



orangecountylivingwage.org



PAYING A LIVING WAGE ...

... pulls working families out of poverty.

... is good for business – and improves morale and productivity.

... boosts the local economy, since extra dollars earned means extra dollars spent near home.



“Our business doesn't exist without wonderful customers and our hard-working employees. We value our employees' contributions to the business and the community – plumbers protect the health of our nation! Our employees deserve a living wage so they can support themselves and their families. Living wages support the community as a whole in many ways, one of which is that the employees have more funds to support other local living wage businesses! It's a win, win!”

Emily Kreutzer
Carrboro Plumbing

Orange County Living Wage certifies and promotes employers in the county who pay their full- and part-time employees a living wage of at least \$17.65/hour (or \$16.15/hour with employer-provided health care).

Our team works to:

- Recognize and reward living wage employers
- Encourage the public to support certified businesses and organizations
- Connect local workers with jobs that pay a living wage – and connect living wage employers to highly qualified job seekers

REQUIREMENTS & BENEFITS FOR 2024

- Employers must pay at least \$17.65/hour to all regular and part-time employees.
- Employers that provide health insurance benefits must pay at least \$16.15/hour, and pay at least 50 percent of the cost of the health care premium.
- Interns, apprentices, temporary and project-based employees, minors working part time, probationary employees, and independent contractors paid via a 1099 are exempt.
- Effective April 2024, employers must pay an application fee when applying for certification or re-certification. Fee structure: \$50 for businesses/organizations with 0-9 employees, \$100 for 10-49 employees, \$200 for 50 or more employees.
- Certified employers receive a decal to post in their space, a framed certificate, a breakroom poster, and OCLW car magnets. They are also promoted on OCLW's website, in its newsletter, and on its social media platforms. WCHL announces all new certifications on air.
- Certified employers can promote any hiring opportunities on OCLW's Living Wage Job Board.