

# Living Wage Policies With "Plus" Provisions

Municipality	State	Policy Name	Status	Type of Living Wage "Plus" Provision
Tucson	AZ	Article XV. City of Tucson Living Wage	Enacted	Hiring Hall/Community Hiring
Berkeley	CA	Berkeley Living Wage Ordinance	Enacted	Collective Bargaining Agreement Opt Out; Nondiscrimination/Anti-Retaliation
Hayward	CA	Hayward Living Wage Ordinance	Enacted	Collective Bargaining Agreement Opt Out; Non-discrimination/Anti-Retaliation
Los Angeles	CA	Los Angeles Living Wage	Enacted	Compliance with Laws; Collective Bargaining Agreement Opt Out; Non-discrimination/Anti-Retaliation
Los Angeles County	CA	County of Los Angeles Living Wage Ordinance	Enacted	Financial Accountability; Worker Retention; Collective Bargaining Agreement Opt Out; Non-discrimination/Anti-Retaliation
Marin County	CA	Chapter 2.50 Living Wage	Enacted	Financial Accountability; Hiring Hall/Community Hiring; Non-discrimination/Anti-Retaliation; Notification
Oakland	CA	Oakland Living Wage Ordinance	Enacted	Collective Bargaining Agreement Opt Out; Non-discrimination/ Anti-Retaliation; Compliance with Laws; Notification
Pasadena	CA	Pasadena Living Wage Ordinance	Enacted	Collective Bargaining Agreement Exemption/Supersession; Non-discrimination/ Anti-Retaliation
Port Hueneme	CA	Ordinance No. 652 An Ordinance of the City Council of the City of Port Hueneme Amending Ordinance No. 627 and Adding "Living Wage" Requirements with Respect to City Non-Professional Service Contracts	Enacted	Non-Discrimination/Anti-Retaliation;
Port of Oakland	CA	Port of Oakland Living Wage Ordinance	Enacted	Non-discrimination/Anti-Retaliation; Collective Bargaining Agreement Opt Out
Port of Oakland	CA	Section 728 - Living Wage and Labor Standards At Port-Assisted Businesses	Enacted	Worker Retention; Non-Discrimination/Anti-Retaliation; Collective Bargaining Agreement Opt Out; Notification
Richmond	CA	City of Richmond Living Wage Ordinance	Enacted	Collective Bargaining Agreement Opt Out; Non-Discrimination/Anti-Retaliation;
San Fernando	CA	Living Wage Ordinance of the City	Enacted	Notification
San Francisco	CA	Minimum Compensation Ordinance	Enacted	Collective Bargaining Agreement Opt Out; Non-Discrimination/Anti-Retaliation;
San Jose	CA	City of San Jose Living Wage Policy	Enacted	Preventing Service Disruptions; Worker Retention; Collective Bargaining Agreement Opt Out

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Santa Cruz	CA	Chapter 5.10 Living Wage Ordinance	Enacted	Collective Bargaining Agreement Exemption/Supersession; Worker Retention; Compliance with Laws; Non-Discrimination/Anti-Retaliation; Financial Accountability
Santa Cruz County	CA	Chapter 2.122 Payment of a Living Wage	Enacted	Collective Bargaining Agreement Exemption/Supersession; Non-discrimination/Anti-Retaliation; Financial Accountability; Compliance with Laws; Worker Retention; Notification
Ventura County	CA	Living wage ordinance	Enacted	Collective Bargaining Agreement Exemption/Supersession; Financial Accountability; Non-discrimination/Anti-Retaliation; Notification
Watsonville	CA	Title 2 Administration, Chapter 5 Payment of Living Wage	Enacted	Non-Discrimination/Anti-Retaliation; Financial Accountability; Collective Bargaining Agreement Opt Out; Compliance with Laws; Worker Retention
West Hollywood	CA	Ordinance No. 97-505	Enacted	Compliance with laws
Denver	CO	Division 3.5 Living Wage for Certain Employees Associated With City Contracts	Enacted	Notification
Hartford	CT	Living Wage Ordinance	Enacted	Preventing Service Disruptions; Notification
New Britain	CT	Division 7. Labor Standards in City Contracting and Purchasing	Enacted	Hiring Hall/Community Hiring
New Haven	CT	Ordinance Establishing A Living Wage for Service Workers	Enacted	Non-Discrimination/Anti-Retaliation; Collective Bargaining Agreement Opt Out; Hiring Hall/Community Hiring; Worker Retention; Compliance with Laws; Notification
Broward County	FL	Broward County Living Wage Ordinance	Enacted	Non-Discrimination/Anti-Retaliation; Compliance with Laws; Notification
Miami Beach	FL	Living Wage Requirements for City Contracts	Enacted	Protection Against Contracting Out; Compliance with Laws; Non-discrimination/Anti-Retaliation; Notification
Miami-Dade County	FL	Sec. 2-8.9. Living Wage Ordinance for County Service Contracts and County Employees	Enacted	Protection Against Contracting Out; Compliance with Laws; Non-discrimination/Anti-Retaliation; Notification
Palm Beach County	FL	Palm Beach County Living Wage Ordinance	Enacted	Non-Discrimination/Anti-Retaliation; Notification
Cook County	IL	Living Wage Ordinance	Enacted	Collective Bargaining Agreement Exemption/Supersession
Boston	MA	Boston Jobs and Living Wage Ordinance	Enacted	Hiring Hall/Community Hiring; Nondiscrimination/Anti-Retaliation; Notification
Cambridge	MA	Cambridge Living Wage Ordinance	Enacted	Non-Discrimination/ Anti-Retaliation;
Somerville	MA	Somerville Living Wage Ordinance	Enacted	Non-Discrimination/Anti-Retaliation;
Baltimore	MD		Enacted	Nondiscrimination/ Anti-Retaliation; Notification

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Montgomery County	MD	Bill No. 5-02	Enacted	Collective Bargaining Agreement Opt Out; Non-Discrimination/Anti-Retaliation;
Prince George's County	MD	Bill No. CB-1-2003	Enacted	Collective Bargaining Opt Out; Non-Discrimination/Anti-Retaliation; Notification
Ann Arbor	MI	Chapter 23 Living Wage Requirements in City Contracts and Grants	Enacted	Notification
Detroit	MI	Detroit Living Wage Ordinance	Enacted	Hiring Hall/Community Hiring; Notification
Eastpointe	MI	Ordinance No. 901	Enacted	Hybrid Collective Bargaining Agreement Exemption/Supersession (when wage under the agreement is higher than the living wage requirement);
Ferndale	MI	Ordinance No. 933	Enacted	Collective Bargaining Agreement Opt Out
Ingham County	MI	Resolution #03-168	Adopted	Non-Discrimination/Anti-Retaliation; Collective Bargaining Exemption/Supersession;
Lansing	MI	City of Lansing Living Wage Plan	Established - was set to expire on 12/31/03, but was extended through 2005.	Collective Bargaining Exemption/Supersession; Hiring Hall/Community Hiring; Notification
Pittsfield Township	MI	Pittsfield Charter Township Living Wage Ordinance	Enacted	Notification
Southfield	MI	Chapter 14: Living Wage Requirements	Enacted	Collective Bargaining Agreement Exemption/Supersession; Notification
Taylor	MI		Enacted	Non-Discrimination/Anti-Retaliation;
Warren	MI	Ordinance No. 80-550	Enacted	Collective Bargaining Agreement Exemption/Supersession; Notification
Ypsilanti	MI	Ordinance No. 892, City of Ypsilanti Living Wage Ordinance	Enacted	Notification
Ypsilanti Township	MI	Chapter 2 Administration, Article VI. Finance, Division 4. Wages, Section 2-201. Living Wage	Enacted	Notification
Duluth	MN	Article XXVI. Public Investment and Living Wage	Enacted	Collective Bargaining Agreement Opt Out; Non-discrimination/Anti-Retaliation
Minneapolis	MN	Resolution No. 200R-024	Approved	Hiring Hall/Community Hiring; Financial Accountability; Protection Against Contracting Out
Saint Paul	MN	Resolution Accepting and Adopting the Policy Recommendations of the Joint Saint Paul-Minneapolis Living Wage Policy Task Force	Enacted	Hiring Hall/Community Hiring; Financial Accountability
St. Louis	MO	St. Louis City Ordinance 65597	Enacted	Non-Discrimination/Anti-Retaliation; Compliance with Laws; Financial Accountability; Collective Bargaining Agreement Opt Out;

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Missoula	MT	Missoula Quality Job and Labor Protection Ordinance	Enacted	Collective Bargaining Agreement Opt Out; Compliance with Laws
Durham	NC	Liveable Wage Ordinance	Enacted	Non-Discrimination/Anti-Retaliation
Camden	NJ	City of Camden Living Wage Ordinance	Enacted	Collective Bargaining Agreement Opt Out; Non-Discrimination/ Anti-Retaliation;
Buffalo	NY	Buffalo Living Wage Ordinance	Enacted	Non-discrimination/ Anti-Retaliation;
New York	NY	Introductory Number 66-A	Enacted	Collective Bargaining Agreement Opt Out; Non-Discrimination/Anti-Retaliation; Compliance with Laws; Notification
Oyster Bay	NY	Chapter 149, Living Wage	Enacted	Notification
Rochester	NY	Rochester Living Wage Ordinance	Enacted	Collective Bargaining Agreement Exemption/Supersession; Non-discrimination/Anti-Retaliation; Notification
Suffolk County	NY	Chapter 347, Living Wage	Enacted	Non-Retaliation/Anti-Discrimination; Compliance with Laws; Notification
Cincinnati	OH	Chapter 317. Living Wage	Enacted	Nondiscrimination/Anti-Retaliation; Collective Bargaining Agreement Opt Out; Notification
Cleveland	OH	Cleveland Fair Employment Law	Enacted	Collective Bargaining Agreement Exemption/Supersession; Protection Against Contracting Out; Compliance with Laws; Hiring Hall/Community Hiring; Non-discrimination/Anti-Retaliation; Notification
Dayton	OH	Ordinance No. 30270-03	Enacted	Non-Discrimination/Anti-Retaliation;
Toledo	OH		Enacted	Non-Discrimination/Anti-Retaliation; Protection Against Contracting Out; Notification
Ashland	OR	Chapter 3.12 Living Wage	Enacted	Collective Bargaining Agreement Exemption/Supersession; Protection Against Contracting Out; Non-discrimination/ Anti-Retaliation; Notification
Corvallis	OR	Living Wage Chapter	Enacted	Notification
Multnomah County	OR	Living Wage Policy	Enacted	Worker Retention
Portland	OR	Fair Wage Policy	Enacted	Non-Discrimination/Anti-Retaliation;
Salem	OR	2.199. Corporate Disclosure; Living Wage; Local Preference	Enacted	Compliance with laws
Pittsburgh	PA	Pittsburgh Living Wage Ordinance	Enacted	Hiring Halls/Community Hiring; Financial Accountability; Preventing Service Disruptions; Non-discrimination/Anti-Retaliation; Worker Retention; Notification
Alexandria	VA	Ordinance No. 4138	Enacted	Compliance with laws; Non-Discrimination/ Anti-Retaliation; Notification
Arlington County	VA	Arlington County Purchasing Resolution	Established	Non-Discrimination/Anti-Retaliation;

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Burlington	VT	Livable Wage Ordinance	Enacted	Collective Bargaining Agreement Exemption/Supersession; Notification
Bellingham	WA	Ordinance No. 2002-11-080	Enacted	Collective Bargaining Agreement Exemption/Supersession; Nondiscrimination/Anti-Retaliation
Dane County	WI		Enacted	Hybrid Collective Bargaining Agreement Exemption/Supersession (supersession when agreement requires a wage higher than the defined living wage); Non-discrimination/Anti-Retaliation; Notification
Eau Claire County	WI	Chapter 2.99 Minimal Eau Claire County Contract Wage	Enacted	Hybrid Collective Bargaining Agreement Exemption/Supersession (when wage under the agreement is higher than the living wage requirement); Compliance with Laws; Non-discrimination/Anti-Retaliation
Madison	WI	4.20 Living Wage	Enacted	Collective Bargaining Agreement Opt Out; Notification
Milwaukee	WI		Enacted	Non-Discrimination/Anti-Retaliation; Notification