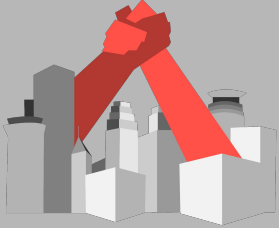


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**CTUL**



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# Using the co-enforcement model for effective labor standards enforcement

Veronica Mendez Moore, Co-director, CTUL  
Advisory Task Force on Worker Misclassification

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# Co-enforcement:

A partnership between Labor Standards Divisions/Departments and community organizations who already engage regularly with workers most impacted by the laws the Division/Department enforces to increase compliance with worker protections.

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# Why Co-enforcement?

1. **Reaching the Most Vulnerable Populations**
  2. **Racial Equity**
  3. **Breadth and Depth of Information**
  4. **Prevention and Compliance**
  5. **Level the Playing Field**
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# 1. Reaching the most vulnerable populations

Ensures outreach to the people most vulnerable to wage theft who often don't feel comfortable connecting directly with government agencies.

ESCUELITA 2021

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## McDonald's to pay \$20,000 for violating Minneapolis minimum wage law

Settlement is first major victory for workers since Mpls. minimum wage law took effect.

By Andy Mannix Star Tribune | JULY 25, 2018 -- 9:35PM



ANTHONY SOUFFLE - STAR TRIBUNE

In May, Steven Suffridge headed to his janitor's job at the McDonald's franchise at 210 E. Lake St. in Minneapolis.

In the first major settlement since Minneapolis changed its minimum wage laws, a McDonald's franchise has agreed to pay \$20,000 in back wages and

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## 2. Racial Equity

Moves the impact of expanded rights for workers toward racial equity by investing outreach and education in Black and Brown communities.



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## 3. More Breadth and Depth of Information

Results in more information for investigators on cases due to the expertise community partners have in certain industries, communities, and specific methods used to steal wages.



CTUL worker meeting discussing issues that plague the industries that members work in.

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## 4. Wage Theft Prevention and Proactive Compliance



**Sue Goodstar** was trained through CTUL about workplace rights. Sue's sister was working as a PCA at a local home health care company with more than 100 employees. She was receiving only \$12/hour, even after the minimum wage increased to \$15/hr. Sue told her sister about the minimum wage increase, and later accompanied her to a meeting with her employer to request that she be properly paid. Following that meeting, the employer began paying all employees the required minimum wage. **As a result, over \$600,000 in wage theft was prevented for workers across the company.**

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## Multiplier effect:

The workplace trainings, outreach, and education conducted by community partners reach thousands of workers across the city, who then share that information within their workplaces and communities, creating a broad community of labor standards awareness and promotion of workers rights, and a culture of compliance.





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# Impact in Minneapolis

**Wage theft recovery:** Co-enforcement partners have assisted Minneapolis workers in recovering over **\$600,000 in stolen wages since 2018**. Together with LSED, we have recovered over **\$1.6 million collectively** in stolen wages during the same time period.

## **Worker outreach, training, and development from 2022:**

- More than 400 workers participated in “KnowY our Rights” trainings across over 300 workplaces in Minneapolis
  - More than 75 workers learned to become labor standard trainers in their communities and workplaces.
  - Over 350 workers participated in education, training and worker support committee meetings.
  - Co-enforcement partners collectively reached over 12,000 workers throughout Minneapolis with workplace rights information, through in person outreach and digital platforms.
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## 5: Level the Playing Field

- Added enforcement capacity holds the most unscrupulous employers accountable
  - Supports employers who are in compliance so they aren't competing with employers who are cutting corners
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# Required for Successful Co-Enforcement

- Ongoing communication and collaboration between community partners and state/city staff
  - Sustainable and significant funding for community partners to do this work
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