1	CITY OF SANTA FE, NEW MEXICO
2	RESOLUTION NO. 2011-73
3	INTRODUCED BY:
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10	(A RESOLUTION
11	SUPPORTING THE EFFORTS OF THE COMMUNITY, LABOR AND FAITH
12	ORGANIZATIONS, THE NEW MEXICO ATTORNEY GENERAL, THE NEW MEXICO
13	DEPARTMENT OF WORKFORCE SOLUTIONS, AND THE UNITED STATES
14	DEPARTMENT OF LABOR TO ELIMINATE THE PRACTICE OF WAGE THEFT IN NEW
15	MEXICO.
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17	WHEREAS, wage theft, the practice of nonpayment or underpayment of wages to workers in
18	our community, denies workers and their families economic prosperity and financial security; and
19	WHEREAS, wage theft occurs when employers do not pay the minimum wage, do not pay
20	over time, require employees to work off the clock, fail to disburse final paychecks, or misclassify
21	workers as independent contractors to avoid paying their portion of payroll taxes, overtime, workers'
22	comp, and benefits; and
23	WHEREAS, wage theft is a crime that often goes unreported or unprosecuted; and
24	WHEREAS, wage theft has a disproportionate impact on low-wage working families that
25	live paycheck to paycheck, especially during tough economic times; and
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1	WHEREAS, workers who are victims of wage theft spend less in our local economy, are
2	often forced to choose among basic necessities like food, clothing, healthcare, transportation and
3	shelter, and often need to rely on emergency public services and charities to make ends meet; and
4	WHEREAS, wage theft causes unnecessary stress and financial hardship for workers and
5	their children; and
6	WHEREAS, employers who engage in this unscrupulous behavior undercut ethical
7	businesses that are following the rules, putting them at an unfair disadvantage; and
8	WHEREAS, the state legislature passed a law in 2009 that provides protection against
9	retaliation to workers who are victims of wage theft and additional penalties to employers who do not
10	pay their workers the wages they owe; and
11	WHEREAS, the City of Santa Fe boasts one of the highest living wages in the country, and
12	employers who do not pay the minimum wage undermine the letter and spirit of the City's Living
13	Wage Ordinance; and
14	WHEREAS, wage theft creates a hostile working environment and undermines the ability of
15	workers to promote healthy, safe, respectful and productive working conditions; and
16	WHEREAS, the City of Santa Fe supports the dignity of workers in the workplace and in our
17	community.
18	NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE
19	CITY OF SANTA FE that the Governing Body supports the efforts by community, labor and faith
20	organizations, the New Mexico Attorney General, the New Mexico Department of Workforce
21	Solutions, and the US Department of Labor to eliminate the practice of wage theft in New Mexico.
22	PASSED, APPROVED and ADOPTED this 14 th day of December, 2011
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25	DAVID COSS, MAYOR
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ATTEST: (YOLANDA Y. VØIL, CI∀Y CLERK APPROVED AS TO FORM: GENO ZAMORA, CITY ATTORNEY m/Melissa/resolutions 2011/Wage Theft