

WORKERS RIGHTS UNDER THE BOSTON JOBS, LIVING WAGE, & PREVAILING WAGE ORDINANCE

The Boston Jobs, Living Wage, and Prevailing Wage Ordinance assures that eligible employees of vendors who contract with the City of Boston on service contracts, subcontracts, or building service contracts earn a certain hourly wage.

ABOUT THE LIVING WAGE - NOW \$18.78

All workers employed on City of Boston service contracts and subcontracts worth at least \$25,000 must be paid the living wage. This wage amount is adjusted each July. As of July 1, 2025, the living wage is **\$18.78**. This means employers are currently required to pay their employees a living wage of at least **\$18.78** per hour.

ABOUT THE PREVAILING WAGE/STANDARD COMPENSATION

All janitorial staff and security guards employed on City of Boston building service contracts or subcontracts or working on certain City-owned and City-leased property must be paid standard compensation using the prevailing wage rate schedule. The Department of Labor Standards (DLS) issues a specific prevailing wage rate schedule for all prevailing wage projects. Covered Building Service Employees may request a copy of the wage rate schedule from their employer; wage schedules are subject to update annually.

To find out if you are covered by the Boston Jobs, Living Wage, and Prevailing Wage Ordinance, call the Office of Labor Compliance and Worker Protections at 617-918-5236.

FILE A COMPLAINT

Covered Employees may file a complaint with the Office of Labor Compliance and Worker Protections if their employer is not complying with the requirements of the Boston Jobs, Living Wage, and Prevailing Wage Ordinance. Complaints by Covered Employees of alleged violations can be made at any time and will be confidential.

To file a complaint, call 617-918-5236 or visit boston.gov/living-wage.

DISCRIMINATION AND RETALIATION AGAINST COVERED EMPLOYEES

It is illegal for an employer to fire, reduce the pay of, or discriminate against Covered Employees for filing a complaint or otherwise asserting their rights under the Boston Jobs, Living Wage, and Prevailing Wage Ordinance. Any employer who does so will be considered in violation of the ordinance and will be investigated by the Office of Labor Compliance and Worker Protections.

PENALTIES

If the Office of Labor Compliance and Worker Protections determines an employer has violated the Ordinance, the following penalties may be ordered:

- Fines in the amount of \$300 for each covered living wage employee for each day that the covered vendor violates this ordinance;
- The filing of a complaint with the pertinent state or federal agency;
- Wage restitution for each affected employee;
- Suspension of ongoing contracts and subcontract payments;
- Ineligibility for future contracts with the City for three years or until all penalties and restitution have been paid in full; and
- Any other action deemed appropriate and with the discretion and authority of the City.

Questions or concerns about the Boston Jobs, Living Wage, and Prevailing Wage Ordinance should be sent to the Office of Labor Compliance and Worker Protections:

43 Hawkins Street, Boston, MA 02114
workers@boston.gov
617-918-5236



To learn more, visit boston.gov/labor-policy or Scan the QR code.

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Avi sa a genyen ladann enfòmasyon sou dwa w oswa obligasyon w, epi li ta dwe tradui imedyatman. Tradiksyon disponib san frè. Pou w mande sèvis tradiksyon, voye yon imèl nan workers@boston.gov.

本通知包含有關您的權利或義務的資訊，應立即翻譯。翻譯免費提供。要申請翻譯服務，請發送電子郵件至 workers@boston.gov。

Thông báo này có thông tin về các quyền và nghĩa vụ của quý vị, và cần được dịch thuật ngay lập tức. Bản dịch có sẵn miễn phí. Để yêu cầu dịch vụ dịch thuật, hãy gửi email tới workers@boston.gov.

Este aviso contém informações sobre seus direitos e deveres e deve ser traduzida imediatamente. As traduções estão disponíveis gratuitamente. Para solicitar serviços de tradução, mande um e-mail para workers@boston.gov.