

Good Faith Restaurant Owners Program Infographic

STEP
01
DAY 1



NOTICE OF EXISTING JUDGMENT & NOTICE TO COMPLY

When OLSE learns of an unpaid wage theft judgment stemming from the Labor Commissioner's Office* against a permitted food facility, OLSE will send a thirty-day Notice of Existing Judgment and Notice to Comply via certified mail to the permit holder.

This notice will identify the unpaid Wage Theft Judgment, explain the failure to comply with the judgment may result in suspension of the employer's food facility permit and demand that the permit holder respond within 30 days to (1) prove that the permit holder is in full compliance with the judgment, (2) prove that the judgment is not final or does not apply to the permit holder, or (3) request assistance or information on a payment plan time to come into compliance with the judgment.



SECOND NOTICE OF EXISTING JUDGMENT & NOTICE TO COMPLY

If the permit holder does not substantively respond to the initial notice within 30 days, OLSE will send the permit holder a second Notice of Existing Judgment and Notice to Comply requiring a response within 15 days.

STEP
02
DAY 30

STEP
03
DAY 45



DIRECT CONTACT WITH PERMIT HOLDER

If OLSE has not received a response from the permit holder after the first two notices are sent, OLSE will follow up by directly contacting the permit holder to establish a contact and answer any questions the permit holder may have.

STEP
04
DAY 60



NOTICE OF VIOLATION

If the permit holder still has not addressed the unpaid wage judgment, then OLSE will send the permit holder a Notice of Violation. The Notice of Violation will inform the permit holder that an informal Administrative Hearing will be scheduled, within 15 days of the Notice of Violation issuance, to discuss the continued non-compliance with the outstanding wage theft judgment and establish a timeline for the facility to comply. If the facility fails to comply with the direction and timeline established at the informal Administrative Hearing, then a permit suspension hearing will be scheduled.

STEP
05
DAY 75



SUSPENSION OF FOOD PERMIT

If the permit holder has not addressed the unpaid wage judgment, a suspension hearing will be held within 15 days after the informal administrative hearing. Pending determination of the hearing officer, DEHQ will suspend the permit holder's Food Facility Permit on the date specified in the Hearing Decision Letter. A permit holder can halt enforcement at any time by paying the existing judgment in full or entering into a payment plan that ensures full payment of the judgment by a specific date agreed upon by all parties. If the facility fails to comply with the direction and timeline established in the Suspension Hearing, then a permit revocation hearing will be scheduled.