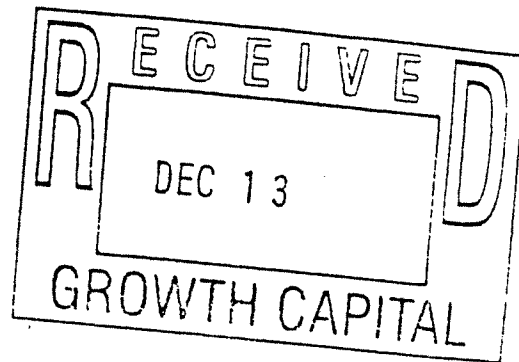


FEWB

Fair Employment Wage Board
601 Lakeside Avenue, Room 210
Cleveland, Ohio 44114
(216) 664-2406



Fair Employment Wage Board Meeting Minutes of

Wednesday, December 5, 2001

Members Present: Angela Caldwell, Kathryn Jackson, Gerald Meyer, and Jeffrey Patterson.

Non-members Present: David Focareta, Greg Huth and Tanya Jones

1. Old Business:

Reading of the Minutes: Minutes from the May 25, 2001 were read and accepted.

Officers: The FEWB selected the following members listed below as officers:

- Chairperson-Gerald Meyer
- Vice Chairperson-Angela Caldwell

Service Contracts and Financial Assistance Fact Sheets

Jeffrey Patterson put forth a motion that each member will review these forms on their own and contact Tanya Jones if they have comments or changes. Angela Caldwell second the motion.

2. New Business:

The agenda and other related information will be sent to all FEWB members prior to meetings to review.

3. FEWB Compliance Reports:

City Wide Status

- Jeffrey Patterson reported that the top of the pay bands for positions identified by the Fair Employment Wage Law (FEWL) increased to \$8.70 per hour. Employees currently working or hired in the positions identified by the law are paid \$8.70 per hour.
- Approximate number of employees to change was less than 100.

City Wide Contracts

- This report is a listing of 559 City contracts, which have been certified/executed since the effective date of the Fair Employment Wage Law.

Service Contracts

- This report is a listing of service contracts entered into by the City since January 2001 and the status of monitoring of these contracts. The City has awarded 374 service contracts, of those 374 contracts 40 have been identified as services covered by the Fair Employment Wage Law. Upon review of the 40 contracts, six contracts have been identified as services covered by the Fair Employment Wage Law. Four out of the six vendors have compliance affidavits on file; two vendors have not returned forms yet. There are also 11 contracts to research for compliance through the City's purchasing department.

Financial Assistance (Economic Development)

- This report is a listing of economic development contracts awarded/pending since January 2001. Economic Development has awarded (some pending) 48 contracts. Upon review of the 48 contracts, it was determined that three contracts (LTV, NEON, and Vocational Guidance Services) were identified as assistance defined by the Fair Employment Wage Law. Vocational Guidance Services is complying with the law and the contracts for LTV and NEON are pending approval.
- Gerald Meyer asked to remove the statement "assistance has not been approved" on the report and to state whether or not the Fair Employment Wage Law applies or not apply even if the contract has not been approved.
- Gerald Meyer asked for clarification regarding how "total amount of city assistance" listed on the financial assistance report was calculated. The explanation is as follows: using an interest savings calculation, which is based on the amount of the loan, term of the loan, city rate, and bank rate derives total amount of savings. City assistance therefore equals total savings from the city loan vs. the assumed bank loan at prime rate.

Community Development

- This report is a listing of Community Development contracts awarded since January 2001. Community Development has awarded nine community development contracts identified as assistance defined by the Fair Employment Wage Law. Upon review of the nine contracts, it was determined that the Fair Employment Wage Law does not apply.

4. Fair Employment Wage Law Compliance Forms

Draft Notice to Covered Employees

- Angela Caldwell and Tanya Jones will work together to finalize the "Notice to Covered Employees." Each FEWB member will receive a copy to review and offer suggestions.
- The FEWB will research and discuss the best possible locations to post these notices.

5. Year End Report

- A year-end report will be provided to the FEWB summarizing City Wide compliance with the FEWL.

6. Meeting Schedule for 2002

<u>Date</u>	<u>Time</u>	<u>Location</u>
Wednesday, March 27, 2002	3:00-4:00 p.m.	City Hall Rm. 210
Wednesday, June 19, 2002	3:00-4:00 p.m.	City Hall Rm. 210
Wednesday, September 18, 2002	3:00-4:00 p.m.	City Hall Rm. 210
Wednesday, December 11, 2002	3:00-4:00 p.m.	City Hall Rm. 210

*The schedule will be published in the City Record.

Minutes approved by: Daniel H. Meyer Date: Dec 13, 2001
Fair Employment Wage Board Chairperson

FEWB

Fair Employment Wage Board
601 Lakeside Avenue, Room 210
Cleveland, Ohio 44114

Fair Employment Wage Law Year End Review

General Outline of Law

- Became effective on January 1, 2001. Establishes a Fair Employment Wage requirement for certain employees of certain entities that provide specific services to or receive financial assistance from the City of Cleveland. The Fair Employment Wage rate is currently \$8.70 per hour. Beginning on October 1, 2002 this rate will increase to \$9.20 per hour.
- All City employees are paid the Fair Employment Wage rate unless they participate in a union agreement.
- The law applies to entities seeking financial assistance if the company is a for-profit with 20 or more employees or not-for-profit company with 50 or more employees and assistance is \$75,000 or more.
- The law applies to entities seeking service contracts if the company is a for-profit with 20 or more employees or not-for-profit company with 50 or more employees and amount of service contract is \$25,000 or more.
- A Fair Employment Wage Board was created to review compliance reports, conduct investigations, and review applications for exemptions.

Compliance with Law as of January 2001

Service Contracts

The City of Cleveland awarded 374 service contracts, of those 374 contracts 40 were identified as services covered by the Fair Employment Wage Law. Upon review of the 40 contracts, nine contracts were identified as services covered by the Fair Employment Wage Law. All vendors have compliance affidavits on file.

Financial Assistance Contracts

The Department of Economic Development awarded (some still pending) 48 contracts. Upon review of the 48 contracts, it was determined that three contracts (LTV, NEON, and VGS) were identified as assistance defined by the Fair Employment Wage Law. VGS and NEON have compliance affidavits on file. LTV is on hold.

Community Development

The Department of Community Development awarded nine community development contracts identified as assistance defined by the Fair Employment Wage Law. Upon review of the nine contracts, it was determined that the Fair Employment Wage Law does not apply.

Covered Employees Notice

This notice has been approved by the law department and will be sent to all Covered Employers to post where employees can readily see it (see enclosed notice).

Next meeting will take place on Wednesday, March 27, 2002 at 3:00 p.m., Department of Economic Development, Room 210 Cleveland City Hall.