

N E W S R E L E A S E

News Release No.: 13-47

Date: September 13, 2013

DIR Warns Business Owners of Misleading Notices from “Labor Compliance Office”

San Francisco—The Department of Industrial Relations (DIR) and Labor Commissioner’s office are warning business owners of demands for payment from the “Labor Compliance Office.” Notices sent by the Los Angeles-based company seek payment of a “processing fee” of \$275 for labor-related postings. The “Labor Compliance Office” is not a government agency and is not affiliated with the Labor Commissioner’s office, which is also known as the Division of Labor Standards Enforcement (DLSE), a division of DIR.

“This group is not authorized by the State of California to issue citations or charge fees on our behalf,” said DIR Director Christine Baker. “[Workplace postings](#) can be downloaded from our website at no charge.”

Labor Commissioner Julie A. Su reminds employers that DLSE investigators who visit businesses to ensure compliance with labor laws will never request payment during an inspection.

“It’s a scam when an entity adopts a name meant to suggest some legitimate authority, and tries to cheat employers out of their hard-earned money,” Su said. “All of our deputies clearly identify themselves and carry their business cards. We do not collect money for citations or violations on the spot, and there is no charge for any materials we require to be posted in the workplace.”

The DLSE investigator protocol is as follows:

- The investigator identifies him or herself.
- Discusses the employer’s rights and responsibilities during the inspection, as well as what happens during the process.
- Interviews the employer, employees and asks to review hourly work and payroll records, workers’ compensation policy and related documentation. The

investigator may call to verify that the employer's workers' compensation policy is up to date.

- If additional records or an audit is required, the investigator makes a notation of the items needed and often asks the employer to appear at the local district office to present this documentation.
- Finally, inspectors will issue any citations to the employer and discuss the employer's right to file an appeal.

The Labor Commissioner's Office adjudicates wage claims, investigates discrimination and public works complaints and enforces state labor law. Additional information on labor laws such as overtime and other work-related topics are available [online](#), as well as on [Facebook](#) and [Twitter](#).

For media inquiries, contact Erika Monterroza at (510) 286-1164 or Peter Melton at (510) 286-7046.

###