



SCHEDULE N- Subs

DECLARATION OF COMPLIANCE – LIVING WAGE ORDINANCE

For sub consultants/recipients/grantees (including City Financial Assistance Recipients (CFARs))

The Oakland Living Wage Ordinance (the "Ordinance"). Codified as Oakland Municipal Code provides that certain employers under contracts for the furnishing of services to or for the City that involve an expenditure equal to or greater than \$25,000 and certain recipients of City financial assistance that involve receipt of financial assistance equal to or greater than \$100,000 shall pay a prescribed minimum level of compensation to their employees for the time their employees work on City of Oakland contracts.

The contractor or city financial assistance recipient (CFAR) further agrees:

To pay employees a wage no less than the minimum initial compensation of \$12.93 per hour with health benefits, as described in Section 3-C "Health Benefits" of the Ordinance, or otherwise \$14.86 per hour (without benefits) , and to provide for the annual increase pursuant to Section 3-A "Wages" of the Ordinance. **Effective July 1, 2016 the new rates will be \$12.93 with health benefits and \$14.86 without health benefits.**

- (a) To provide at least twelve compensated days off per year for sick leave, vacation or personal necessity at the employees request, and, at least ten additional days per year of uncompensated time off pursuant to Section 3- B "Compensated Days Off" of the Ordinance.
- (b) Health benefits –Said full-time and part-time employees paid at the lower living wage rate shall be provided health benefits of at least **\$1.93** per hour. Contractor shall provide proof that health benefits are in effect for those employees no later than 30 days after execution of the contract or receipt of City financial assistance. **Effective July 1, 2016, health benefits of at least \$1.93 per hour shall be paid to employee receiving the lower living wage rate of \$12.93.**
- (c) To inform employees of their eligibility for Earned Income Credits (EIC) and to provide forms to apply for advance EIC payments to eligible employees. There are several websites and other sources available to assist you. Web sites include but are not limited to: (1) <http://www.irs.gov>.
- (d) To permit access to work sites for authorized City representatives to review the operation, payrolls and related documents, and to provide certified copies of relevant records upon request by the City; and
- (e) Not to retaliate against any employee claiming non-compliance with the provisions of this Ordinance and to comply with federal law prohibiting retaliation for union organizing.

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Employment Questionnaire

Please provide responses to the following questions:

Item

No.	DESCRIPTION	RESPONSE	COMMENTS
1.	*How many permanent employees are employed with your company? (If less than 5 employees stop here)		
2.	How many of your permanent employees are paid above the Living Wage rate.		
	How many of your permanent employees are paid below the Living Wage rate.		
3.	Number of compensated days off per employee (Refer to item "a" on the other side of the form for the correct number of compensated days off.		
4.	Number of trainees in your company?		
5.	Number of employees who are under 21 years of age, employed by a nonprofit corporation for after school or summer employment for a period no longer than 90 days.		

The undersigned authorized representative hereby obligates the proposer to the above stated conditions under penalty of perjury.

Company Name

Signature of Authorized Representative

Address

Type or Print Name

Area Code _____ Phone _____ Date

Type or Print Title