

RESPONSIBLE CONSTRUCTION

Planning, Building and
Code Enforcement

Applicants of private development projects larger than 10,000 square feet are required to supply proof workers were paid wages owed. The Responsible Construction Ordinance, effective Dec. 1, 2024, allows the City to withhold the Certificate of Occupancy and/or completion of the final inspection when an owner or contractor has an unpaid, final wage theft judgment.

Three forms are due at two different stages of the permit process.

Prior To Building Permit Issuance	Acknowledgement of Responsibility (Form 380)
	Outstanding Judgments List
Before Final Inspection	Pay Transparency Certificate (Form 381)

PRIOR TO BUILDING PERMIT ISSUANCE

The permit applicant is required to sign an Acknowledgement of Responsibility (Form 380) and to submit a list of California Labor Commissioner Outstanding Judgments (instructions on page 3).

The Acknowledgment of Responsibility form attests that:

- The owner, contractor, and subcontractors will comply with all applicable provisions of [San José Municipal Code Title 24, Chapter 24.02, Part 8](#), and the [California Labor Code](#), including Labor Code Sections 2810.5 and 226a
- The owner and contractor are responsible for verifying that the contractor and subcontractors hired on the project do not, as of the date of the building permit application, have any unpaid wage theft judgment(s) entered against them
- After approval of the building permit, the owner and contractor are responsible for verifying, before hiring any new contractor or subcontractor, that the contractor or subcontractor does not appear on the outstanding judgment list submitted during the permit application process
- The owner is responsible for ensuring, if a contractor or subcontractor appears on the judgment list, one or both of the following are completed before completion of the permit or issuance of the Certificate of Occupancy:
 1. Contractor or Subcontractor has provided proof that the unpaid wage theft judgment was satisfied before being hired onto the project
 2. The unpaid wage theft judgment(s) are satisfied prior to the application for a certificate of occupancy or building final inspection on the project.

The Acknowledgement of Responsibility form and the Outstanding Judgments list shall be uploaded to the project's "Permit Center Documents and Forms" folder on the [SJePlans portal](#) prior to permit issuance. The documents shall be named:

25123456-APPFORM-ResponsibilityForm

25123456-APPDOC-OutstandingJudgments

Note: 25-123456 is an example application number. Please use your specific application/plan review number in the file name.

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PRIOR TO BUILDING PERMIT FINAL OR CERTIFICATE OF OCCUPANCY

The Property Owner must sign the Pay Transparency Certificate (form 381) for each contractor or subcontractor whose portion of the work exceeds \$100,000 or 1% of the project's construction cost, whichever is greater.

The Pay Transparency Certificate:

- is due at time of permit final or request for Certificate of Occupancy
- includes the following attestation:
 - The owner did not have unpaid wage theft judgment(s) entered against them dated prior to the application of the building permit;
 - No contractors or subcontractors have any unpaid wage theft judgment(s) entered against them dated prior to the application for the building permit;
 - No contractors or subcontractors have any unpaid wage theft judgment(s) entered against them for labor provided under the approved permit; and,
 - Contractors and subcontractors complied with CA Labor Code sections 2810.5 and 226(a) or were covered by a valid collective bargaining agreement.

The Pay Transparency Certificate shall be provided to the Building Inspector at or before the final building inspection.

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OUTSTANDING JUDGMENT LIST – STEP BY STEP GUIDE

The California Labor Commissioner’s Office unsatisfied final court judgments, tax assessments, or tax liens can be found here: cadir.my.site.com

DIR | Judgment Search

Judgment Search

Effective January 1, 2019 port drayage motor carriers with unsatisfied final court judgments, tax assessments or tax liens must be publicly listed by the California Labor Commissioner's Office. (Labor Code section 2810.4)

For a List of Port Trucking Companies with Outstanding Judgments as of the current date, click [here](#) or click on the "Get List" button below.

2810.4 Port Drayage Judgment Search

Current List As of 06/25/2025

Judgment Search

Enter information in the boxes below to search for judgments based on criteria such as defendant name. This search provides access to all records of Labor Commissioner judgments in all industries, including those that have been paid.

Defendant/Employer Name

Defendant Address
(Only address of the main business location can be searched e.g. corporate office.)
City Zip Code

Judgment Entry Date
From Date (mm/dd/yyyy)
To Date (mm/dd/yyyy)

Judgment Status
Available: Open/Unpaid, Open - Partial Payment/Satisfaction, Open - Payment Plan, Closed - Satisfied, Closed - Discharged in Bankruptcy, Stayed - Bankruptcy
Selected:

Judgment Total
From To

County Court Courthouse

Citation Number

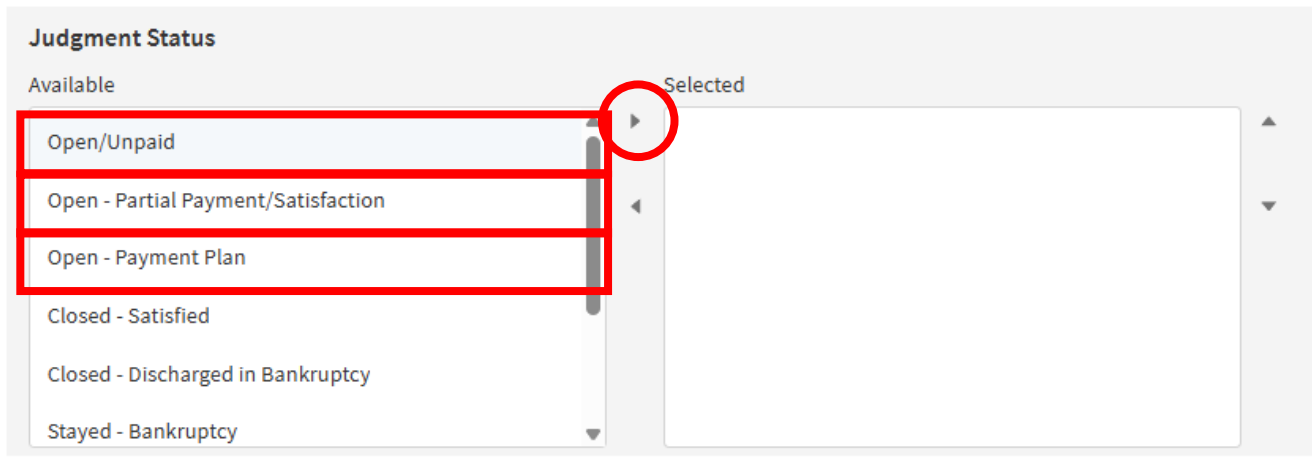
DIR Office

NAICS Code
A NAICS Code is a standard used to classify business establishments. To view the available NAICS Codes, please visit: <https://www.naics.com/search/>

Continued

In the Judgment Status box, select

- Open/Unpaid
- Open – Partial Payment/Satisfaction
- Open – Payment Plan



At the bottom under NAISC Code, enter “23”

NAICS Code

A NAICS Code is a standard used to classify business establishments. To view the available NAICS Codes, please visit:

<https://www.naics.com/search/>

23

Search Clear Fields

Click “Search”. It may take a minute for the page to populate.

Once the data populates:

1. Click “Download PDF” for a copy to submit to the City.
 - Name the file per the instructions on SJePlans.
2. Click “Download to Excel” for a copy for the owner/developer/contractor.