

# Results at a glance



## Denver Labor Results by the Numbers

DECEMBER 2022

**MESSAGE FROM JEFF GARCIA, EXECUTIVE DIRECTOR OF DENVER LABOR** | It's a privilege to serve Denver residents and to share with you what we've accomplished this past year. At Denver Labor, we work to help businesses and workers across the entire city. My team works collaboratively with employers to get meaningful results that lead to timely restitution and permanently increased wages.

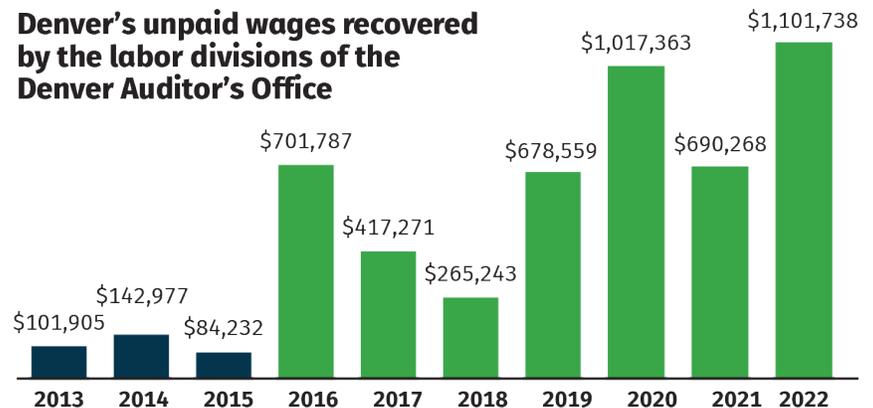
In 2022, we achieved a record amount of restitution for people who weren't paid a legal wage. Denver's minimum wage applies to everyone in the City and County of Denver and the prevailing wage applies to city projects. We're working to reach as many people as possible to raise awareness of wage rights. If you or someone you know might have been underpaid, contact my team today. Minimum wage complaints can be anonymous, they can come from community groups or individuals, and restitution determinations are not dependent upon immigration status. We still have more work to do and appreciate the community's continued support.

## Review

### RECORD BREAKING RESTITUTION

- More than \$1.1 million in restitution was recovered for 2,063 Denver workers in 2022, thanks to proactive enforcement work and our analysts' educational efforts to get cooperative employers to raise wages according to the law.

### Denver's unpaid wages recovered by the labor divisions of the Denver Auditor's Office



### 720 DENVER WORKERS RECEIVED MINIMUM WAGE RESTITUTION

- The amount of restitution and the number of workers helped in each case always varies considerably, but no amount is too big — or too small — to recover.
- An anonymous complaint about one valet parking company led to 170 employees receiving \$48,162.65 in restitution for 15,254.50 hours worked. While at another valet parking company 27 workers received \$23,355.72. At a third valet parking company, 49 employees received \$38,895.97 in restitution. While at a fourth, 20 employees received \$994.11 and the company raised wages because they had been advertising jobs at below Denver's minimum wage.

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- Salons were another business area of concern in 2022. We recovered \$13,711.83 for workers at a national brow waxing company that was incorrectly using the tip credit, which is only allowed for the food and beverage industry. A national beauty service retailer was also incorrectly using the tip credit and we recovered \$24,875.55 for 33 workers. We also found the tip credit being misused at a nail salon and recovered \$7,882.94 for 10 employees.
- Other notable minimum wage restitution efforts included \$32,089.27 recovered for 25 contractor janitors working at a college campus, and \$19,330.66 for 125 employees at a national fast-food restaurant.

### Sources of minimum wage investigations

	2021	2022
Employees	22	21
Third Party	5	8
Anonymous	3	3
Active Enforcement	0	49
<b>TOTAL</b>	<b>30</b>	<b>81</b>



### 1,343 DENVER WORKERS RECEIVED PREVAILING WAGE RESTITUTION

- Our prevailing wage recovery efforts make a significant impact each year. We recovered \$207,428.94 for 35 workers in the waste services industry, while we recovered \$2,653.68 for a single employee in an apprenticeship who had been misclassified by a contractor working for the city.
- At Denver International Airport we recovered \$270,000 in restitution to a union pension plan. Also at the airport, we recovered \$11,350 for 48 employees who were being incorrectly charged badge fees by their contractor employer.
- If you suspect you are being underpaid, or you think someone else you know is not receiving the correct wage, contact us and we are always here to investigate it.

Scan the QR code for ways to contact us and other Denver Labor resources.



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