

OFFICE OF THE NASSAU COUNTY COMPTROLLER



**Nassau County
Living Wage Law
2018 Annual Report**

September 5, 2019

**JACK SCHNIRMAN
COMPTROLLER**

OFFICE OF THE NASSAU COUNTY COMPTROLLER

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This report is also available on our website at: <https://www.nassaucountyny.gov/audits>



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Hon. Jack Schnirman

Nassau County Comptroller

September 5, 2019

To the People of Nassau County,

This report covers the monitoring and enforcement of the Nassau County Living Wage Law (“The Law”) for **calendar year 2018**. The Nassau County Living Wage Law took effect in January 2007 and was implemented to ensure employees of companies that Nassau County does business with are earning a “living wage.” The Law establishes a living wage, including requirements for health benefits or a health benefit supplement. The living wage and health benefit supplement are adjusted annually based on the Consumer Price Index, as indicated in the Law.

Since the beginning of 2018, I have worked closely with the Living Wage Advisory Board and the County Executive to enhance the enforcement of the Living Wage Law. Major actions taken during this time frame include the following:

- **Closing the “Living Wage Law Loophole”**
 - Working with the County Executive’s Office and a committee of the Living Wage Advisory Board, new rules were signed by me and County Executive Laura Curran that closed loopholes which could allow businesses to obtain a waiver from the Living Wage Law.
 - Under these new rules, the County’s Living Wage Review Officer can now evaluate the parent and subsidiaries of a vendor that has a contract with the County when determining waiver eligibility requirements. Previously, sub-entities of larger corporations could obtain waivers to avoid paying living wage rates because the overall business financials were not being reviewed. Contractors could make themselves appear smaller utilizing subsidiaries in order to bypass the wage gap comparison between the highest and lowest paid employee.

- **571-WAGE: Living Wage Hotline Provides Direct Access to the Comptroller’s Office for Employees of Vendors Required to Pay Living Wage, to Report Violations and Provide Information**
 - In 2018, the Comptroller’s Office launched a multi-lingual hotline (English & Spanish) which provides employees a place to confidentially report violators of the Living Wage Law, and to receive information about the Law.
 - This easy-to-remember hotline, **516-571-WAGE**, connects callers directly with staff in the Comptroller’s Office during business hours, so complaints may be heard.
 - In 2018, we experienced a 214% increase in calls to the Living Wage hotline compared to 2017, with more calls being received in Spanish.

- **Updated Living Wage Rates**
 - On August first of each year, the Comptroller’s Office issues updated Living Wage rates as required by the Law. The Comptroller updates the County’s Living Wage Website with the new rates and distributes posters stating the new rates in both English and Spanish. Living Wage Rate posters are distributed to County vendors, the Living Wage Advisory Committee and provided multiple times during the year to various press outlets, in an effort to reach as many employees as possible.
 - As of August 1, 2019, the Living Wage is \$16.76 an hour without health benefits or \$14.51 per hour with health benefits. This rate will stay in effect until July 31, 2020.

- **A Revitalized Living Wage Advisory Board Committee**
 - The Living Wage Advisory Board Committee, comprised of labor leaders and Living Wage advocates, is a crucial source of information and expertise in local labor issues. Since early 2018, I have been working actively with the Living Wage Advisory Board to support enforcement of the Living Wage Law and distribute information regarding the Living Wage directly to employees covered by the Living Wage Law.
 - The Living Wage Advisory Board Committee met four times in 2018, compared to only one meeting in 2017.
 - Concerns raised by Board members are being addressed through actions of both this Office and the County Executive, to improve and enhance monitoring and the enforcement of the Law.

- **Performing Living Wage Audits that Get Results**
 - As a result of Living Wage audits conducted by the Comptroller’s Office (2008-2018), more than \$1.36 million has been recovered/identified for 1,760 instances

Message from the Comptroller – September 5, 2019

of underpayments of Living Wages and uncompensated time since implementation of the law.

- Every audit that involves outside contracts includes a check on compliance with the Living Wage law requirements.
 - This Office currently is conducting a number of Living Wage audits, which should be released in the near future.
 - Starting in 2018, I initiated a new protocol to perform a mandatory six-month review of each audit issued to assure that corrective action plans have been implemented, and that employees are paid back any wages or compensated time owed which was uncovered during our audits. The follow-up review for a Living Wage Audit issued in 2018 is currently underway.
- **Review of Living Wage Waiver Requests**
 - County contractors may request an annual waiver from the requirements of the Law from the County Executive’s Office. There are several criteria that can be used by a contractor to receive a waiver, including an increase in the contractor’s annual budget.
 - Waiver requests were routinely granted under prior administrations. Working cooperatively with the County Executive, waiver requests are now receiving a heightened level of scrutiny due to the concern and attention of the Living Wage Advisory Board. Closing the “Living Wage Loophole” as discussed above is an important step in protecting employees covered by the Living Wage Law.

Strengthening living wage protections continues to be a major priority of my Office. We have taken numerous steps over the past 20 months to protect workers from contractors who try to subvert the Living Wage requirements. We’ve increased oversight, used modernization to increase our review efficiency, and put stronger rules in place. If you want to do business with Nassau County, you have to play by the rules. Our office will continue to protect workers who deliver critical services to Nassau County residents.

Respectfully Submitted,



Jack Schnirman
Nassau County Comptroller

Executive Summary

Purpose:

The Nassau County Comptroller's Office is responsible for monitoring, investigating and auditing compliance with the Nassau County Living Wage Law.

In accordance with this responsibility, the Office of the Nassau County Comptroller must submit an Annual Report to the County Executive and the County Legislature summarizing and assessing the implementation and compliance with the Law during the preceding year.

This report covers calendar year 2018.

Introduction

The Nassau County Living Wage Law ("Law") was enacted by the Nassau County Legislature in 2006¹, and took effect January 2007. The Living Wage Law establishes a living wage, including requirements for health benefits or a health benefit supplement. Additionally, full-time employees receive a minimum of 12 paid days off per year. Part-time employees who work at least 20 hours per week receive proportionate compensated days off.

As a result of the Law, covered workers in Nassau County have seen increases in their hourly wages in each of the years following the implementation of the Law.

Since the Law became effective in 2007, the Comptroller's Office has released 43 living wage audit reports encompassing 34 different contractors. Overall, a total of 1,760 instances of \$1.36 million in underpayments were identified, consisting of \$1,034,277 in underpaid wages and \$327,968 in under-accrued compensated time off. The Comptroller's Office continues to perform audits, respond to employee complaints and inquiries received, and monitor providers that were reviewed previously to ensure that they remain in compliance with the Law.

2018 Calendar Year Summary:

- On August 1, 2018, the hourly living wage rate in Nassau County was increased to \$16.41 for employees without health benefits and \$14.27 for employees who receive health benefits.
- The Comptroller's Office issued one living wage audit in 2018. The Auditors found the company had underpaid wages and uncompensated time off in excess of \$220,000 to 147 employees. Major findings include:
 - 117 employees were paid less than the living wage rate resulting in underpayments of \$33,996.

¹ Nassau County Living Wage Law, Title 57 of the Miscellaneous Laws of Nassau County.

Executive Summary

- Of the 117 employees that did not receive the living wage rate, 61 also did not receive earned compensated time off. Also, 28 additional employees were identified who received the proper rate of pay but did not receive compensated time off. This resulted in 7,386 hours totaling \$112,249 of uncompensated time off.
 - Follow-up on incomplete payroll data identified an additional 30 employees who were paid less than the living wage, resulting in underpayments of \$66,171 and not granted earned compensated time off, resulting in amounts due of \$10,824.
 - There were 240 instances where the Agency allowed 26 live-in aides to work more than the 60 hour per week maximum stated in their contract, including 92 instances where hours worked exceeded 80 hours for the week. Overscheduling caregivers can result in worker fatigue and impact the quality of care given to patients.
- During 2018 several more living wage audits were initiated, the results of which should be available in 2019.

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Living Wage Law 2018 Annual Report

Background

The Living Wage Law

All discussions of the Law in this report refer to Title 57 of the Miscellaneous Laws of Nassau County, as enacted by Local Law 1-2006, and as amended by Local Laws 19-2006 and 1-2010.

Living Wage Rates

The living wage rate is reevaluated on August 1st of each year. On August 1, 2018, the living wage rate increased to \$16.41/hr for an employee without health benefits. If the employer provides health benefits to an employee covered under the Living Wage Law, the employee's rate of pay was increased to \$14.27/hr. This rate was in effect until August 1, 2019. The Law also mandates that full-time employees receive 12 compensated days off per year for sick leave, vacation, or personal reasons. Part-time employees who work at least 20 hours per week receive proportionate compensated days off.

The table below provides the historical living wage rates and health benefit supplement since the Law was implemented:

Exhibit I

LIVING WAGE LAW RATES				
EFFECTIVE DATES		HOURLY RATES		
FROM	TO	WITH HEALTH BENEFITS	HEALTH BENEFIT SUPPLEMENT	WITHOUT HEALTH BENEFITS
January 1, 2007	July 31, 2008	\$9.50	\$1.50	\$11.00
August 1, 2008	July 31, 2009	\$10.50	\$1.55	\$12.05
August 1, 2009	July 31, 2010	\$11.50	\$1.60	\$13.10
August 1, 2010	July 31, 2011	\$12.50	\$1.66	\$14.16
August 1, 2011	July 31, 2012	\$12.90	\$1.71	\$14.61
August 1, 2012	July 31, 2013	\$13.11	\$1.80	\$14.91
August 1, 2013	July 31, 2014	\$13.35	\$1.86	\$15.21
August 1, 2014	July 31, 2015	\$13.58	\$1.92	\$15.50
August 1, 2015	July 31, 2016	\$13.59	\$1.95	\$15.54
August 1, 2016	July 31, 2017	\$13.73	\$2.05	\$15.78
August 1, 2017	July 31, 2018	\$13.98	\$2.09	\$16.07
August 1, 2018	July 31, 2019	\$14.27	\$2.14	\$16.41
August 1, 2019	July 31, 2020	\$14.51	\$2.25	\$16.76

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Application of the Law

The Law applies to the following types of contracts and leases entered into by the County after January 1, 2007:

- Service contracts of \$25,000 or more; financial assistance contracts² for more than \$50,000 and where the employer has at least 10 employees; and
- leases of property³ owned or controlled by the County.

The Law also applies to County subcontractors, County lessees and contractors of recipients of financial assistance from the County. Nassau Community College employees are covered by the Law, as are the College's contractors/subcontractors, and their employees. However, student workers at the College are not covered.⁴

The Law does not apply to vendors who enter into the following types of contracts with the County:

- service contracts and financial assistance for providers of childcare services, pre-school services and early intervention services⁵;
- contracts where services are incidental to the delivery of products, equipment or commodities⁶; or
- inter-governmental contracts and financial assistance contracts for industrial development bonds, community development block grants and enterprise-zone investments⁷.

The Law exempts those employees who are:

- under 18 years of age and are claimed as dependents for federal tax purposes and are employed as an after-school or summer employee⁸;
- employed as trainee in a bona fide training program consistent with federal and state law where the training program has the goal that the employee advances into a permanent position⁹;
- disabled and who are covered by a current sub-minimum wage certificate issued to the employer by the United States Department of Labor, or if they would be covered by such

² Nassau County Living Wage Law §2 (2010).

³ Ibid.

⁴ Ibid.

⁵ Nassau County Living Wage Law §3 (c) (3) (2010).

⁶ Nassau County Living Wage Law §2 (2010).

⁷ Ibid.

⁸ Nassau County Living Wage Law §3.

⁹ Nassau County Living Wage Law §3 (c) (1) (B) (2010).

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a certificate but for the fact that the employer is paying a wage equal to or higher than the federal minimum wage¹⁰; or

- covered by a bona fide collective bargaining agreement provided that the Law is expressly referenced in the agreement.¹¹

Rules

The Law provides for rulemaking:

- **The Comptroller** has promulgated Rules as they relate to the monitoring and enforcement of the Law. The primary purpose of the Rules is to outline the responsibilities of covered employers, and to prescribe the method for valuating waiver requests..
- **The County Executive** has promulgated a separate set of Rules to address procedures governing the Living Wage Law and to clarify certain terms. These Rules, including any amendments, can be viewed on the Comptroller's website, at [//www.nassaucountyny.gov/LivingWage](http://www.nassaucountyny.gov/LivingWage).

Monitoring and Enforcement of the Law by the Comptroller's Office

The Law charges the Nassau County Comptroller with the responsibilities of monitoring, investigating and auditing compliance with the Law.¹² Since the Law's inception, the Comptroller's Office has continued to make progress in achieving the objective of assuring that covered employers are in compliance with the Law.

The Comptroller's Office monitors compliance with the Law primarily through the auditing of agencies/contractors. The selection of vendors for auditing includes any vendor with a contract with Nassau County that is subject to the Law, including construction management engineering firms, food service providers, home health agencies, as well as homeless shelters.

The Comptroller's Office also reviews any new lease entered into by the County that are subject to the Living Wage Law. In 2018, the County did not enter into any new significant lease agreements. There was one lease renewal, the Massapequa Hawthorne School, used by the Nassau County Police Department as a training academy. Additionally, there were six new Use and Occupancy permits issued.

Utilizing both field audits and desk audits, we have been able to identify shortfalls in payments of both wages and compensated time off. Exhibit II below summarizes the financial results of our findings for the living wage audits issued from 2008-2018.

¹⁰ Nassau County Living Wage Law §3 (2010).

¹¹ Nassau County Living Wage Law §10 (c) (2010).

¹² Nassau County Living Wage Law §7 (a) (2010).

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Exhibit II

SUMMARY IMPACT OF LIVING WAGE AUDITS ISSUED FOR THE YEARS 2008 - 2018						
Year Issued	<i>Wages</i>		<i>Compensated Time Off</i>		<i>Totals</i>	
	Amount Recovered (\$)	# of Underpayment Instances	Amount Recovered (\$)	# of Underpayment Instances	Total Amt. Recovered (\$)	# of Underpayment Instances
2008-2011	\$ 250,073	398	\$ 192,779	714	\$ 442,852	1,112
2012-2018	\$ 784,204	444	\$ 135,189	204	\$ 919,393	648
Grand Total	<u>\$ 1,034,277</u>	<u>842</u>	<u>\$ 327,968</u>	<u>918</u>	<u>\$ 1,362,245</u>	<u>1,760</u>

Since the Law’s inception, Auditors have noted 1,760 instances of contractor non-compliance with the Living Wage Law, amounting to \$1,362,245 in recovered payments to employees. The data for individual audits issued between 2012 and 2018 is included as Appendix A.

2018 Living Wage Audit - All Metro Home Care Services of New York, Inc

A living wage audit was completed in 2018, of All Metro Home Care Services of New York, Inc. (d/b/a All Metro Health Care), a personal care agency. Several other audits were started in 2018 and the results of these audits will be issued in the near future. Living wage audits are a component of most contract compliance audits conducted by the Comptroller’s Field Audit unit.

Below is a brief summary of the 2018 audit findings:

- 147 employees were paid less than the living wage rate resulting in underpayments of \$100,167.
- 119 employees were not granted earned compensated time off totaling \$123,073.
- In 240 instances live-in aides worked more than the 60 hours per week maximum. In 92 instances the hours worked exceeded 80 hours for the week.

All Metro agreed to calculate and pay owed wages and uncompensated time off to employees identified in the audit. They also stated they would seek input from their Information Service Department on how to better maintain their records.

The Comptroller’s Office is currently in the process of performing a six month review of the All Metro audit findings, to assess if all wages and compensated time off identified in the audit has been paid to employees. The results of this review will be available in the near future.

Penalties for Non-Compliance

When an employer fails to comply with the Law after being notified in writing by the County, among other penalties, the Law originally allowed the County to impose a fine “in the amount of \$500 for each week for each employee found not to have been paid in accordance with this title”. In light of the significant number of instances of non-compliance, in 2009 the Board recommended that the Law be amended to increase the maximum allowable fine that may be imposed by the

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County. These changes were implemented when the Law was amended, effective March 22, 2010, and are as follows:

1. Upon the issuance of the first written notice of a violation of this title an employer shall be fined in the amount of \$500 each week for each employee found not to have been paid in accordance with this title;
2. If within thirty days after such employer receives the first written notice of violation, such employer fails to cure such breach, such employer shall receive a second notice of such violation and shall be fined in the amount of \$1,000 each week thereafter for each employee found not to have been paid in accordance with this title;
3. If, within thirty days after such employer receives a second written notice of violation, such employer fails to cure such breach, such employer shall receive a third notice of such violation and shall be fined in the amount of \$2,000 each week thereafter for each employee found not to have been paid in accordance with this title.

Waivers

County contractors may request an annual waiver from the requirements of the Law from the County Executive's Office. Section 9 of the Law sets forth the eligibility criteria that must be met to grant a waiver. A contractor granted a full waiver is not required to pay its employees the living wage rate for the year the waiver is granted. However, the contractor remains subject to Federal and State minimum wage requirements. All waiver requests are reviewed by the County Executive's Office for completeness and compliance with the required criteria. Not all requests for waivers are granted.

In 2018, nine agencies submitted applications for waivers. The County Executive's Office granted a total of eight waivers: six of these agencies were granted full waivers while two agencies were granted partial waivers. Additionally, one agency request was denied.

There are several criteria that can be used by contractors in order to receive a waiver. The two most common are as follows:

1. The highest paid officer or employee of such contractor earns a salary which, when calculated on an hourly basis, is less than six times the lowest wage or salary paid by the contractor. Also taken into account for this computation are benefits, including but not limited to dividends, a car and health insurance.
2. The Contractor's compliance with the requirements of the Law will increase their expected total annual budget in an amount greater than ten percent of the prior fiscal year's budget.

In 2010, the amended Law added the requirement that fringe benefits be included as part of the determination of the highest paid officer's total salary. The Law provides for the Comptroller to determine the method for valuing the fringe benefits in making this determination. Included in the Compensation Ratio calculation are items such as bonuses, stock options, educational assistance, housing costs, etc.

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Exhibit III below provides summary information about living wage waiver activity from 2015 – 2018.

Exhibit III

Summary of Living Wage Waiver Activity 2015 - 2018						
Year	# Waivers Requested	Granted Full	Granted Partial	Request Withdrawn	Request Denied	Total Granted
2015	12	9	2	1	0	11
2016	10	8	2	0	0	10
2017	12	8	2	0	2	10
2018	9	6	2	0	1	8

Resources and Outreach

The Comptroller's Office provides a variety of resources and outreach measures regarding the Law, as summarized below:

Living Wage Compliance Hotline

- In 2018, the Comptroller's Office unveiled a dedicated multilingual living wage "hotline" that expands access for those wishing to report county vendors underpaying their employees. The hotline, 516-571-WAGE, connects callers directly with staff in the Comptroller's Office during business hours so complaints can be submitted over the phone. In addition, complaints may be submitted through the Comptroller's email tip line, ReportItReformIt@nassaucountyny.gov. The hotline number is clearly noted on living wage posters and available on the Comptroller's website, which state that "Complaints will remain confidential." Complaints may also be submitted online or via regular email, and forms to file the complaints are on the Comptroller's website.
- In addition to the information regarding the law provided on the Comptroller's webpage, information on the Law is provided over the phone upon request, as we recognize not all workers have access to the internet.

Website

The Comptroller's Office Living Wage website (www.nassaucountyny.gov/LivingWage) includes a great deal of information and resources regarding the Law, including:

- the current living wage rates;
- the complete copy of the current Law;
- the Living Wage Rules of the Comptroller and the County Executive;

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- Living wage posters both in English and Spanish which include the current rates and the Living Wage Compliance Hotline number;
- Complaint Forms to report instances of non-compliance;
- annual Living Wage Law reports for the years 2007 through 2018;
- all living wage audit reports issued by the Comptroller's Office;
- links to Living Wage Compensation Ratio Forms; and
- pending waiver requests.

Living Wage Poster

- The Comptroller's Office created a living wage poster to explain the Law in a simple format. Posters are available in English and Spanish and may be downloaded from the website. The posters list the current living wage rates and the employee's right to compensated days off; they also display the Comptroller's Office Living Wage Hotline and e-mail address to allow individuals to contact the Comptroller's Office with questions and employee complaints. (See Appendix B for 2018 living wage posters in English and Spanish).
- The Comptroller's Rules require that living wage notices be posted in a conspicuous manner at all relevant work sites. The posters are updated annually to reflect the increased living wage rates which become effective on August 1st of each year.

The Living Wage Advisory Board

The Living Wage Advisory Board, comprised of labor leaders and living wage advocates, meets to discuss ways to improve the effectiveness of the Law. Exhibit IV lists the Board members as of December 31, 2018.

Exhibit IV

Living Wage Advisory Board Members as of December 31, 2018	
John Durso	Long Island Federation of Labor, Chairman
Matty Aracich	Building and Construction Council of Nassau and Suffolk
Walter Barton	National Association of Letter Carriers Branch 6000
Roger Clayman	Long Island Federation of Labor
Debra Hagan	Transit Workers Union Local 252
Nikki Kateman	Political and Communications RWDSU Local 338
Nick LaMorte	Civil Service Employees Association Region 1
Onika Shepherd	Service Employees International Union Local 1199
Lisa Tyson	Long Island Progressive Coalition

Living Wage Law 2018 Annual Report

Representatives from the County Executive's Office (employee of Office of Management and Budget), Field Audit and the Comptroller's Office Legal Counsel are also present at the Advisory Board's meetings.

Four Living Wage Advisory Board meetings were held during 2018 and the following key topics were discussed:

- The living wage audit of All Metro Health Care was issued in 2018. This audit identified over \$220,000 in salary and uncompensated time owed to 147 employees.
- A living wage audit of ADD/ADHD Housing is in process and will be finalized soon. There are new living wage audits that are being planned.
- The previous audit of Dover Gourmet, a County Vendor was discussed. Dover continues to be out of compliance with the Living Wage Law and Dover provided inadequate information in response to the audits conducted.
- Previous County Vendor MicroMedia still owes \$62,500 to 38 employees. We are continuing to work with MicroMedia to have these individuals paid.
- Changes to be made to the Living Wage Law specifically, the waiver process were discussed.
- Research and reform on statutory and regulatory changes as well as revisions to the waiver guidelines. It was noted that the same companies return each year for waivers.
- In 2018, there were 9 waiver requests, which was a decrease from last year. Six waivers were granted, two were partially granted and one was denied.
- The Comptroller's Office and the County Attorney's Office are working on language to address concerns that companies are using subsidiaries or related entities to circumvent the Living Wage Law.
- A live list now exists of all the active Nassau County's 400 contractors, including their email addresses. This will be helpful when sending out new living wage information such as the new living wage rates and posters.

APPENDIX A - Seven Year Summary of Employee Underpayments Recovered

APPENDIX A - Seven Year Summary of Employee Underpayments Recovered

SEVEN YEAR SUMMARY OF EMPLOYEE UNDERPAYMENTS IDENTIFIED LIVING WAGE AUDIT REPORTS ISSUED 2012 - 2018								
Year Audit Issued	Name of Auditee	Wages		Compensated Time Off		Total Dollars Recovered	Total # of Instances of Non- Compliance	Total Employees Assisted**
		Dollars Recovered	# of Instances of Non- Compliance	Dollars Recovered	# of Instances of Non- Compliance			
2012	A&B Healthcare Services, Inc. *	\$ -	-	\$ -	-	\$ -	-	-
	Cottage Home Care, Inc. *	-	-	-	-	-	-	-
	Jzanus Home Care, Inc	8,039	100	-	-	8,039	100	100
2013	Bethany House	10,055	14	-	-	10,055	14	7
	Community Housing Innovations, Inc.	1,810	15	-	-	1,810	15	14
	Glory House Recovery	1,523	1	-	-	1,523	1	1
	Peace Valley Haven, Inc.	122,264	38	-	-	122,264	38	26
2014	Peace Valley Haven, Inc.	16,735	15	-	-	16,735	15	15
	Utopia Home Care Inc. *	-	-	-	-	-	-	-
2015	Eager to Serve, Inc.	5,116	13	4,266	8	9,382	21	13
	microMEDIA®	461,466	38	3,846	14	465,312	52	38
2016	Armor Correctional Health Services, Inc.	10,398	30	889	7	11,287	37	23
2017	CH2M Hill Engineering, PA	292	2	-	-	292	2	2
	Able Health Care Services, Inc	31,604	4	435	8	32,039	12	8
	Allen Health Care Services, Inc	74	1	256	7	330	8	8
	Gibbons, Esposito & Boyce Engineers, PC	14,661	8	2,424	8	17,085	16	8
	Dover Gourmet	-	-	-	-	-	-	-
2018	All Metro Health Care	100,167	165	123,073	152	223,240	317	147
Totals:		\$ 784,204	444	\$ 135,189	204	\$ 919,393	648	410

Notes:

* These Living Wage Audit Reports noted no instances of wage or compensated time off underpayments to employees.

** The number of instances is higher than the number of employees assisted because in some instances the same employee was impacted by both a living wage underpayment and a compensated time off underpayment.

APPENDIX B – 2018 Living Wage Posters – English & Spanish



Office of the Nassau County Comptroller

IMPORTANT NOTICE FOR WORKERS

The Nassau County Living Wage
is
**\$16.41 per hour or
\$14.27 with health benefits**

(Rate Effective August 1, 2018 through July 31, 2019)

Employees who work 20 hours or more per week are entitled to receive paid days off, including paid holidays. (Days off are earned based on hours worked.)

If you work for a County contractor or lessee, you may be entitled to be paid the Living Wage. If you have any questions about your eligibility, or if you believe your employer is not complying with this Law, please contact:

Office of the Nassau County Comptroller Living Wage Hotline:

(516) 571-WAGE / (516) 571-9243

ReportItReformIt@nassaucountyny.gov

You may also visit our website at www.nassaucountyny.gov/LivingWage for more information or to obtain a complaint form.

Complaints can be made confidentially

Please note that the Living Wage Law **DOES NOT** apply to the following:

- Contracts for child-care services, sleepaway camp services for the disabled, certain pre-school services, and early intervention services
- Certain inter-governmental contracts and financial assistance contracts for industrial development bonds, community development block grant loans, and enterprise-zone incentives
- Contracts for less than \$25,000
- Employees under 18 years of age who are claimed as dependents for federal tax purposes and who are working as an after-school or summer employee
- Trainees in a bona fide training program
- Disabled employees covered by a current sub-minimum wage certification
- Student interns working for Nassau County and student workers working for Nassau Community College
- Medicaid-funded assisted living program facilities that were providing services within Nassau County prior to 2006 and that continue to provide such services

LW-15 (08/18)



Office of the Nassau County Comptroller

AVISO IMPORTANTE PARA TRABAJADORES

El Living Wage del Condado de Nassau
es
\$16.41 por hora or
\$14.27 con beneficios de salud

(Efectivo August 1, 2018 hasta July 31, 2019)

Los empleados que trabajan 20 horas o más por semana tienen derecho a recibir Días festivos pagados, incluidos los días festivos pagados. (Los días libres se obtienen en función de las horas trabajadas.)

Si trabaja para un contratista o arrendatario del Condado, puede tener derecho a que se le pague el Salario Digno. Si tiene alguna pregunta sobre su elegibilidad o si cree que su empleador no está cumpliendo con esta Ley, comuníquese con:

Office of the Nassau County Comptroller Living Wage Hotline:

(516) 571-WAGE / (516-571-9243)

ReportItReformIt@nassaucountyny.gov

También puede visitar nuestro sitio web en www.nassaucountyny.gov/LivingWage para más información o para obtener un formulario de queja.

*** Las quejas pueden hacerse confidencialmente***

Tenga en cuenta que la Ley de salario digno NO se aplica a los siguientes:

- Contratos para servicios de cuidado de niños, servicios de campamento para discapacitados, ciertos servicios preescolares y servicios de intervención temprana
- Ciertos contratos intergubernamentales y contratos de asistencia financiera para bonos de desarrollo industrial, préstamos de subvenciones en bloque para el desarrollo comunitario e incentivos para zonas empresariales
- Contratos por menos de \$25,000
- Empleados menores de 18 años que son reclamados como dependientes para propósitos de impuestos federales y que trabajan como empleados después de la escuela o en el verano
- Aprendices en un programa de entrenamiento de buena fe
- Empleados discapacitados cubiertos por una certificación de salario sub-mínimo actual
- Estudiantes internos que trabajan para el condado de Nassau y estudiantes que trabajan para el Nassau Community College.
- Facilities Instalaciones de programas de vida asistida financiadas por Medicaid que brindaban servicios dentro del condado de Nassau antes de 2006 y que continúan brindando dichos servicios.

