



City of Syracuse

Living Wage Notice

Eligibility Information:

1. An employee must be an individual who is employed by a contractor or subcontractor under a service contract for the period such individual performs services under the contract.
2. The service contract must be in the amount of Twenty Thousand Dollars (\$20,000) or more and must be with the City of Syracuse or the Syracuse City School District under a City awarded service contract.
3. The employee cannot be: (i) an employee of the City or City School District, including any member of a collective bargaining unit covered by a collective bargaining agreement with the City of Syracuse or the Syracuse City School District; (ii) an individual engaged in construction work pursuant to federal or state prevailing wage laws; (iii) any full time student employed in seasonal work or a student participating in a government or school sponsored work-study program; (iv) an individual participating in a job readiness or job training program; (v) an apprentice for whom the employer has received a certificate to pay special minimum wages under Section 14 of the Federal Fair Labor Standards Act, 29 U.S.C. 214; (vi) any individual designated as a managerial, supervisory, or confidential by his or her employer as defined by the Federal Fair Labor Standards Act, 29 U.S.C. Section 214 or; (vii) an employee of any Federal, State, or municipal corporation, agency, or public authority.

This poster is intended to give basic information about the City of Syracuse Living Wage. For complete eligibility information, please consult the actual ordinance, available from the City of Syracuse or your employer.

Instructions for Complaint Form:

You may obtain a copy of the Living Wage Complaint Form from the City of Syracuse website (www.syracuse.ny.us), your employer, or by contacting the Department of Audit at 315.448.8477

1. Complainant should fill in all eleven (11) items on the form by typing or clearly printing. If information for any item is not applicable or unknown, indicate as such. Failure to completely fill in form could delay investigation of the claim and unsigned forms will not be accepted.
2. If additional space is required, please attach additional sheets as necessary and indicate the item number to which the additional information applies.
3. Any questions relative to the form should be provided in writing to the Department of Audit; Suite 433; 233 East Washington Street; Syracuse, NY 13202
4. Completed forms should be mailed to or personally filed with the Department of Audit; Suite 433; 233 East Washington Street; Syracuse, NY 13202. If filing by mail, it is the responsibility of the complainant to confirm that complaint is received by the City.

The Living Wage Ordinance provides for a complaint to be filed in writing within six months of the claimed violation. Telephone calls do not meet the requirements of the Living Wage Ordinance.

Health Benefits

Please be advised that on December 17, 2012, the Common Council amended Section 50-3 (b) of the Living Wage Ordinance relating to employee health benefits. The rates indicated in this section refer to those effective April 1, 2012 through March 31, 2013 and are subject to annual adjustment as written in Section 50-3 (d).

Health Benefits

An employer who pays the lowing living wage rate of \$12.19/hr (twelve dollars and nineteen cents) per hour shall provide health benefits as defined in Section 50-2(h) to each of its employees and their dependents. In order to be applicable, the lower living wage rate shall only apply in the case of an employee who actually received health care benefits as defined in Section 50-2(h) and not in the case when said health benefits are just made available to the employee. If the employer is providing employee health benefits less than those specified in the definition in Section 50-2(h), such employer shall be required to pay the living wage rate of \$14.40/hr (fourteen dollars and forty cents) per hour unless the employee health benefits are increased to meet such definition.

2014 Wage Table

Living Wage **WITH** Qualified Health Insurance

Effective Date:

| | |
|----------|----------|
| 4/1/2014 | 4/1/2015 |
| \$12.60 | \$12.77 |

Living Wage **WITHOUT** Qualified Health Insurance

Effective Date:

| | |
|----------|----------|
| 4/1/2014 | 4/1/2015 |
| \$14.88 | \$15.08 |