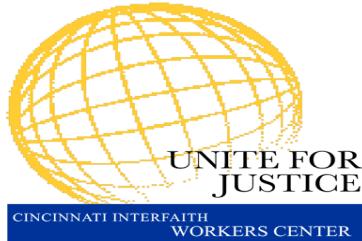




Cincinnati Interfaith Workers Center
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CINCINNATI WAGE THEFT PREVENTION PLAN

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What is Wage Theft?

Wage theft is the illegal withholding of wages that are rightfully owed to an employee. This can take the form of being paid less than the minimum wage, being shorted hours, being forced to work off the clock, not being paid overtime, or being misclassified as an independent contractor so that overtime requirements do not apply.

Low-wage and immigrant workers are frequently the victims of wage theft. A landmark 2009 study by the National Employment Law Project (NELP) of nearly 4,500 low-wage workers in three major cities found that **more than 60 percent of low-wage workers** have had some pay illegally withheld by their employer each week, equivalent to **\$2,634 per year, on average, in unpaid wages**. In Cincinnati, it is documented that low-wage workers lose millions of dollars per year to wage theft.

Stolen wages often result in economic hardship for workers and their families. Missing a paycheck can have dramatic consequences as workers may have no other options than to seek out high-cost interest loans or forgo paying bills like rent, utilities, or car payments, which can quickly trap families into a never-ending cycle of debt and poverty. While low-wage workers are especially vulnerable, wage theft can and does occur in all industries and professions, as shown by the following recent Dept. of Labor recoveries in the city of Cincinnati: Walmart (\$23,000); Sigma Capital (\$111,455); Sterling Medical Corp. (\$149,800); Triton Services (\$5,724); Club Chef (\$24,466); Dancing Wasabi (\$38,494); Widmer's (\$34,522); Cincinnati Hotel (\$29,273.)



Wage theft does not just hurt workers. The Government Accountability Office found that independent contractor misclassification costs the federal government nearly \$3 billion in unpaid payroll and income taxes and revenues each year. In addition, state and local governments also lose out on tens of millions of dollars annually that should be going towards unemployment insurance and workers' compensation funds. **To find out more about the anti-wage theft campaign, please contact the CIWC: at (513) 621-6991 or info@cworkers.org.**



CINCINNATI WAGE THEFT PREVENTION PLAN

Uncover Wage Theft

- 1) Clearinghouse of Violations & Investigations: Database of wage theft violations and pending investigations regarding Cincinnati employers will be compiled and publicized.
- 2) Wage Theft Declaration: Require employers applying for City licenses, permits, certifications, etc. to file a sworn statement reporting any wage theft allegations or findings, including those made against any of its sub-contractors', and listing claims and amounts.
- 3) Task Force: City, state, federal, private enforcers, and victim advocates must meet and coordinate enforcement actions by tracking repeat offenders, targeting key industries, and evaluating cases for criminal prosecution.
- 4) Research: Fund research regarding wage theft in Greater Cincinnati.

Respect Wage Theft Victims & Hold Violators Accountable

- 5) Support Wage Theft Victims: Fund translation, outreach, and other support services for City residents and employees working in Cincinnati who have filed formal wage complaints. Create prevention-based outreach to employers in industries where wage theft is common.
- 6) Criminal Prosecutions: Wage theft and related violations are already crimes under state law (Ohio R.C. 4111.99). Accordingly, City Prosecutors must meet at least quarterly with wage theft victims to evaluate possible criminal prosecutions, with emphasis on retaliation prevention.
- 7) Wage Theft Fine: Any City of Cincinnati vendor, grantee, license holder, permit holder, registrant, or abatement recipient with the City who becomes subject to a merit determination for non-payment of wages will be forced to pay a special assessment ranging from \$100 - \$500 per employee affected before any grant, license, registration, abatement, etc. will be renewed. The size of the fine may vary based upon size of the employer and recidivism factors.
- 8) Suspend City Licenses, Permits, Certifications, and Registrations of Repeat Wage Theft Violators: Any employer in the city of Cincinnati who has had one or more additional violations of the same or substantially similar wage payment requirement in the past 3 years will not be permitted to renew any permit, certification, registration, tax abatement, grant from the City of Cincinnati.
- 9) Vendor Disqualification & Remediation: Wage theft violators will be disqualified from contracting with the City (including sub-contracts) for 1 year and must implement an approved remediation plan before becoming a qualified vendor. Contracts and sub-contracts will have vendee funds retained for the purpose of making employees whole on any wage theft claim.

For more information, please contact the Cincinnati Interfaith Workers Center at (513) 621-5991 or info@cworkers.org.

Cincinnati Interfaith Worker Center's Wage Theft Prevention Plan

The Wage Theft Prevention Campaign asks the City of Cincinnati to adopt the following Plan, one that takes advantage of local government resources to improve the enforcement of existing state and federal wage laws. To help end wage theft in Cincinnati, the Wage Theft Prevention Plan will:

- **EXPOSE IT:** CONVENE REGULAR MEETINGS FOR COMMUNITY MEMBERS TO DEVELOP AN UP TO DATE LIST OF ALL THE CITY'S WAGE THEFT VIOLATORS.
- **REPORT IT:** REQUIRE EMPLOYERS APPLYING FOR CITY LICENSES, PERMITS, CERTIFICATIONS, ETC. TO FILE A SWORN STATEMENT REPORTING ANY WAGE THEFT COMPLAINTS OR FINDINGS.
- **STOP IT:** WAGE THEFT IS ALREADY A MISDEMEANOR UNDER STATE WAGE LAW (OHIO R.C. 4111.99). CITY PROSECUTORS MUST BE REQUIRED TO PROSECUTE ACCORDINGLY. ON CITY CONTRACTS ALL VIOLATORS MUST BE DISQUALIFIED AND ALL WAGE THEFT VICTIMS MUST BE MADE WHOLE.
- **FINE IT:** WAGE THEFT VIOLATORS WILL PAY A SPECIAL ASSESSMENT OF AT LEAST \$100.00 PER WAGE THEFT VICTIM BEFORE ANY CITY LICENSE, CERTIFICATION, PERMIT, OR TAX ABATEMENT WILL BE RENEWED.

I hereby endorse my support for The Wage Theft Prevention Plan Campaign.

Name: _____

Organization: _____

Address: _____

Phone _____ Email: _____

Yes, my organization endorses the **Wage Theft Prevention Plan**.

Yes, I individually endorse the **Wage Theft Prevention Plan**.

Yes, I want to receive action alerts and campaign updates.

I will take action to promote the **Wage Theft Prevention Plan**.
(Writing letters, phone calls, demonstrations, etc.)



Worker Justice Committee Meetings



When: Every other Tuesday: 11/25; 12/9; 12/23, 1/7 . . . Call to confirm.

Where: 1235 Vine Street, Cincinnati 45202

For questions, please contact the Cincinnati Interfaith Worker Center at (513) 621-6991 or email info@cworkers.org.



Las reuniones de la comité de justicia del trabajador



Cuando: Cada otras las martes: 11/25; 12/9; 12/23, 1/7 . . . Llame para confirmar.

Donde: 1235 Vine Street, Cincinnati 45202

Si tiene preguntas, por favor llame el Cincinnati Interfaith Worker Center al (513) 621-6991 o info@cworkers.org.