

# Rights & Responsibilities

## Under Burlington's Livable Wage Ordinance

**\$19.90/hr**

**WHEN**

employer *provides* employer assisted health insurance

**\$22.11/hr**

**WHEN**

employer *does not provide* employer assisted health insurance

**and 12 days of paid time off per year\***

\*Subject to proration per B.C.O. Sec. 21-82(c)

***The law requires employers to display this poster where employees can readily see it.***

**COVERAGE**

Any employer who receives City contracts or grants totaling in excess of \$15,000 for any 12-month period is covered. Covered employees are entitled to livable wages, 12 days paid time off per year\* for vacation, sick leave, or personal leave, and all rights under the Fair Labor Standards Act (FLSA), as well as other applicable state and federal laws.

Covered contractors are required to include in all subcontracts notice of the Livable Wage Ordinance (LWO), and are liable for LWO violations committed by their covered subcontractors.

**ENFORCEMENT**

The City is responsible for the administration of the LWO, and has the authority to recover back wages in instances of violations. Employers found in violation of the LWO may be assessed monetary penalties and be barred from future City contracts and grants. The law prohibits retaliation against workers who file a complaint or participate in any proceeding under the LWO.

**ADDITIONAL INFORMATION**

To obtain additional information about your rights and responsibilities under the LWO, visit the **LWO Webpage** (<https://www.burlingtonvt.gov/212/Livable-Wage-Ordinance>) or call **802-865-7000**, option 1 (Office of the Clerk/Treasurer).

**Livable Wage July 1, 2025 - June 30, 2026**

Effective July 1, 2025