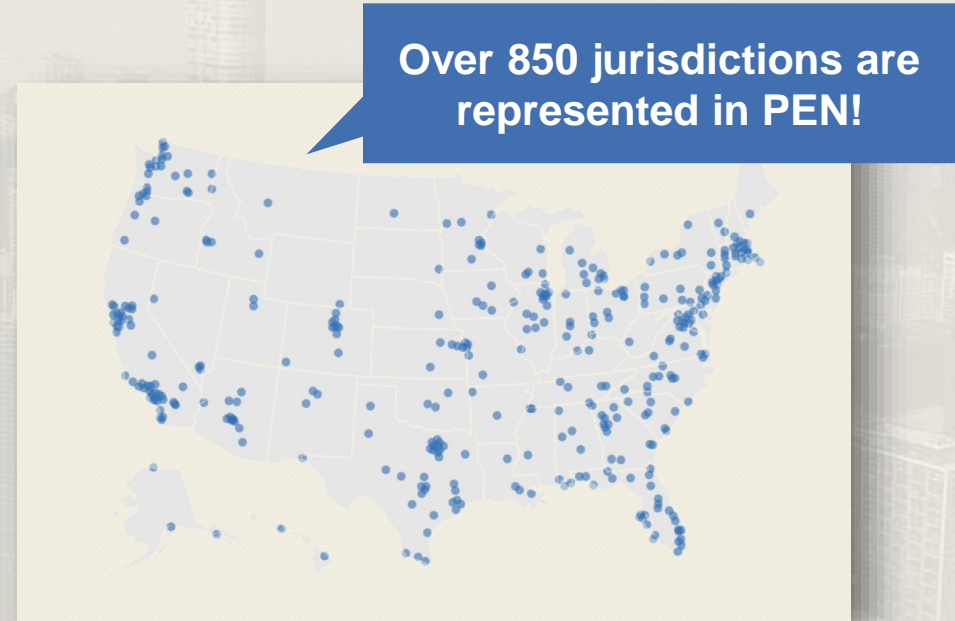
MEMBERS

80+

RESOURCES

30+

VIRTUAL EVENTS



Embark on this journey with PEN by enjoying our **FREE** features:



Community of Peers



Model Templates & Tools



Free Coaching

🚨 Event Alert 🚨 - Join Us on April 3rd!

Civic Match Live: Finance and Procurement Roles Thursday, April 3 | 1-2PM ET

Our team is partnering with Civic Match by Work for America to host one of their popular Civic Match Live events. Governments will pitch their open roles related to procurement or finance and meet directly with jobseekers. Jobseekers attending will have transferable skills, while looking for roles working in finance and procurement at local government agencies.

During the event, we're asking participating employers to:

1. Share a brief pitch about your organization and roles with all attendees.
2. Join a smaller Q&A session with jobseekers specifically interested in your positions.

To RSVP or learn more reach out to us at pen@partnersforpublicgood.org



Thank You!

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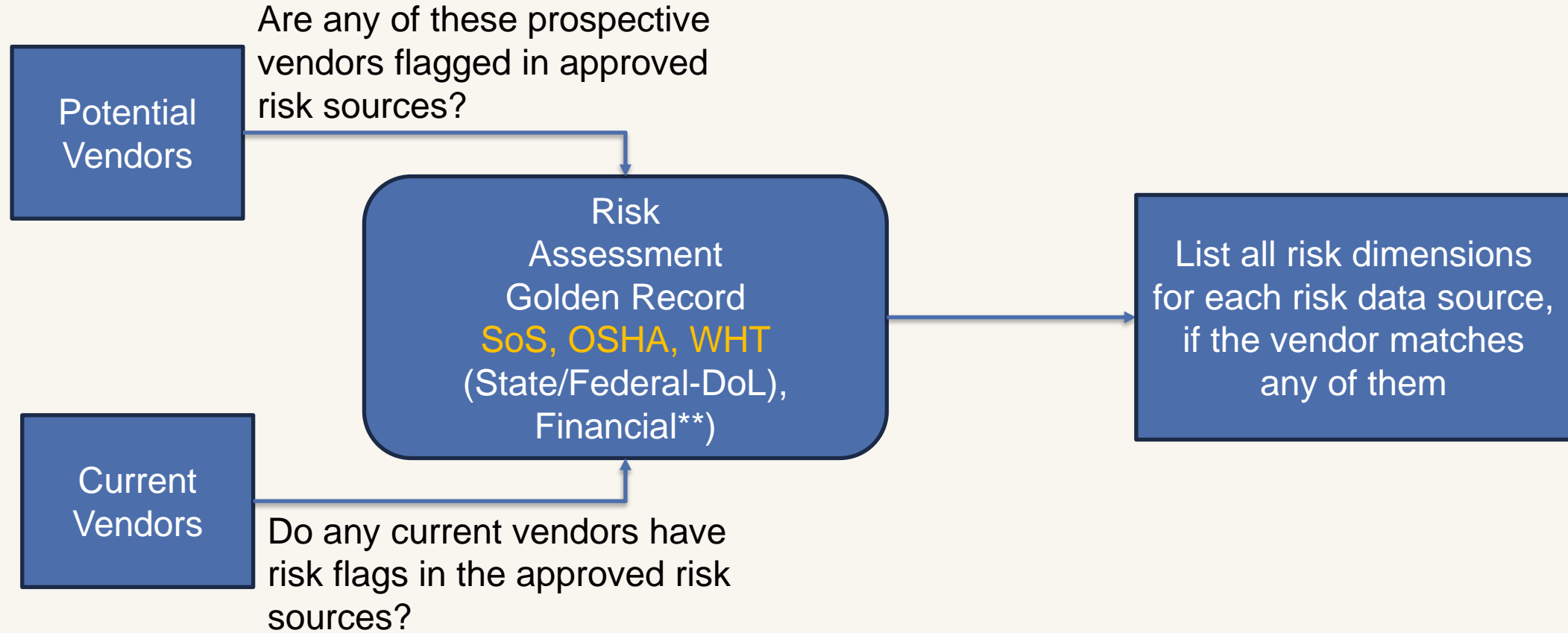
Partners for Public Good

Appendix

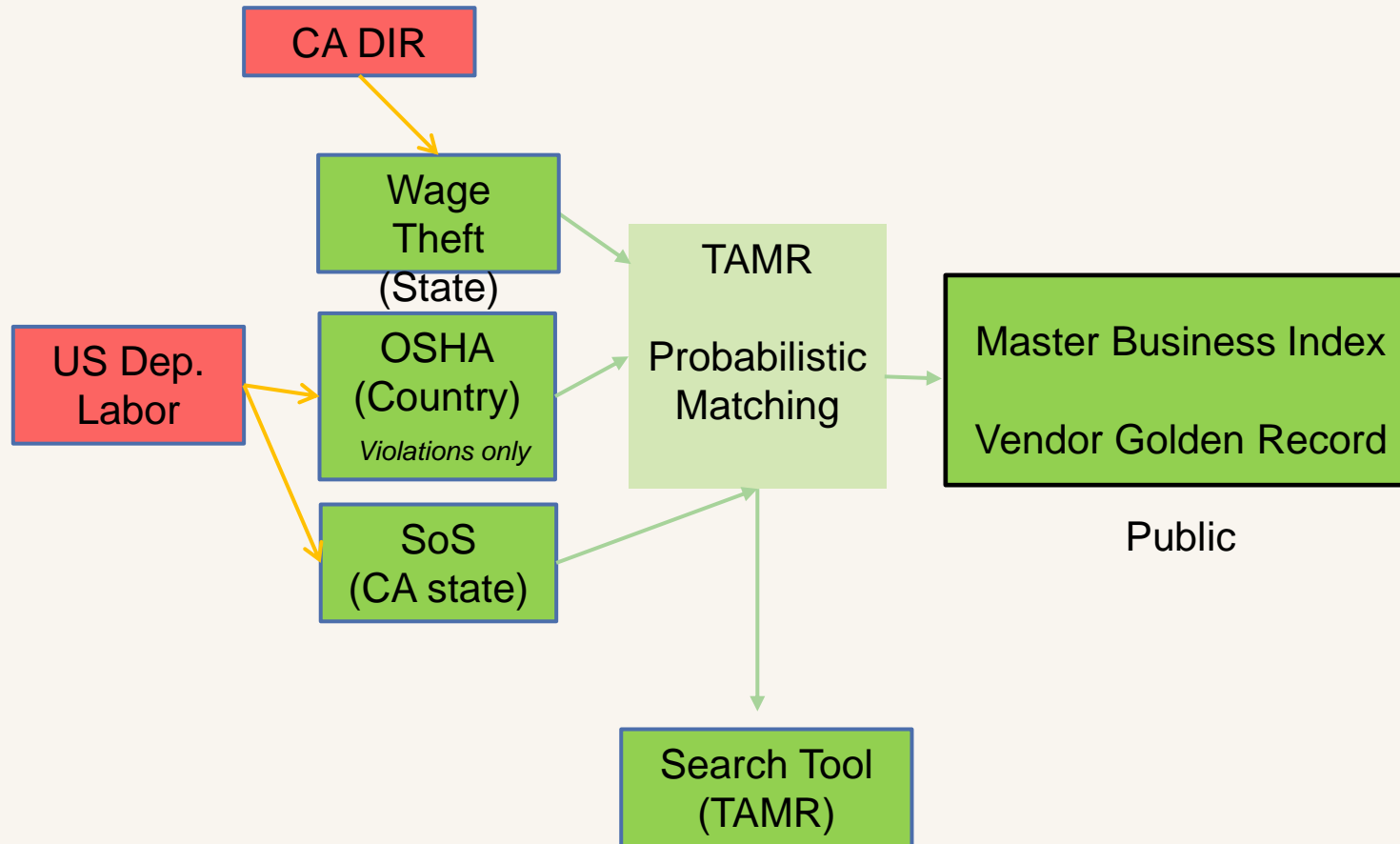
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San Diego County Example: The Project Question



San Diego County Example: Public Vendor Golden Record EIDP



San Diego County Example: Wage Theft Dashboard

Golden Records

Wage Theft POC 575,168

<input type="checkbox"/>	Name	ENTITY_STATUS ↓	Judgment Name	inspection_open_date
<input type="checkbox"/>	ADITUM FINANCIAL GROUP, INC.	Terminated	null	null
<input type="checkbox"/>	ADJ ENTERPRISES, INC.	Terminated	null	9/7/2017
<input type="checkbox"/>	ADJ ENTERPRISES, LLC	Terminated	null	null
<input type="checkbox"/>	ADJUMATRIX TECHNOLOGIES, INC.	Terminated	null	null
<input type="checkbox"/>	ADJUST-A-GOAL, INC.	Terminated	null	null
<input type="checkbox"/>	ADJUSTERS REFERENCE MANUAL, ...	Terminated	null	null

< 100 of 11,504 > Records per page: 50

Key:

Entity Status = Their standing within Secretary of State (SoS)

Judgment Name = Their standing with DIR wage theft data

Inspection Open Date = Their standing within OSHA

San Diego County Example: Wage Theft Dashboard

Example:

- 1) Search **ADJ Enterprises** →
- 2) The system shows up potential matches and what their standings are across the 3 data sources

Golden Records
Wage Theft POC 2 of 575168

Search: "adj enterprises"

Buttons: Add bookmark, Remove bookmark

Name	ENTITY_STATUS	Judgment Name	inspection_open_date
ADJ ENTERPRISES, INC.	Terminated	null	9/7/2017
ADJ ENTERPRISES, LLC	Terminated	null	null

- 3) Click on the name **ADJ Enterprises** →
- 4) new window appears that will provide us with all the details associated with each record.

Golden Records
Wage Theft POC 2 of 575168

Search: "adj enterprises"

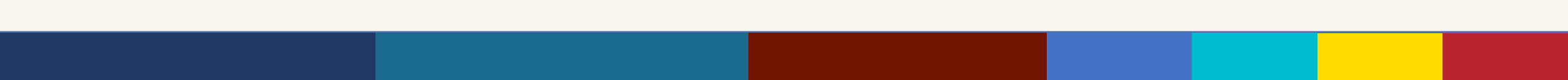
Buttons: Add bookmark, Remove bookmark

Name	ENTITY_STATUS	Judgment Name	inspection_open_date
ADJ ENTERPRISES, INC.	Terminated	null	9/7/2017
ADJ ENTERPRISES, LLC	Terminated	null	null

1 of 1 | Records per page: 50 | Configure Table

ADJ ENTERPRISES, INC. 2 of 2 records

Address	ENTITY_NUM	ENTITY_STATUS	Judgement Status	Judgment Entry Date	Judgment Name	Judgment Total	Name	Site Address
622 EAST MISSION ROAD	0769219	Terminated	null	null	null	null	ADJ ENTERPRISES, INC.	null
6122 S. EASTERN AVE.	null	null	null	null	null	null	ADJ GROUP, LLC	4295 CHART



Incorporating labor standards into procurement

Terri Gerstein
Director, NYU Wagner Labor Initiative
NYU Robert F. Wagner Graduate School of Public
Service



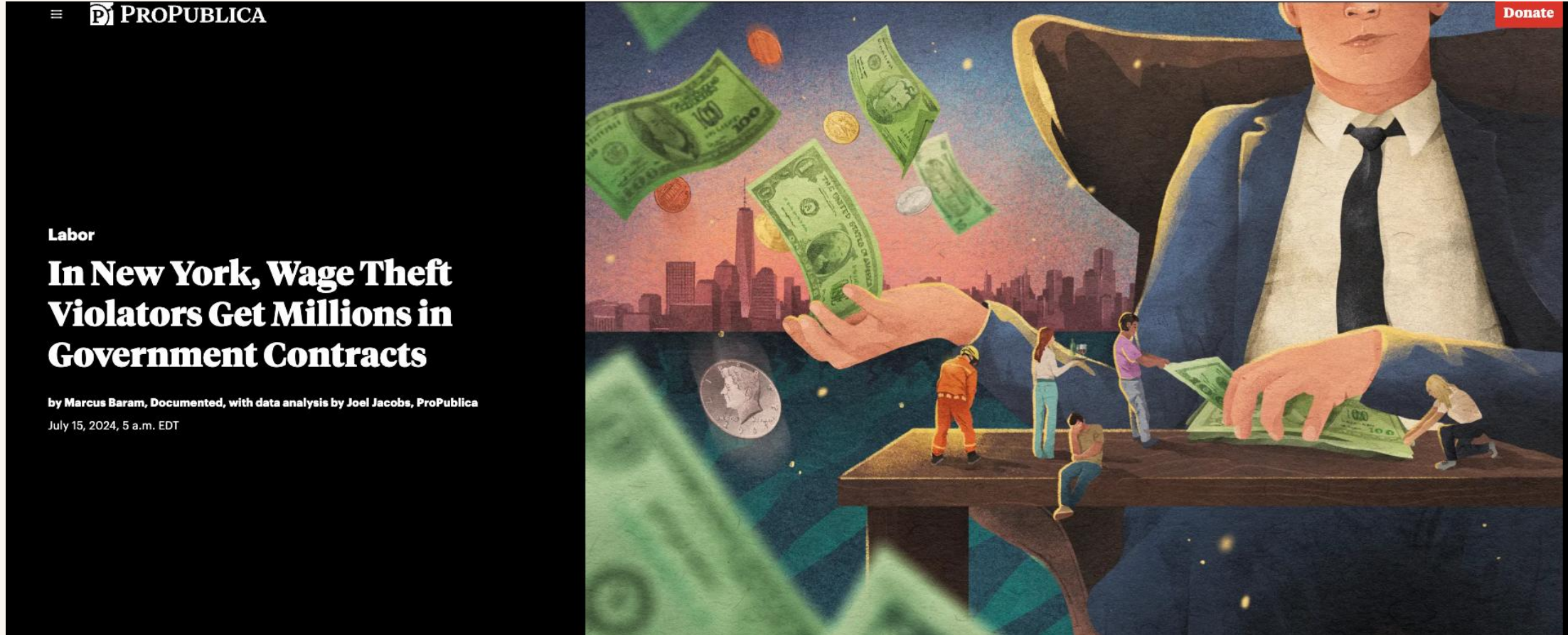
NYU WAGNER
LABOR INITIATIVE

NYU Wagner Labor Initiative

- Helps build capacity and catalyze untapped potential of state and local government to advance and protect workers' rights
- Works closely with state and local agencies enforcing workers' rights: labor departments, state attorneys general, district attorneys and other prosecutors, local labor enforcement agencies

ProPublica, July 2024 about NY

This is probably true in many jurisdictions.



The image shows the header of a ProPublica article. On the left, a black sidebar contains the ProPublica logo, the category 'Labor', the title 'In New York, Wage Theft Violators Get Millions in Government Contracts', and the author 'by Marcus Baram, Documented, with data analysis by Joel Jacobs, ProPublica'. The date 'July 15, 2024, 5 a.m. EDT' is at the bottom. The main area features a colorful illustration of a giant businessman in a suit holding a large hand that pours money into the hands of tiny workers on a platform. A 'Donate' button is in the top right corner.

≡ **PROPUBLICA**

Labor

In New York, Wage Theft Violators Get Millions in Government Contracts

by Marcus Baram, Documented, with data analysis by Joel Jacobs, ProPublica

July 15, 2024, 5 a.m. EDT

Donate

**RESOURCES**

U.S. Employment Plan

POSTED :

Apr 10, 2020

PROGRAM AREA:[National](#)[PRINT](#)[EMAIL](#)[SHARE](#)

A good jobs and equity policy

The U.S. Employment Plan (USEP) is our customizable, federally-approved policy tool that builds good jobs and equity into the [public purchasing process](#).

The USEP is proven to:

- Incentivize manufacturers bidding for public contracts to commit to creating good jobs
- Invest in new manufacturing facilities in our communities
- Generate career pathways for people traditionally left out of the manufacturing sector, including women, people of color, veterans, and formerly incarcerated folks.

Consider seeking something for informational purposes only.

This Boston ordinance makes a site-specific workplace safety affidavit mandatory for construction permits; it could be sought for informational purposes only in relation to a contract.

SAFE CONSTRUCTION AND DEMOLITION OPERATIONS ORDINANCE

[SITE SAFETY PLAN AFFIDAVIT](#) [SITE SAFETY PLAN](#) [SITE SAFETY PLAN TRAININGS](#) [SITE SAFETY MONITORING PLAN](#)
[SITE SAFETY COORDINATOR](#) [FEDERAL LAW](#) [CONSTRUCTION SAFETY ORDINANCE](#) [MULTILINGUAL RESOURCES](#)

Beginning December 1, 2023, the Safe Construction and Demolition Operations Ordinance requires construction and demolition sites in Boston seeking a permit with the Inspectional Services Department must:

- ▶ submit a Site Safety Plan Affidavit that the permit holder or their designee has prepared and will implement a project-specific Site Safety Plan
- ▶ conduct safety orientations and pre-shift meetings,

Resources for learning about compliance with wage/other laws

- Existing databases:
 - Government
 - Non-governmental
- Building relationships and seeking information proactively; creating systems to do so routinely.

<https://enforcedata.dol.gov/homePage.php>

US Department of Labor Text A+ | A-

DATA ENFORCEMENT

Customer Surveys

HOME SEARCH DATA CATALOG LABS AGENCY TOOLS FAQ WHAT'S NEW

Map Images: © OpenStreetMap contributors, CC-BY-SA

DATA ENFORCEMENT

Customer Surveys

- HOME
- SEARCH
- DATA CATALOG
- LABS
- AGENCY TOOLS
- FAQ
- WHAT'S NEW
- Aa

Search & Share

All Datasets

- EBSA (PLAN)
- MSHA
- OSHA
- WHD

Select

All Datasets

EBSA Plan Administration

MSHA Inspections

OSHA Inspections

WHD Cases

Select State | Zip

States:

Search By

Company Name

NAICS

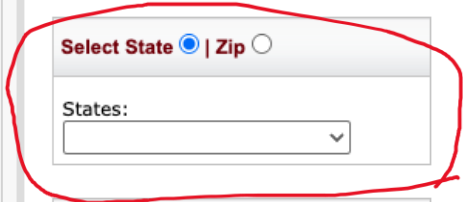
SIC

Year

Violation

Penalty Amount

Refer to the FAQ for more details.



NYC Comptroller Employer Violations Dashboard

[Services](#) / [For The Public](#) / [Employer Violations Dashboard](#) / [About the Dashboard](#)

Employer Violations Dashboard

[About the Dashboard](#)

[Violations](#)

[Employer Wall of Shame](#)

[Employer Search](#)

[Resources](#)

About the Dashboard

New York City workers are protected against workplace exploitation by local, state, and federal laws. Too often, employers skirt those laws by exposing workers to unsafe conditions, by committing wage theft, through discrimination, or by engaging in illegal anti-union activity. The Comptroller's Office is a municipal agency tasked with enforcing prevailing and living wage laws in New York City. The office also endeavors to protect workers' rights through legislative, policy, procurement, and corporate shareholder engagement initiatives. Protecting workers' rights requires strong enforcement of labor laws and a commitment to transparency so that workers, advocates, and contracting entities can hold employers accountable.



Employer Search



Search our list of employers with violations.

[Learn More](#) ▶

The Comptroller's Employer Violations Dashboard is the first-ever transparency and accountability tool to track and analyze

What Labor Protections are Included in this Dashboard?

Workers in New York City have some of the strongest labor protections in the country. Those protections are enforced by a network of enforcement agencies, including federal agencies, the New York State Department of Labor, the New York State Attorney General, the city's five District Attorneys, and City agencies, including the Office of the New York City Comptroller. The worker protection laws included in this Dashboard are:

- **Safe and Healthy Workplaces**
- **Wages for All Hours Worked**
- **Worker Organizing and Unionization Free from Illegal Interference**
- **Workplaces Free of Discrimination and Harassment**
- **Paid Safe and Sick Leave**
- **Fair Work Weeks for Fast Food, Retail, and Utility Safety Workers**
- **Prevailing Wages on Public Works**



Massachusetts AG Office Fair Labor Division Data:

<https://www.mass.gov/info-details/fair-labor-division-data>

Fair Labor Division data

Look up public information about complaints, agency enforcement actions, debarment, and bid decisions.

Fair Labor Division complaints

The [complaint dataset](#) displays public information taken directly from complaints received by the Attorney General's Office. The posting of this data does not mean that the Office has made a determination as to the merits of these complaints or the validity of the information provided. Please note that where publication of certain data may lead to the identity of the complainant or compromise investigatory efforts, that data has not been included.

Using the dataset

The information may be viewed, filtered and sorted by various criteria. Exporting the data to Excel, PDF and Image files is enabled by clicking on the export icon in the top right of the dashboard display.

Data older than 6 years from the current date is not available.

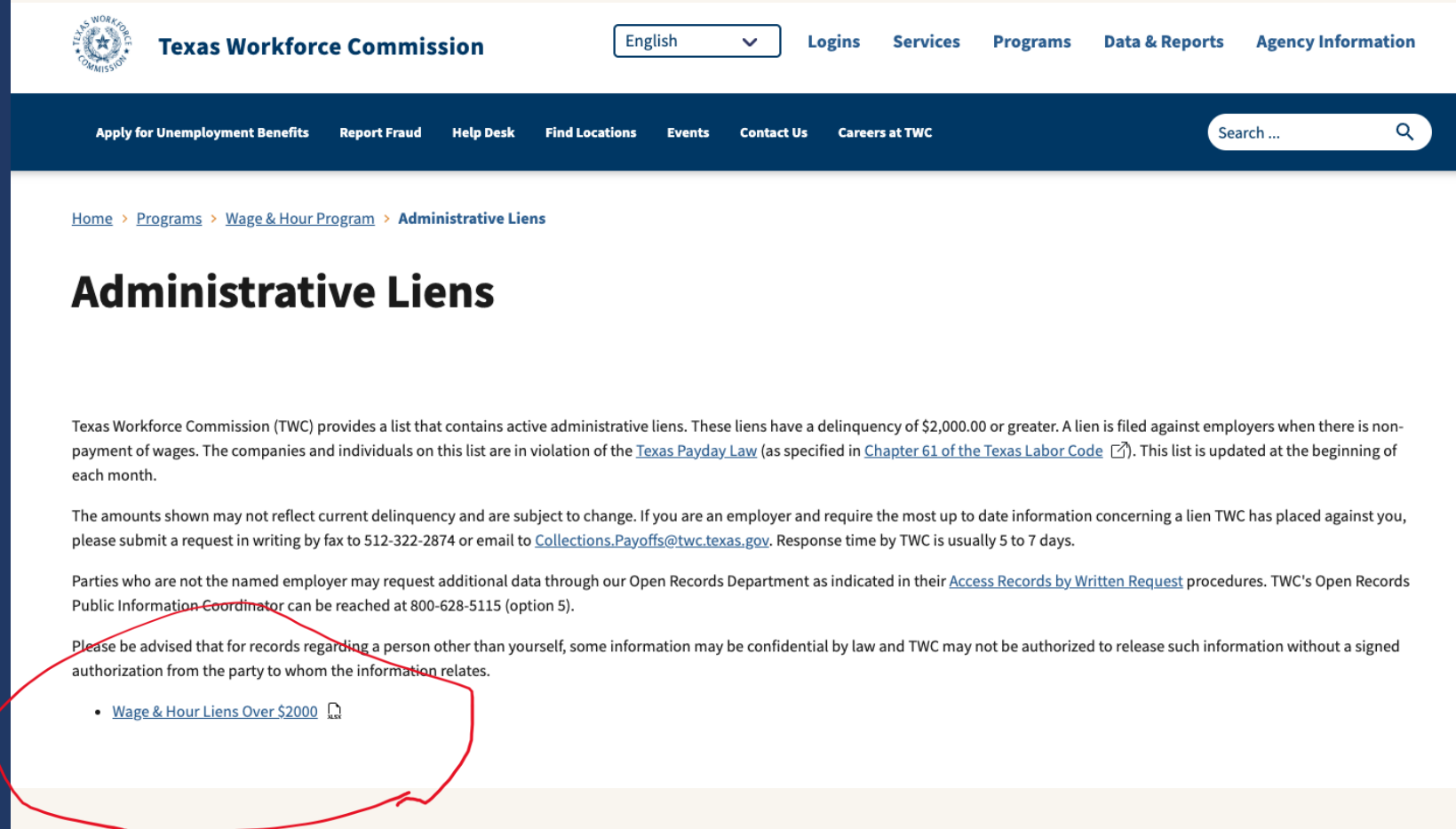
Fair Labor Division enforcement data


In addition to criminal enforcement authority, the Attorney General may issue civil citations to employers for violations of the Massachusetts [wage and hour](#), [prevailing wage](#), and [child labor laws](#).

You can view **civil enforcement actions** that have been taken by the Attorney General's Fair Labor Division from **7/1/2021-present** by clicking [HERE](#).

Texas Workforce Commission Administrative lien data:

<https://www.twc.texas.gov/programs/wage-and-hour/liens>



 **Texas Workforce Commission** English [Logins](#) [Services](#) [Programs](#) [Data & Reports](#) [Agency Information](#)

[Apply for Unemployment Benefits](#) [Report Fraud](#) [Help Desk](#) [Find Locations](#) [Events](#) [Contact Us](#) [Careers at TWC](#)

[Home](#) > [Programs](#) > [Wage & Hour Program](#) > [Administrative Liens](#)

Administrative Liens

Texas Workforce Commission (TWC) provides a list that contains active administrative liens. These liens have a delinquency of \$2,000.00 or greater. A lien is filed against employers when there is non-payment of wages. The companies and individuals on this list are in violation of the [Texas Payday Law](#) (as specified in [Chapter 61 of the Texas Labor Code](#)). This list is updated at the beginning of each month.

The amounts shown may not reflect current delinquency and are subject to change. If you are an employer and require the most up to date information concerning a lien TWC has placed against you, please submit a request in writing by fax to 512-322-2874 or email to Collections.Payoffs@twc.texas.gov. Response time by TWC is usually 5 to 7 days.

Parties who are not the named employer may request additional data through our Open Records Department as indicated in their [Access Records by Written Request](#) procedures. TWC's Open Records Public Information Coordinator can be reached at 800-628-5115 (option 5).

Please be advised that for records regarding a person other than yourself, some information may be confidential by law and TWC may not be authorized to release such information without a signed authorization from the party to whom the information relates.

- [Wage & Hour Liens Over \\$2000](#)

California Labor Commissioner's Office

<https://www.dir.ca.gov/dlse/>

Labor Commissioner's Office

The mission of the California Labor Commissioner's Office is to ensure a just day's pay in every workplace in the State and to promote economic justice through robust enforcement of labor laws. By combating wage theft, protecting workers from retaliation, and educating the public, we put earned wages into workers' pockets and help level the playing field for law-abiding employers. This office is also known as the Division of Labor Standards Enforcement (DLSE).

! California wildfires - FAQs on laws enforced by the Labor Commissioner's Office

[Workers' Rights Enforcement Grant Application & Information](#)

[Labor Commissioner's Wage Theft Lawsuits against Uber & Lyft](#)

[The Labor Commissioner is Hiring!](#) 

Health Care Worker Minimum Wage FAQs Posted

Certain health care workers must be paid a higher minimum wage. The law went into effect October 16, 2024.

For more information on the minimum wage increase and which workers are covered, visit the [Health Care Worker Minimum Wage FAQs](#). For more information on the clinic waiver program, visit the [Health Care](#)

Quick Links

- [Judgment Enforcement Unit](#)
- [Outreach](#)
- [Bureau of Field Enforcement](#)
- [Wage Claim Adjudication](#)
- [Retaliation \(RCI\)](#)
- [Garment Work](#)
- [Registration Services](#)
- [Public Works](#)
- [Electrician Certification Unit](#)
- [New Labor Laws in California](#)
- [Frequently asked questions](#)
- [Legislative reports](#)
- [License and Registration Search](#)
- [Private Attorney General Act \(PAGA\)](#)

Resources

- [Judgment Search](#)
- [Port Drayage Search](#)
- [Wage Claims Search](#)

Washington State Department of Labor and Industries

<https://secure.lni.wa.gov/wageviolations/>

Washington State Department of Labor & Industries

Contact My L&I: Sign In Search L&I

Safety & Health Claims Patient Care Insurance Workers' Rights Licensing & Permits

Employers That Have Violated Wage Law

en Español Contact Us

These are final and binding citations issued for Wage Payment Act violations. The list will be updated periodically. Use this form to look up a business to see if there are violations of the wage payment laws, rules, or regulations. If you are purchasing a business you may be required to pay unpaid wages or penalties owed by the previous owner. Search by typing the first few characters of a business's name to get a list of all businesses whose name begins with those letters. Call 1-866-219-7321, or 360-902-5316, or send email to ESGeneral@LNI.wa.gov to find out about any unpaid wage debts.

Search for a Business

Business/Company Name:	<input type="text"/>
City:	<input type="text"/>
Zip Code:	<input type="text"/>
UBI Number:	<input type="text"/>

LOOKUP

VIOLATION TRACKER

Discover Which Corporations are the Biggest Regulatory Violators and Lawbreakers Throughout the United States.

Violation Tracker is the first wide-ranging database on corporate misconduct. It covers banking, consumer protection, false claims, environmental, wage & hour, safety, discrimination, price-fixing, and other cases resolved by federal regulatory agencies and all parts of the Justice Department since 2000 -- plus cases from state attorneys general and selected state and local regulatory agencies. In all, we have 679,000 civil and criminal cases from more than 450 agencies with total penalties of over \$1 trillion. We also cover selected [types](#) of class action lawsuits. **NEW: [Violation Tracker Global](#) covers 50 countries.**

Violation Tracker is produced by the [Corporate Research Project](#) of Good Jobs First. Send questions or comments to [Philip Mattera](#) or [Siobhan Standaert](#).

In the Basic Search below you can **enter a company name alone** or **combined** with an offense group and/or federal agency. Go to the [Summaries](#) or [Advanced Search](#) links at the bottom of this page for more options, including state/local agency searches.

Company Or Current Parent:

Offense Group

Select one

Federal Regulatory Agency

Select one

(Groups Defined)

RESET

SEARCH

Current Parent Company Summaries

Select one

[Other Summaries](#) [Advanced Search](#)

VIOLATION TRACKER

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Company Or Current Parent:

Offense Group

Select one

(Groups Defined)

Federal Regulatory Agency

Select one

RESET

SEARCH

Current Parent Company Summaries

Select one

[Other Summaries](#) [Advanced Search](#)



[Basic Search](#) | [Summaries](#)

Advanced Search

COMPANY OR CURRENT PARENT:

Starts with

PARENT AT THE TIME OF PENALTY:

[Subscribe](#) to use this feature

PENALTY AMOUNT (\$):

Is greater than

Enter amount in plain digits; e.g. use 1000000 for \$1 million

OFFENSE GROUP:

Select any

(Groups Defined)

OFFENSE TYPES AND MEGA-SCANDALS:

Select one or more

Click and select one or more

ACTION TYPE:

Select any

LEVEL OF GOVERNMENT:

Select any

FEDERAL AGENCY:

Select one or more

Click and select one or more

STATE/LOCAL AGENCY:

Select any

Federal agencies and state/local agencies cannot be combined

PARENT OWNERSHIP STRUCTURE:

Select one or more

Click and select one or more

PARENT INDUSTRY:

Select one or more

Click and select one or more

YEAR:

Select one or more

Click and select one or more

PRESIDENTIAL ADMINISTRATION:

Select any

Labor Wage Theft


Documented Launches The Wage Theft Monitor


Documented's Wage Theft Monitor is the largest public repository of data on New York businesses found guilty of wage theft.



MAX SIEGELBAUM
AUG 28, 2023

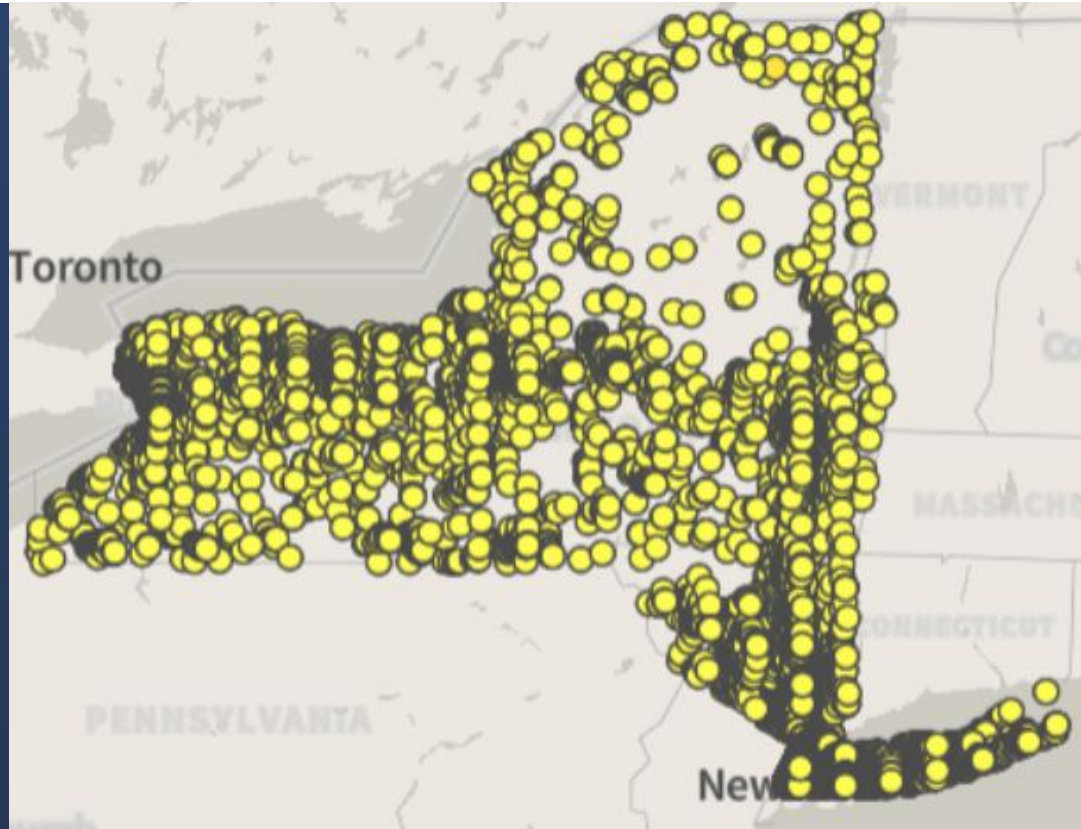


NEW YORK WAGE THEFT DATA

 Search for Business

 Search for Location

  Search for Industry





Wage Theft Ordinance Library

Various Wage Theft provisions from across the country, sorted by jurisdiction.

Overview By Jurisdiction Tag View TBD TBD

Consolidated City/County

Consolidated Local Government of Denver, CO, 2023

Consolidated Government of Indianapolis/Marion County, IN, n.d.

Consolidated Government of San Francisco, CA, 2024

Reference

Map of Active Ordinances

"Euclid Passes Wage Theft Protections," 2023

Municipal

City of Seattle, WA, 2015

City of Columbus, OH, 2021

City of El Paso, TX, 2015

City of Houston, TX, 2013

City of Mountain View, CA, 2023

City of Jersey City, NJ, 2015

City of Berkeley, CA, 2019

City of Austin, TX, 2022

City of Saint Paul, MN, 2025

City of Euclid, OH, 2023

City of Toledo, OH, n.d.

City of Akron, OH, n.d.

City of Dayton, OH, 2023

City of Cincinnati, OH, n.d.

County

Cook County, IL, 2015

Miami-Dade County, FL, 2010

Hillsborough County, FL, 2015

Pinellas County, FL, 2020

Cuyahoga County, OH, 2023

San Mateo County, CA, 2023

Santa Clara County, CA, 2019

Alachua County, FL, 2014

State

State of Rhode Island, 2023

State of Minnesota, 2023

State of Illinois, 2015

State of Washington, 2017

State of Texas, 2021

State of California, 2015

State of New Jersey, 2019

State of California, 2021

State of Minnesota, 2019

City of North Royalton, OH, 2016

City of Lynn, MA, 2018

City of Fresno, CA, 2024

City of San Jose, CA, 2016

City of Somerville, MA, 2019

City of Salem, MA, 2023

City of Philadelphia, PA, 2016

City of Chicago, IL, 2021

City of New Brunswick, NJ, 2019

Municipality of Princeton, NJ, 2014

City of Burlington, VT, 2014

City of Los Angeles, CA, 2016

City of Cleveland, OH, 2022

City of Minneapolis, MN, 2020



Example of a Municipal Wage Theft Ordinance: Somerville, MA

- Every RFP/solicited bid must inform bidders of affirmative duty to report past wage theft (criminal, civil, administrative, etc) against bidder and subcontractors within past five years.
- If selected, must disclose any such cases while the contract is in effect.
- Contractors may not contract with the city if they have been debarred by any state or federal gov't; also may not use subcontractor who's been debarred
- Bidders must certify that neither they nor subcontractors have been subject to civil, criminal, administrative wage theft final determination within 5 years of application OR if they have been, must provide info & proof that all money owed has been paid, plus the city can require posting of a wage bond.
- If there's a violation, the city can revoke or suspend the contract or impose conditions on future contracts (wage bonds and more).