

## **City of Cincinnati Wage Enforcement Ordinance FREQUENTLY ASKED QUESTIONS**

### **What Does It Cover?**

Properties in the city that benefit from contracts or economic development incentives valued at \$25,000.00 and above, such as commercial tax abatements, job creation tax credits, any commercial loan, or any conveyance of land for less than the appraised value, as well as any service contracts covered by the city's living wage law.

### **Who Does It Protect?**

All employees working on properties that benefit from city contracts as well as employees working for employers that have city contracts.

### **What Does It Require?**

Disclosure: All covered contracts will include a requirement that all employers working on the site, including all subcontractors, report any complaints of wage theft and any merit determinations of wage theft.

Additional Penalties: If a formal determination is made that wage theft occurred on a covered property, then the city shall pursue all available remedies including: adjustment or termination of the city contract and deeming the employers involved ineligible for future contracts until all penalties have been paid in full.

### **Does It Create Any New Wage Laws?**

No new wage and laws are being created. Through the ordinance the city imposes collateral, financial consequences when existing state, federal, or local wage laws are violated on city supported development sites and with city contractors.

### **Why Does The City Need To Act?**

The State of Ohio has made enforcement of wage and hour laws virtually impossible. Since 2008 the number of investigators has dropped from 15 to 7. The closest investigator to Hamilton County is located in Dayton.

### **Who Does It Leave Out?**

Because of the extent to which city properties are subsidized with tax abatements and other incentives, we estimate that hundreds of employers will be covered under the ordinance. But not every employee working in Cincinnati who is paid minimum wage and overtime will be protected.

### **What Is Being Done About the Limited Scope?**

Under Ohio's Fair Minimum Wage Act minimum wage, overtime, pay discrimination and retaliation violations are already classified as crimes, misdemeanors of varying degrees. The city prosecutor is the only official with the authority to enforce these misdemeanor provisions. A companion motion to the ordinance should direct the city prosecutor and the police department to train these law enforcement agents and work with community members to identify appropriate cases for prosecution.