



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Lori Mitchell

SUBJECT: Electrification Workforce
Development Programs

DATE: September 5, 2025

Approved

Date:

9/5/25

SUPPLEMENTAL

REASON FOR SUPPLEMENTAL

This supplemental memorandum clarifies that contractors will not be displayed in the San José Clean Energy's EcoHome Network contractor directory if they have an unpaid wage theft judgment with the State Department of Industrial Relations.

BACKGROUND

San José Clean Energy offers its residential customers rebates to install heat pumps through its EcoHome Rebate program. Currently, contractors who install three projects through EcoHome Rebate can have their contact information displayed online in San José Clean Energy's EcoHome Network directory if they do not have a labor code violation with the State Department of Industrial Relations filed against them in the past three years. The EcoHome Network directory is a tool for customers to find contractors with experience installing heat pumps, however, customers can choose contractors outside of the directory for their EcoHome Rebate project.

ANALYSIS

Staff intend to establish and enforce additional contractor requirements for the contractor directory related to wage theft and OSHA violations. This memorandum clarifies that contractors will not be displayed in the EcoHome Network directory if they have an unpaid wage theft judgment, consistent with the City's Responsible Construction Ordinance¹ previously adopted by City Council.

¹ [City of San José Municipal Code Ordinance](#) No. 31100.

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/s/

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Director, Energy Department

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