

Comparison of Wage Theft Ordinances in Cities in the State of Massachusetts.

Note: The purpose of this spreadsheet is to indicate some of the major components of the ordinances that exist, associated with Wage Theft in cities in the state. It is not meant to be a comprehensive listing of the components of these ordinances.

	City of Cambridge	City of Somerville	City of Lawrence	City of Framingham	City of Worcester	City of Salem
Wage Theft Ordinance (Y/N)	Y	Y	Y	Y	Y	Y
Applicability	Licenses and Permits	Licenses, Major Building Permits associated with Commercial buildings, TIFs and City Contracts.	City Contracts.	TIFs and City Contracts.	TIFs and City Contracts.	Licences, TIFs and City Contracts
	There exists a City Manager Executive Order (2016) that requires City Contracts to protect for wage theft.					
Wage Theft Complaint Process	Notification to the City Manager.	Notification to the City/City Departments	No	Any City Department.	No	Online complaint system managed by the City Solicitor..
	A biannual meeting shall be sought with the AG to discuss wage theft complaints in the city.	A biannual meeting shall be sought with the AG to discuss wage theft complaints in the city.	N/A		N/A	N/A
Wage Theft Enforcement Committee	A Wage Theft Enforcement Committee	A Wage Theft Advisory Committee	No	Workers Protection Advisory Committee	No	No
Consisting of :	No less than 11 delegates	11 designees	N/A	7 Designees		
	appointed by the City Manager with the approval of the City Council Not less than half are city residents.	1 appointed by City Council 1 appointed by the Mayor and 1 from local labor and other local organizations chosen by City Council.	N/A	7 members including the Building Commissioner and six residents from labor and local organizations.	N/A	N/A
	No less than half are union/labor representatives.		N/A		N/A	N/A
Role:	Provide education, guidance, and referrals to employees affected by wage theft.	Provide education, guidance, and referrals to employees affected by wage theft.	N/A	Provide education, guidance, and referrals to employees affected by wage theft.	N/A	N/A
	Meet every two months	Meet every two months	N/A	Meet every month.		
	Provide advice as to implementation and effectiveness of the ordinance.	Provides advice to the City Council on the implementation and effectiveness of the ordinance.	N/A	N/A	N/A	N/A
	City shall through the WTEC produce an annual report.	City shall through the WTAC produce an annual report.	N/A	City shall through the WPAC produce an annual report.	N/A	N/A

	City of Cambridge	City of Somerville	City of Lawrence	City of Framingham	City of Worcester	City of Salem
Powers of Wage Theft Ordinance	<p>City contracts: 2016 CM Executive Order City can deny or revoke a license or permit if during a 3 year period prior to the application applicant committed or attempted to commit wage theft or if the judgement has not been satisfied within the period.</p>	<p>City contracts: debarred vendors prohibited for the period of their debarment, and if wage theft violations in the past 5 years wage bond will be required. Licenses may be denied, if wage theft occurred in the past 5 years t Conciliation process. Wage bonds can be required TIF contracts subject to the Wage Theft Ordinance. Large Commercial Building Permits are also subject to the 5 year lookback provision.</p>	<p>City Contracts : If wage theft violations within past 3 year wage bond shall be required</p>	<p>City Contracts : If wage theft violations within past 5 years contractors cannot apply for municipal contracts.</p>	<p>City Contracts : If wage theft violations within past 3 year wage bond shall be required</p>	<p>City Contracts: debarred for the period of their debarment, or if they have had wage theft violations in the past 5 years. and if wage theft violations in the past 5 years wage bond will be required. Licenses may be denied if wage theft violations in the past 5 years wage bond will be required. Wage bonds can also be required. TIF contracts are also subject to the Wage Theft Ordinance.</p>