

Brookline Living Wage

Effective July 1, 2024, the living wage is:

\$17.86 per hour

Brookline has voted to lead town businesses and contractors by example to engage in and support fair wage practices in Brookline. The Town of Brookline will pay each of its employees no less than the living wage amount listed above with the following exceptions: seasonal employees who work less than six months in any twelve-month cycle; employees participating in a work-study or cooperative educational program; employees whose positions are funded, in full or in part, by Community Development Block Grant or State Elder Services Grant monies; library Junior Pages; Putterham Meadows Golf Course rangers; town junior, part-time positions funded by a recreation revolving fund, specifically, Jr. Swim Coach, Jr. Skate Guard, Jr. Referee, Jr. Assistant Recreation Leader, Jr. Camp Counselor, Jr. Camp Instructor, Jr. Skate Concessions and volunteers and all persons appointed or elected to town committees; or elected officers of the town. The living wage will be adjusted annually by the same percentage and on the same wage adjustment schedule given to full-time, non-union town employees.

EXEMPT positions will be paid no less than one dollar more than the State Minimum Wage. Employees exempt from the Living Wage will be paid an hourly wage of no less than:

\$16.00 per hour Effective Jan. 1, 2023

The guidelines outlined in the Living Wage By-Law, shall apply to all service contracts of the Town of Brookline. *Covered Employee* means any employee who performs direct services for the purpose of fulfilling the covered employer's contractual obligations, provided however, employees who perform services that are incidental to the execution of the contract are not covered employees. *Services* means the furnishing of labor, time, or effort by a contractor and/or covered employer. *Service contract* means a contract for services awarded to a vendor by the town for no less than the following amounts: (i) \$25,000.00 for contracts commencing in fiscal year 2006, (ii) \$10,000.00 for contracts commencing in fiscal year 2007 (iii) \$5,000.00 for contracts commencing in fiscal year 2008 and thereafter.

The employer shall not discharge, reduce the compensation of, or otherwise discriminate against any employee for making a complaint to the Town or otherwise asserting his or her rights under this article. A Person claiming to be aggrieved by a violation of this By-Law may file a grievance with the Town or School Human Resources Department. Upon exhaustion of this administrative remedy, a person may seek appropriate legal relief.

Go to www.brooklinema.gov for more information