



Ensuring Integrity in Local Contracts

Public Works

Item 09

COUNCIL CONSIDERATION REQUEST

Background

- Submitted February 17, 2025 by Council District 5

Request

- Amend Part 4 of the Wage and Labor Standard Provisions to state that COSA will be required by law to terminate the contract for uncured wage theft violations and will automatically deny a contractor/sub-contractor with recurrent violations. Also Amend Part 3 of the Wage and Labor Standard Provisions to give workers more than 60 days to report wage theft. Texas Payday Law gives the employee 180 days to report (Texas Workforce Commission).
- The Labor Compliance Team should also establish a repeat offender list where repeat offenders are barred from bidding work with COSA for no less than three (3) years. The section titled Complaints, Proceedings, or Testimony by Employees should also be reviewed and updated to include specific anti-retaliation statements and a process which allows the Labor Compliance Team and/or a Wage Theft Coordinator to investigate and determine if retaliation has occurred.

Staff Recommendation



Staff recommends referring this CCR to the Transportation and Infrastructure Committee.