



## **EMPLOYEE RIGHTS LIVING WAGE ORDINANCE**

The Buffalo Living Wage Ordinance provides that the City, and certain employers who contract with the City, must pay their employees a living wage.

The Ordinance applies to service contracts where the City is paying or receiving over \$50,000 and the contractor has more than 10 employees. It covers subcontractors as well.

There are two exceptions. The Ordinance does not apply to contracts for professional services, such as legal and architectural services, and it does not apply to employees doing construction work covered by prevailing wage law.

### ***A LIVING WAGE IS DEFINED AS:***

<b>Year</b>	<b>Living Wage rate</b>
July 1, 2023 to June 30, 2024	\$17.93
July 1, 2024 to June 30, 2025	\$18.62

Employers of tipped workers may take a tip credit, so long as tips plus wages equal or exceed the living wage rate.

If your employer violates this law, you have the right to file a grievance with the Living Wage Commission, which is responsible for enforcement of the law. You may make your grievance anonymously, if you wish. You may also file a lawsuit against your employer. Your employer is prohibited from punishing you for filing a lawsuit or a grievance.

If you have any questions about the Living Wage or wish to make a grievance, contact the Living Wage Commission at 852-4196, [lwcbuffalo@gmail.com](mailto:lwcbuffalo@gmail.com), or Living Wage Commission, c/o Cornell University ILR, 617 Main St., Suite 300, Buffalo NY 14203.