

Tompkins County Workers' Center Living Wage Certification

Name of Business or Non-Profit:		
Contact Person and Title:		
Address:		
Phone Number:	Email:	Website:

Endorsement of Living Wage:

I, _____, owner/manager of _____ endorse the idea that no one working full-time should earn less than a living wage. A living wage is the amount of income and resources (such as health insurance) needed for an individual or family to meet its basic needs without public or private assistance.

Questions for Your Business or Non-Profit:

Are all current non-probationary regular full and part time employees paid at least \$15.37/hr? (See below for exceptions ** or potential offsets) If including tipped employees, do tips plus wages received from employer average at least \$15.37/hr for all employees, on a weekly basis?

How many regular full-time employees do you have and what counts as full-time? _____

How many part-time employees do you have? _____

If you pay less than \$15.37/hour but feel you still should be considered as a Living Wage Employer because the value of your benefits represent a significant cost saving to employees (reducing the cost of satisfying basic needs), please feel free to elaborate. Please list other significant employee benefits (i.e. health insurance) that you provide and that you feel should be considered. Use other sheet if needed.

Complete this section only if your enterprise employs tipped workers.

How are weekly averages of tips plus wages received from employer monitored? If some amount of the tips are cash, please describe how this is monitored?

Employer records Credit card records Other _____

If tipped employees do not receive enough tips over the course of a week to total the hourly living wage rates of \$15.37 per hour, are they paid additional wages that week to make up the difference? Yes No

Would you like to add any other information that might be relevant to this application for acknowledgement as a Living Wage Business?

Did you raise wages or benefits in order to qualify for the TCWC Living Wage Employer Certification Program?

Yes No

Is your company willing to share information regarding increases to wages or benefits with TCWC for use in Living Wage analysis? Yes No

Signature: _____ Date: _____

TC Workers' Center, 115 E. Martin Luther King, Jr. Street, Ithaca, NY 14850
www.TCWorkersCenter.org/employer/ 607-269-0409

**Exceptions: May pay a wage that is less than the living wage to youth employed during the summer; to part-time employees who are under 18 years old; to employees who are in a probationary status (limited to 3 months); to employees who are hired on a temporary basis (limited to 3 months); to employees and volunteers paid by others.

Tompkins County Workers' Center

Living Wage Certification

Health Insurance Benefits Living Wage Worksheet

The Living Wage is based on what it costs a single person to afford basic costs of living in Tompkins County. One of the biggest costs of living is health insurance, and many employers provide insurance benefits to employees. Any employee who is not benefits-eligible must earn \$15.37 per hour to meet these expenses, but the Living Wage may be less if employer benefits reduce *the cost to the employee* for insurance. For someone to afford publicly available health insurance through the public marketplace, they must spend \$3,481.32 per year. That comes out to \$1.67 per hour; with 100% employer contribution to health insurance, the Living Wage drops to \$13.70.

If an employee is health insurance benefits eligible, a business may *optionally* calculate a Living Wage floor based on what the employee's cost for insurance is after the employer's contribution if it is less than \$3,481.32/yr.

Employee's share of health insurance: (monthly withholding for premiumX12)		_____
+ All other costs of living:		\$28,488.28
	=	_____
÷ 52 (weeks/year) ÷ 40 (hours/week) =		_____
		Adjusted Living Wage

Health Insurance Benefits exceptions – Example

An employee is eligible for health insurance benefits. After an employer contribution, their monthly payroll deduction for health insurance premiums is \$200. Multiply by 12 months to get the annual cost: \$2,400.

Employee's share of health insurance:		\$ 2,400.00
+ All other costs of living:		\$28,488.28
	=	\$30,888.28
÷ 52 (weeks/year) ÷ 40 (hours/week) =		\$14.85
		Adjusted Living Wage