

Be it ordained by the City Council of Boston, as follows:

SECTION 1. The City of Boston Code, Ordinances, is hereby amended in Chapter **XXIV** by inserting the following new section after existing Section 24-14:

24-15. OFFICE OF LABOR COMPLIANCE AND WORKER PROTECTIONS

24-15.1 Purpose.

There shall be established in the City of Boston an Office of Labor Compliance and Worker Protections (hereafter known as the Office) which shall serve to protect and promote labor standards and policies that create fair, equitable, and safe workplaces for all workers in the City of Boston. The Office shall be under the charge of an Officer, who shall be appointed by the Mayor.

24-15.2 Duties of the Office.

The Office shall be responsible for overseeing and coordinating the enforcement and implementation of City policies, laws, regulations, and ordinances related to working conditions, worker empowerment, worker protections, work-related benefits and rights, equitable employment opportunities, wage theft, and workplace safety. The Office shall implement and provide oversight of the City's Wage Theft Prevention activities; the Boston Residents Jobs Policy (BRJP); the Boston Jobs Living Wage and Prevailing Wage Ordinance; and the Construction and Demolition Safety Ordinance.

24-15.3 Office Responsibilities.

The Office, or designee of the Office, shall have the power and duty to:

1. Monitor and conduct research and analysis on local, state, and federal laws, policies, and enforcement tactics as applied to local challenges faced by workers;
2. Advise and assist the Mayor in developing and implementing policies designed to assist workers in the City, in consultation with City departments;
3. Make recommendations and provide coordination and support to City departments and agencies concerning public policies, programs, services and regulations, including sections of the charter and the administrative code, as they affect or may affect workers;
4. Organize, manage, or otherwise track reporting requirements included in all City policies, laws, regulations, and ordinances that the Office is responsible for enforcing and ensure that such data is publicly available;
5. Perform community outreach to accomplish its goals;

6. Receive, address, and/or refer complaints regarding workplace issues including but not limited to wage theft, discrimination, and workplace safety;
7. Perform such other duties and functions as may be appropriate to pursue the policies set forth in this section; and
8. The Office may take on additional responsibilities and duties related to and advancing the purposes of this Ordinance at the request of the Mayor.

24-15.4 Office of Labor Compliance and Worker Protections Advisory Council.

1. Repeal of the Living Wage Advisory Committee.

As a companion ordinance to the Boston Jobs, Living Wage and Prevailing Wage Ordinance (Chapter XXIV) and to further efficiency, the Living Wage Advisory Committee established under Chapter XXIV Section 24-8, is hereby repealed and shall be replaced by the Office of Labor Compliance and Worker Protections Advisory Council.

2. Purpose.

In addition to the purpose and duties listed in Chapter XXIV, Section 24-8, the purpose of the Office of Labor Compliance and Worker Protections Advisory Council shall be to review the effectiveness of the Office and to make recommendations from time to time in connection therewith.

3. Composition and Term.

Upon the completion of the three-year term of service of the members of the Living Wage Advisory Committee, the Mayor shall appoint members of the Office of Labor Compliance and Worker Protections Advisory Council. Members of the Living Wage Advisory Committee may continue to serve on the Office of Labor Compliance and Worker Protections Advisory Council at the Mayor's discretion. The Advisory Council shall be comprised of seven (7) members who shall be appointed by the Mayor as follows:

- A. One (1) member of the Committee shall be a labor union member appointed by the Mayor from a list of three (3) nominees recommended by the Greater Boston Labor Council;
- B. One (1) member shall be appointed by the Mayor from a Boston Worker Center;
- C. One (1) member shall be from the Greater Boston Chamber of Commerce appointed by the Mayor from a list of three (3) nominees recommended by the Chamber;
- D. One (1) member shall be appointed by the Mayor from a university-based labor research or advocacy organization such as UMass Boston's Labor Resource Center or the Center for Labor and a Just Economy at Harvard Law School;

- E. One (1) member shall be appointed from a list of three (3) nominees recommended by the Boston City Council President; and
- F. Two (2) members shall be at-large members appointed by the Mayor.

Each member of this committee shall serve a three (3) year term.

3. Meetings and Annual Report.

The Office of Labor Compliance and Worker Protections Advisory Committee shall meet biannually and issue an Annual Advisory Report to the Mayor including comments on the performance of the Office and any recommendations for fulfilling its purpose. Upon receipt of a report issued pursuant to this section, the Mayor shall promptly submit it to the City Council.

SECTION 2.

Severability. The provisions of this ordinance are severable, and if any provision, or portion thereof, should be held to be unconstitutional or otherwise invalid by any court of competent jurisdiction, such unconstitutionality or invalidity will not affect the remaining provisions, which will remain in full force and effect.

SECTION 3.

Effective Date. This ordinance shall be effective upon the date of passage.