



# City of Buffalo *Living Wage Commission*

## LIVING WAGE GRIEVANCE

The Buffalo Living Wage Ordinance provides that the City and employers who contract with the City to provide services must pay employees a living wage.

The Ordinance applies to 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.

The living wage rate is adjusted for inflation each year. For 2010 and 2011, the rate is \$10.57 if the worker receives health benefits from the employer and \$11.87 if the employee does not.

If your employer violates this law, you may 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.

To file a grievance or ask any question about the living wage, call the Living Wage Commission at 852-4191, ext. 117. Or fill out this form and send it to: Living Wage Commission, c/o Cornell University ILR, 237 Main Street, Suite 1200, Buffalo, NY 14203.

### Living Wage Grievance

I believe that that my employer is not paying me a living wage.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Employer Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Current Hourly Wage: \_\_\_\_\_

Comments / Other Information: \_\_\_\_\_

\_\_\_\_\_