



2c. The Living Wage Business Task Force and Tompkins County Workers' Center Leadership team may consider other benefits *that directly reduce a cost of living represented in the Tompkins County Living Wage* as an offset to wages on a case by case basis. An employer that believes benefits should qualify for this consideration should provide enough detail on the Living Wage Certification application to make a case for why this should apply.

2d. An employer with employees eligible for tips must commit to pay additional direct wages whenever an employee's direct wage plus tips provide earnings less than \$15.32 per hour.

3. The employer must pay \$17.32/hour to all independent contractors to whom you pay an hourly rate (typically an independent contractor would receive a 1099 form from you). The additional wage requirement beyond \$15.32 is meant to cover their individual tax requirements and insurances.
4. An employer may be rejected for certification, or have certification revoked, if there are known health and safety violations, or other violations of labor standards (including wage & hour violations/wage theft, whistleblower retaliation, or violations of union rights), at the discretion of the Tompkins County Workers' Center Leadership Team.
5. Certification is effective from the date it is approved until one year from Alternatives Federal Credit Union's announcement of an updated Living Wage Study. To re-certify, employers must match wages with any changes in the Tompkins County Living Wage that may occur periodically, if necessary, within a year of when the figures are updated by Alternatives Federal Credit Union.

First-time Certified Living Wage Employer applications are reviewed by the Living Wage Business Task Force – which includes businesspeople, non-profit representatives, and community members – and certified by a vote of the Tompkins County Workers' Center Leadership Team (board) at their monthly meeting based on Task Force recommendations.

Applications or questions about living wage certification may be sent to Pete Meyers, TC Workers' Center, 115 E. Martin Luther King, Jr. Street, Ithaca, NY 14850 607-269-0409 [pete@tcworkerscenter.org](mailto:pete@tcworkerscenter.org)

**EXAMPLE 1**

	Employee's annual health insurance expense: (monthly payroll withholding for premium X 12 ≤ \$1,556.36)	<u>\$ 1,060.00</u>	
+	All other costs of living:	<u>\$30,318.32</u>	
=	Gross Living Wage	<u>\$31,378.32</u>	
÷ 52 (weeks/year) ÷ 40 (hours/week) =		<u>\$15.08/hour</u>	Adjusted Living Wage

**EXAMPLE 2**

	Employee's annual health insurance expense: (monthly payroll withholding for premium X 12 ≤ \$1,556.36)	<u>\$ 0.00</u>	
+	All other costs of living:	<u>\$30,318.32</u>	
=	Gross Living Wage	<u>\$30,318.32</u>	
÷ 52 (weeks/year) ÷ 40 (hours/week) =		<u>\$14.58/hour</u>	Adjusted Living Wage

**EXAMPLE 3 (NY State of Health marketplace)**

Employee's annual health insurance expense:	<u>\$ 1,556.36</u>
(monthly payroll withholding for premium X 12 ≤ \$2,412.80)	
+ All other costs of living:	<u>\$30,318.32</u>
= Gross Living Wage	<u>\$31,874.68</u>
÷ 52 (weeks/year) ÷ 40 (hours/week) =	<u>\$15.32/hour</u>
	Adjusted Living Wage