

# Cleveland Fair Employment Law

## Notice to Covered Employees

### Your Rights Under the Cleveland Fair Employment Law

This employer is a Covered Employer and must provide payment of the Fair Employment Wage to all of its Covered Employees. Failure to comply with this law and any implementing regulations may result in termination of a contract, as well as disqualification from future contract opportunities or access to financial assistance with the City of Cleveland.<sup>1</sup>

**Living Wage / Fair Employment Wage Rate  
is \$16.26 per hour**

### Who are Covered Employees?

- Any person employed by or working as a trainee for a Covered Employer who is a for-profit contractor or subcontractor on one or more **City Service Contracts that has an aggregate value of at least twenty-five thousand dollars (\$25,000.00) and has not been granted an exemption.**
- Any person employed by or working as a trainee for a Covered Employer who is a not-for-profit contractor or sub-contractor on a **City Service Contract Service that has an aggregate value of at least twenty-five thousand dollars (\$25,000.00) and has not been granted an exemption** if such person spends at least half of his or her time performing such services pursuant to such Service Contract.
- Any person employed by a Covered Employer who is a **Recipient of Assistance that has an aggregate value of at least seventy-five thousand dollars (\$75,000.00) and has not been granted an exemption** from the City.

### The following are not Covered Employees:

1. An individual who provides solely volunteer services that is uncompensated, except for reimbursement of expenses, such as meals, parking, or transportation.
2. An individual in a job training program where job training and classroom instruction is being provided to clients in order to develop new specialized skills for employment and the individual would be considered a client of the program even though the individual receives compensation.
3. An individual employed in public construction work that is subject to the provisions of state or federal law pertaining to wage rates for public works employment.
4. Employees covered by a collective bargaining agreement or the Railway Labor Act.
5. Employees of commercial retail establishments.
6. Persons not employed in the State of Ohio.
7. Persons under eighteen (18) years of age.
8. Employees of residential/single and multi-family housing projects.
9. Persons employed by a Covered Employer who, on average, work less than thirty (30) hours per week, other than seasonal employees employed by the City of Cleveland.

**For additional information  
or assistance contact:**

**Mayor's Office of Equal Opportunity**  
Cleveland City Hall  
601 Lakeside Avenue, Room 335  
Cleveland, Ohio 44114  
216-664-3723



***The law requires "Covered Employers" to display the poster where employees can readily see it.***