

# BOSTON JOBS, LIVING WAGE, AND PREVAILING WAGE ORDINANCE

B-1

FY 2026

## NOTICE TO BENEFICIARIES

Any City of Boston department that awards one hundred thousand (\$100,000) dollars or more is required to provide an explanation of the requirements of the Boston Jobs, Living Wage, and Prevailing Wage Ordinance (“the Ordinance”). You can find the full Ordinance at [boston.gov/living-wage](https://boston.gov/living-wage). To request a hard copy of the Ordinance, please reach out to the Office of Labor Compliance and Worker Protections by calling (617) 918-5236 or emailing [workers@boston.gov](mailto:workers@boston.gov).

Under the ordinance, *Assistance* and *Beneficiary* are defined as the following:

- **Assistance:** any loan, grant, tax incentive, bond financing, subsidy, or other form of assistance of one hundred thousand (\$100,000) dollars or more realized by or through the authority or approval of the City, including, but not limited to Industrial Development Bonds, Community Development Block Grant (CDBG) loans, and federal Enhanced Enterprise Community designations. Leases and subleases do not fall underneath the definition of Assistance.
- **Beneficiary:** any direct recipient of at least one hundred thousand (\$100,000) dollars of assistance provided that the beneficiary is a for-profit employer of at least twenty-five (25) FTE's or a not-for-profit employer of at least one hundred (100) FTE's.

If you are a **Beneficiary**, you must complete *Form Wage B-2: Boston Jobs, Living Wage, and Prevailing Wage Ordinance Beneficiary Acknowledgment Affidavit*. You are also required to sign a *First Source Hiring Agreement (Wage-10)* with one (1) or more referral agencies or one (1) or more Boston One Stop Career Centers, which is an agreement to work with the referral agency or Boston One Stop Career Center to post any open positions covered by City of Boston funds. This agreement must be signed within two (2) weeks of the agreement execution date. **Beneficiaries** are not required to comply with the living wage provisions of the Ordinance.

**Beneficiaries** receiving at least one hundred thousand (\$100,000.00) dollars but less than one million (\$1,000,000.00) dollars of assistance in any twelve (12) month period shall be required to comply with the First Source Hiring Agreement section of the ordinance for one (1) year.

**Beneficiaries** who receive assistance from the City in the amount of one million (\$1,000,000.00) dollars or more in any twelve (12) month period shall be required to comply with First Source Hiring Agreement section of the Ordinance for the term of the agreement.

**Beneficiaries** have other obligations under the Ordinance, which include:

- the completion of the Boston Jobs, Living Wage, and Prevailing Wage Ordinance Beneficiary Affidavit (Form Wage B-2),
- the completion of the First Source Hiring Agreement (Form Wage-10),
- providing information to employees regarding possible eligibility for the State and/or Federal Earned Income Tax Credit (<https://www.eitc.irs.gov/>); and
- other obligations as required by the Ordinance.

The Office of Labor Compliance and Worker Protections of the Worker Empowerment Cabinet is the City's *Designated Department* responsible for the overall implementation, compliance, and enforcement of the Ordinance. The *Contracting Department* is the agency awarding the assistance.

Any questions concerning the Ordinance, regulations, or the current living wage hourly rate should be referred to the Office of Labor Compliance and Worker Protections. The Office of Labor Compliance and Worker Protections is located at 43 Hawkins Street, Boston, MA 02114 and can be reached at **(617) 918-5236**.