

BOSTON JOBS, LIVING WAGE, AND PREVAILING WAGE ORDINANCE

B-1

FY 2027

NOTICE TO BENEFICIARIES

Any recipient receiving Assistance of one hundred thousand (\$100,000) or more in any twelve (12) month period from the City of Boston must abide by the requirements of the [Boston Jobs, Living Wage, and Prevailing Wage Ordinance](#) (“the Ordinance”).

A **Beneficiary** is a recipient of **Assistance**. Under the Ordinance, *Assistance* and *Beneficiary* are defined as the following:

- **Assistance:** any loan, grant, tax incentive, bond financing, subsidy, or other form of assistance of one hundred thousand (\$100,000) dollars or more realized by or through the authority or approval of the City, including, but not limited to Industrial Development Bonds, Community Development Block Grant (CDBG) loans, and federal Enhanced Enterprise Community designations. Leases and subleases do not fall underneath the definition of Assistance.
- **Beneficiary:** any direct recipient of at least one hundred thousand (\$100,000) dollars of Assistance who also has 25 or more Company-Wide FTEs (For-Profit) OR 100 or more FTEs (Not-for-Profit).

Beneficiaries have certain obligations under the Ordinance, including:

- The completion of the Boston Jobs, Living Wage, and Prevailing Wage Ordinance Beneficiary Affidavit (**Form Wage B-2**), which must be completed at the same time the City awards the Assistance.
- The completion of the First Source Hiring Agreement (**Form Wage-10**) with one (1) or more referral agencies or one (1) or more Boston One Stop Career Centers, which is an agreement to work with the referral agency or Boston One Stop Career Center to post any open positions working on a project covered by the City of Boston funds. This agreement must be signed within two (2) weeks of the agreement execution date.
- Providing information to employees regarding possible eligibility for the State and/or Federal Earned Income Tax Credit (<https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit-etc>).
- Other obligations as required by the ordinance.

You can find the full Ordinance and requirements for Beneficiaries in the [City Municipal Code](#) and at boston.gov/living-wage. To request a hard copy of the Ordinance, please reach out to the Office of Labor Compliance and Worker Protections by calling (617) 918-5236 or emailing workers@boston.gov.

The Office of Labor Compliance and Worker Protections of the Worker Empowerment Cabinet is the City’s *Designated Department* responsible for the overall implementation, compliance, and enforcement of the Ordinance. The *Contracting Department* is the agency awarding the assistance.

Any questions concerning the Ordinance, regulations, or the current living wage hourly rate should be referred to the Office of Labor Compliance and Worker Protections. The Office of Labor Compliance and Worker Protections is located at 43 Hawkins Street, Boston, MA 02114 and can be reached at **(617) 918-5236**.