

## DEPARTMENT OF INDUSTRIAL RELATIONS

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September 13, 2010

Oak Grove School District  
6578 Santa Teresa Blvd.  
San Jose, CA 95119

Attn.: Bennie Howard, Director of Modernization

RE: Application for Approval of Labor Compliance Program  
LCP ID No. 2010.00653

Dear Mr. Howard:

In accordance with the provisions of Title 8, California Code of Regulations; section 16425, the application for approval of Oak Grove School District Labor Compliance Program is hereby denied. This action is based on the program's failure to establish its ability and capacity to operate an effective labor compliance program in accordance with applicable legal requirements. In particular, the Department is concerned with the lack of personnel to enforce a labor compliance program and no district staff assigned to perform actual compliance activities as outlined in the regulations.

We would also like to call your attention that regulations submitted to the Office of Administrative Law to make further changes to the rules applicable to the Labor Compliance Programs became effective on August 1, 2010. For additional information about these proposals, please visit our website at [www.dir.ca.gov/lcp.asp](http://www.dir.ca.gov/lcp.asp).

If you have any questions about this determination, please contact Victor Osorio, at 415-703-5054.

Sincerely,

A handwritten signature in black ink that reads "Nance S. Steffen".

Nance S. Steffen, Special Assistant  
to the Director of Industrial Relations

cc: Susan Nakagama, Regional Manager, Division of Labor Standards Enforcement