Certification of Compliance with the City of Burlington’s

Union Deterrence Ordinance

I, , on behalf of

(Contractor) and in connection with (City

contract/project/grant), hereby certify under oath that

(Contractor) has not advised the conduct of any illegal activity, and it does not currently, nor will it over the life of the contract advertise or provide union deterrence services in violation of the City’s union deterrence ordinance.

Dated at , Vermont this day of , 20 .

By: Duly Authorized Agent

Certification of Compliance with the City of Burlington’s Livable Wage Ordinance

I, , on behalf of (“the Contractor”) in connection with a contract for services that we provide to the City, hereby certify under

oath that the Contractor (and any subcontractors under this contract) is and will remain in compliance with the City of Burlington’s Livable Wage Ordinance, B.C.O. 21-80 et seq., and that

(1) as a condition of entering into this contract or grant, we confirm that all covered employees as defined by Burlington’s Livable Wage Ordinance (including the covered employees of subcontractors) shall be paid a livable wage (as determined, or adjusted, annually by the City of Burlington’s chief administrative officer) and provided appropriate time off for the term of the contract;

(2) a notice regarding the applicability of the Livable Wage Ordinance shall be posted in the workplace(s) or other location(s) where covered employees work;

(3) we will provide verification of an employee’s compensation, produce payroll or health insurance enrollment records or provide other relevant documentation (including that of any subcontractor), as deemed necessary by the chief administrative officer, within ten (10) business days from receipt of a request by the City;

(4) we will cooperate in any investigation conducted by the City of Burlington’s City

Attorney’s office pursuant to this ordinance; and

(5) we will not retaliate (nor allow any subcontractor to retaliate) against an employee or other person because an employee has exercised rights or the person has cooperated in an investigation conducted pursuant to this ordinance.

Date By:

Subscribed and sworn to before me: Date

Certification of Compliance with the City of Burlington’s Outsourcing Ordinance

I, , on behalf of

 (Contractor) and in connection with the

 [project], hereby certify under oath that (1) Contractor shall comply with the City of

Burlington’s Outsourcing Ordinance (Ordinance §§ 21-90 – 21-93); (2) as a condition of entering into this contract or grant, Contractor confirms that the services provided under the above- referenced contract will be performed in the United States or Canada.

Dated at , Vermont this day of , 20 .

By: Duly Authorized Agent

Subscribed and sworn to before me: Notary