

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: Contractor _____

Subscribed and sworn to before me:

Date _____ Notary _____

Burlington's Livable Wage Ordinance

\$15.35

WHEN

employer offers employer assisted health insurance

\$16.74

WHEN

employer **does not** offer employer assisted health insurance

and 12 days of paid time off per year*

*for full time employees

MORE INFORMATION:

Which workplaces are covered?

Any employer that gets paid at least \$15,000 by the City of Burlington for services rendered in a 12-month period are covered.

Employers that have a collective bargaining agreement with their employees are exempt.

What should employees covered by the Livable Wage Ordinance expect?

Livable wages, 12 days paid time off per year for vacation, illness or personal time (pro-rated for part time employees), and adherence to other applicable state and federal laws.

You have the right to file a complaint if you believe your rights under this ordinance have been violated. Employers found to be in violation of the Livable Wage Ordinance may have to pay back wages and fines, and may be at risk of losing contracts with the City of Burlington, depending on the severity of the violation.

To file a complaint, contact:

Livable Wage Monitor

Call (802) 865-7000, option 1 or

Email:

livablewage@burlingtonvt.org



Livable Wage July 2020 – June 2021

Effective July 1, 2020