



# COUNTY OF ALLEGHENY

## OFFICE OF THE COUNTY EXECUTIVE

### EXECUTIVE ORDER

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Subject:

**STRENGTHENING WORKER  
PROTECTIONS  
IN ALLEGHENY COUNTY**

Number:

**2025-2**

Date:

**AUGUST 28, 2025**

By Direction of:

**SARA INNAMORATO,  
COUNTY EXECUTIVE**

- WHEREAS, The people of Allegheny County have entrusted the County with advancing policies that create family-sustaining jobs, strengthen public health, and promote a higher quality of life for all residents;
- WHEREAS, The dignity, safety, and economic security of workers are essential to the County's prosperity, resilience, and social cohesion;
- WHEREAS, Companies may lack full understanding of their obligations under worker protection and anti-discrimination laws, and clarifying these obligations promotes fair competition, reduces costly disputes, and supports a stable business environment in Allegheny County;
- WHEREAS, A paradigm shift in the interpretation and enforcement of worker protection and anti-discrimination laws at the federal level threatens worker dignity and the stability of the County's economy, while subjecting employers to regulatory instability, conflicting obligations, and greater legal exposure;
- WHEREAS, Studies consistently demonstrate the systemic nature of workplace discrimination and the broad economic and social harm it inflicts;
- WHEREAS, Too many workers are still forced to choose between enduring discrimination or unsafe conditions and providing for their families;
- WHEREAS, Inequitable access to remedies for workplace violations prevents workers from fully asserting their rights and securing relief under the law;
- WHEREAS, The County government possesses both the responsibility and the tools to

safeguard worker dignity, enforce fair standards, and strengthen a thriving, equitable economy; and

WHEREAS, It is the policy of Allegheny County to advance worker protections to ensure that prosperity is broadly shared, workplaces are safe and fair, and every worker's dignity is respected.

NOW, THEREFORE, I, County Executive Sara Innamorato, by virtue of the authority vested in me by the Home Rule Charter of Allegheny County and other applicable laws, do hereby order and direct as follows:

**Section 1.** *The Office of Worker Protections.*

- (a) The County Manager is hereby directed to establish the Office of Worker Protections ("OWP").
- (b) The purpose of the OWP is to enforce Allegheny County's policies, laws, and mandates regarding anti-discrimination, worker protection, workplace benefits, and workplace safety and achieve widespread compliance with said policies, laws, and mandates.
- (c) The primary duties and responsibilities of the OWP shall be as follows:
  - (1) Conduct outreach and education efforts that effectively reach those workers most likely unaware of their rights, as well as small and medium-sized businesses that may be unaware of their legal obligations.
  - (2) Develop proactive strategies to reach workers and industries where violations are likely high but workers face barriers to filing complaints.
  - (3) Develop partnerships with community organizations that can reach the workers most likely to experience violations.
  - (4) Create a consistent and rigorous investigatory process that uses all of the statutory enforcement tools at the County's disposal.
  - (5) Implement a system for handling complaints to ensure efficient processing and prioritization aligned with the office's mission.
- (d) To ensure effective enforcement, informed policy development, and public accountability, the OWP shall:
  - (1) Establish and maintain a comprehensive data collection and case management system to document and track:
    - (i) Complaints received, including the nature of the alleged violation, employer information, industry classification, and resolution outcomes;

- (ii) Enforcement actions, including inspections, audits, citations issued, settlements, and restitution recovered;
  - (iii) Proactive outreach, education, and compliance assistance activities conducted by the OWP;
  - (iv) Demographic, industry, and geographic data, on a voluntary and anonymized basis, to assess potential disparities in labor violations and enforcement outcomes; and
  - (v) Employment compliance trends, including identification of repeat violators, high-risk industries, and contractor/subcontractor relationships.
- (2) Coordinate with relevant County departments and local and state agencies to facilitate data-sharing, joint enforcement efforts, and alignment with public contracting and procurement systems, consistent with applicable laws and privacy protections.
- (3) Publish an annual public report and maintain a publicly accessible dashboard presenting aggregated data on:
  - (i) Complaint volume and types;
  - (ii) Geographic and industry trends;
  - (iii) Enforcement outcomes;
  - (iv) Outreach and education metrics; and
  - (v) Other items of interest that may arise as part of the evolution of best practices in the field of worker protection enforcement.
- (4) Ensure all data collection and reporting activities are conducted in compliance with applicable federal, state, and local privacy and civil rights laws, with appropriate safeguards to protect the confidentiality of complaints and vulnerable workers.

## **Section 2** *Office of Worker Safety*

- (a) The County Manager is hereby directed to develop and establish the Office of Worker Safety to enhance the County's efforts to safeguard its own employees and contractors.

## **Section 3** *Preparedness to Act in the Event of Federal Rollback*

- (a) Allegheny County shall be prepared to act decisively and swiftly to preserve and expand worker rights in the event that the National Labor Relations Act, or any of its key provisions, are repealed, invalidated, or otherwise rendered unenforceable.

- (b) The County Manager is hereby directed to engage with legal scholars and relevant stakeholders to study frameworks, mechanisms, and enforcement tools necessary to ensure that workers in Allegheny County continue to enjoy the fundamental right to organize, engage in collective bargaining, and participate in concerted activities for mutual aid and protection, including the establishment of an Allegheny County Labor Relations Board.
- (c) The County Manager shall issue a report to the County Executive regarding the study described in subsection (b) and recommend appropriate courses of action within one calendar year of the date of this Executive Order.

**Section 4.** *Expansion of Organizing Rights and Sectoral Bargaining*

- (a) The County Manager is hereby directed to study and recommend measures to expand organizing rights for workers not currently covered by the National Labor Relations Act or other federal labor statutes, including but not limited to domestic workers, agricultural workers, independent contractors, and workers in emerging industries.
- (b) The County shall explore sectoral organizing models that allow workers across employers within the same industry or occupation to collectively bargain on wages, benefits, and working conditions.
- (c) The study shall evaluate legal and policy frameworks, successful models from other jurisdictions, and potential pilot programs that promote worker voice and pave the way toward expanded unionization and collective bargaining rights for a broader segment of the workforce.
- (d) The County Manager shall issue a report to the County Executive regarding the study described in subsections (a) through (c) and recommend appropriate courses of action within one calendar year of the date of this Executive Order.

**Section 5.** *Establishment of Best Value Procurement.*

- (a) The County Manager is hereby directed to develop a Best Value Procurement program where responsive bidders are required to demonstrate a commitment to worker safety and equal opportunity to be rewarded a contract for services with Allegheny County.
- (b) The County Manager shall present the County Executive with a proposal for a Best Value Procurement program within two months of the date of this Executive Order.

**Section 6.** *Implementation*

The County Manager and County agencies under the County Executive's jurisdiction are directed to take all necessary steps to implement this Executive Order. All actions taken shall be in accordance with applicable local, state, and/or federal laws.

**Section 7. *Effective Date***

This Executive Order shall take effect immediately and shall remain in effect until amended or rescinded by the County Executive.



A handwritten signature in black ink, consisting of stylized, overlapping loops and a long horizontal stroke extending to the right, positioned above a solid horizontal line.

Sara G. Innamorato

**County Executive**