**Good Jobs for Boston Residents Ordinance
2018**

Whereas, the City of Boston continues to enjoy a revitalized, thriving economy whose benefits have failed to reach a majority of its residents, exacerbating economic inequality within the City; and,

Whereas, the median earnings of Boston residents, just $34,000 per year, is not nearly sufficient to remain in Boston; and

Whereas, only about half of Boston’s workers can find work in Boston and approximately three-quarters of Boston jobs are filled by non-Boston residents; and

Whereas, approximately half of Boston families and households are paying more than thirty percent of their income for housing; and,

Whereas, as a result of the lack of good jobs for Boston residents, at least seventy-thousand Boston households are at risk of displacement; and,

Whereas, these trends have disproportionately affected Boston’s families and residents of Color, and;

Whereas the tracking of Boston residents of color into low wage industries and occupations, rooted in the history of discrimination since the country began and reinforced by Jim Crow laws and practices, has been documented

Whereas, the City of Boston has found that increasing wages, has had a positive impact on covered resident’s health, food access, and mental health outcomes; and that further increases in wages and expansion of such wage increases to cover more workers would have further positive health impacts ; and

Whereas, the City of Boston and the Boston Planning and Development Agency “BPDA” awards millions of dollars in contracts for services each year that result in the creation or maintenance of a number of employment opportunities; and,

Whereas, the City of Boston and BPDA provides a variety of moneys, loans, grants, reductions of taxes, and other forms of assistance to developers and employers annually which help create and maintain jobs; and,

Whereas, the City of Boston, through its Planning and Development Agency, reviews new developments under Article 80 of the Boston Zoning Code, including for the effects of new developments on the public realm,[[1]](#footnote-1) and such developments create new employment opportunities; and,

Whereas, these contracts, assistance, and developments rewarded and approved by the City of Boston should be used to promote the sustenance and creation of jobs that will increase Boston residents’ consumer income including financial ability to pay rent, decrease levels of poverty in Boston, stabilize our communities, invigorate neighborhood businesses, and reduce the need for taxpayer-funded programs in other areas; and,

Whereas, because an increase in the living wage to a family-sustaining wage and an expansion in the number of Boston residents who benefit from the availability of good jobs with wages sufficient to remain in the City would mitigate economic inequality and its effects in Boston, allow more Boston residents to partake in the City’s economic success, and stabilize targeted neighborhoods, this “Good Jobs for Boston Residents” Ordinance is being proposed.

1. **Title and Purpose**

This ordinance shall be known as the “Good Jobs for Boston Residents” Ordinance. The purpose of this ordinance is to ensure Boston residents have access to good jobs which allow them to remain in Boston, share in the City’s economic boom, and stabilize Boston’s neighborhoods.

1. **Definitions**

For the purpose of this ordinance, the term:

* 1. *Assistance* shall mean any grant, loan, tax incentive, bond financing, subsidy or other form of assistance realized by or through the authority or approval of the City of Boston and the BPDA, including, but not limited to industrial development bonds, conveyance of land or lease at below market value, Community Development Block Grant (CDBG) loans and federal Enhanced Enterprise Community designations awarded ~~(~~or renewed~~?)~~ after the effective date of this ordinance. The forgiveness of a loan shall be regarded as financial assistance. Reduction in taxes and tax credits shall be regarded as financial assistance. A loan shall be regarded as financial assistance to the extent of any differential between the amount of the loan and the present value of the payments thereunder, discounted over the life of the loan by the applicable federal rate, as used in 26 U.S.C., §1274(d) 7872(f).

A recipient of assistance shall be deemed to include leases and subleases.

* 1. *Article 80 approved developer* shall mean developers of buildings approved by small (20,000 square feet) and large (50,000 square feet) Article 80 review as well as any contractors, subcontractors or temporary agencies such developer contracts with or any businesses renting or leasing space in the buildings with at least eleven workers, or, if less than eleven workers, with gross revenues of at least one million dollars. The eleven worker total is includes all employees of the business across all locations in Boston.
	2. *Beneficiary of Assistance* shall mean any business receiving tax breaks, financial benefits, or other assistance, see §2(A), from the City of Boston, as well as any contractors, subcontractors or temporary agencies such developer contracts with or any businesses renting or leasing space in the buildings with at least eleven workers, or, if less than eleven workers, with gross revenues of at least one million dollars. The eleven worker total is includes all employees of the business across all locations in Boston.
	3. *Community Stabilization Area (CSA)* shall mean all Boston Neighborhoods with less than median neighborhood earnings of all Neighborhoods in the City of Boston. Community Stabilizations Areas shall be established no later than 60 days after the enactment of this ordinance.
	4. *Community Stabilization Committee (CSC)* shall be a committee of residents in a CSA charged with (1) enforcing notice to their area of job openings under this ordinance, (2) oversight of the CSA 1st Source Committee, and (3) with a covered employee, enforcement of the job quality standards of this ordinance.
	5. *Continuity of employment* shall be defined as a case when there is a change of contractor such as janitorial or security contractor, and employees of the prior contractor become employees of new contractor except for cause.
	6. *Covered employer* shall mean all nonprofit employers, Article 80 approved developers, beneficiaries of assistance, and direct recipients of city funds for goods and services, as defined above in this section—including their tenants, lessees, contractors, subcontractors, independent contractors, temporary agencies, or staffing firms the non-profit, Article 80 approved developer, beneficiary of assistance, direct recipients of city funds for goods and services contracts with or to conduct business.
	7. *Covered employee* shall mean any employees of a covered employer working within the City of Boston.
	8. *Designated Department* shall mean the City of Boston department, agency, or other group designated by the Mayor to be responsible for the overall implementation, compliance with, and enforcement of this ordinance.
	9. *1st Source program* shall be a workforce program located in a neighborhood that employers are required to reach out to first when they have openings, before jobs are open to people outside of Boston as the “first source” for recruiting and hiring. A program charged with connecting local residents to good downtown jobs.
	10. *Full-time position* shall mean the standard number of working hours, between 35 and 40 hours per week, used by the covered employer to determine full-time employment.
	11. *Massachusetts Minimum Credible Coverage* shall mean the minimum level of health insurance benefits adults who file taxes in Massachusetts need to have in order to avoid penalties.
	12. *Neighborhood* shall mean an area of 20,000 to 40,000 residents as designated on the attached map of Boston.
	13. *Nonprofit* shall mean any nonprofit business of at least one hundred employees, or, if less than one hundred employees, with at least ten million dollars in gross revenues as well as any contractors, subcontractors or temporary agencies, with at least eleven workers, or, if less than eleven workers, with gross revenues of at least one million dollars. The eleven worker total is includes all employees of the business across all locations in Boston.
	14. *Person of color* shall use the Boston Residents Jobs Policy definition.
1. **Applicability**
	1. All provisions of this ordinance shall apply to all “covered employers,” as defined in §2(e) of this ordinance. Covered employers shall be responsible for applying these standards, regardless of any contracting, subcontracting, use of temporary workers, or any other restructuring or selling of businesses and buildings.
		1. Corporate officers or executives who, directly or indirectly, including through the services of a temporary services or staffing agency or similar entity, employers or exercises control over wages, hours, or working conditions of any worker.
		2. All employers on a covered property, whether direct, contracted, subcontracted, a temporary agency, independent contractor, operator, or any other entity working on the covered site, shall be covered by these standards and bound by these requirements and deemed covered employers.
		3. Any new owner, operator, manager, or other employer or contractor on the covered property or receiving the assistance, non-profit designation, or contract for goods and services in future years shall also be covered by these requirements.
		4. Continuity of employment: In addition to complying with all other requirements, any employer that succeeds another employer in any business or space or contract shall include in its hiring plan a strategy to regain employees who worked for the predecessor employer.
2. **Job Access and Hiring Standards and Requirements**
	1. Hiring Standards
		1. Covered employers shall meet the following minimum annual hiring requirements for job openings at all occupations levels, except upper.
			1. Fifty percent of new hires shall be Boston residents
			2. Fifty percent of new hires shall be individuals of Color.
			3. Twenty-five percent of new hires shall be Boston Residents of Color.
			4. Fifty percent of new hires shall be female.
	2. Job Access and Hiring Procedures
		1. Hiring notices shall be posted in all neighborhood papers for three months before broader recruitment efforts begin.
		2. Only Boston residents shall be eligible for hiring during the first month of hiring.
		3. First Source Hiring Programs and Procedures: The City of Boston, to connect residents of Community Stabilization Areas with jobs which meet the standards of this ordinance, shall establish 1st Source Hiring Programs and institute and enforce notification of all openings to First Source Hiring programs by all covered employers.
			1. Prior to announcing or advertising an employment position created either as a result of a vacancy of an existing position or of a new employment position, “covered employers” shall notify the City of Boston, through its designated department, 1st Source Programs, and Community Stabilization Committees of the position. Such notice shall include information including the position’s job duties, skill requirements, hours, pay, and benefits.
			2. Existing “covered employers” shall provide this notice at least three months before other recruitment efforts begin.
			3. “Covered employers” hiring for the opening of a new business or new location of a business shall provide this notice at least six weeks prior to opening, and at least three weeks before other recruitment efforts begin.
3. **Job Quality Standards**
	1. Wages – The following wage standards shall apply to all jobs at covered employers, including existing jobs not filled with new hires pursuant to this ordinance.
		1. Covered employers will pay no less than $22 per hour upon implementation of this ordinance.
		2. Covered employers shall raise wages by three percent per year, for five years after implementation of this ordinance.
		3. Five years following implementation, and every five years thereafter, the annual increase shall be reviewed based on both the income needed to remain in the City of Boston and the disparities of median income of residents with non-residents working in the City. Proposals shall be presented at public hearings for comment. Annual increases shall then be set for the next five years at no lower than the Consumer Price Index for All Urban Consumers (“CPI-U”).
	2. At least seventy-five percent of positions at covered employers shall be full-time positions.
	3. All full-time jobs at covered employers shall provide health insurance which meets the standard of Massachusetts Minimum Creditable Coverage (“MCC”), as defined in §2(h).
	4. There shall be no requirement to agree to mandatory arbitration or in any other way waive rights under this ordinance to gain employment.
	5. OSHA and state guidance shall be followed when a federal or state emergency has been declared.
4. **Community Stabilization Areas and Committees**
	1. The City of Boston shall designate any Neighborhood with lower than median Neighborhood earnings a Community Stabilization Area, which shall be targeted for special programs, including, but not limited to, First Source Hiring programs, education and training on employee rights, and access to quality jobs.
	2. Community Stabilization Committees (CSC) shall be established by the City of Boston for each Community Stabilization Area.
		1. Membership in Community Stabilization Committees shall be defined by residents within the Community Stabilization Area to adhere to a goal of inclusion and increasing residents’ roles in the labor market and in enforcement of this ordinance, with the requirement that any organization may petition for and receive a seat on the Community Stabilization Committee by petition of 10 members of the organization residing in that Community Stabilization Area.
		2. Rights to a seat by petition shall be limited by the requirement that the CSC maintain a membership that reflects the racial demographics (POC—white) and the housing demographics (homeowner—tenant) of the CSA.
		3. Membership in Community Stabilization Committees shall require consistent participation as defined by each Community Stabilization Committee.
		4. Community Stabilization Committees shall:
			1. Receive information on the number of residents employed by each covered employer on a quarterly basis, in accordance with §6(C) of this ordinance.
			2. Join and support residents who are covered employees seek redress from covered employers, in accordance with §8 of this ordinance.
			3. File complaints with the City of Boston on behalf of covered employee(s) in order to induce enforcement actions.
			4. File complaints with the City of Boston for failure to receive notification of openings as required in order to induce enforcement actions.
			5. File complaints in court against the City of Boston designated department for failure to carry out required duties including providing notice, monitoring, or assessing penalties.
			6. Partner with the City of Boston to conduct trainings and define innovative programs.
			7. Support local First Source Hiring programs established pursuant to §5 of this ordinance.
			8. Engage in other activities, as decided, to support covered employees and all residents in Community Stabilization Areas.
5. **Notice, Training, Reporting, and Record Keeping Obligations of Covered Employers.**
	1. Notice to covered employees
		1. Covered employers shall post, in the same location as other state and FLSA mandated postings, information regarding the standards of and covered employees’ rights under this ordinance. This notice shall also include this ordinance’s non-retaliation provision, §9(D), restriction on requirements for mandatory arbitrations, and the contact information necessary to seek redress under the provisions of this ordinance.
		2. Covered employers shall provide the same information to covered employees, in writing, upon hire and with covered employees’ first paycheck.
		3. All notices in postings, upon hire, and with the first paycheck shall be provided in English, Spanish, Arabic, Haitian Creole, Portuguese, Vietnamese, Russian and any other language that is the primary language of at least 10,000 or ½ of 1% of all residents of the commonwealth.
		4. Available contract information necessary to seek redress under the provisions of this ordinance shall include at minimum both City of Boston and Community Stabilization Committee contacts.
	2. Training of covered employees
		1. The covered employer shall provide an annual training for all covered employees together, including managers and supervisors, hired within the prior year. This training shall cover the employer’s obligations and employee’s rights under this ordinance.
		2. Training of all newly hired employees, including managers and supervisors, shall be required within the first pay period after the opening of any covered business or new business location or within 30 days of continuing hiring.
		3. Trainings required under this section shall be conducted during paid time and are not required to be longer than 30 minutes.
	3. Reporting on job access and hiring and job quality
		1. Covered employers shall make annual reports online on hiring information to the City of Boston.
		2. Covered employers shall provide online quarterly reports of all job openings and notices of such openings provided as required.
		3. Covered employers shall provide online quarterly reports of payroll information of covered employees to the City of Boston. These reports shall include covered employees’ hours worked, hourly wage, benefits, demographics, and, if the covered employee is a resident of Boston, the covered employee’s residential address, as well as notification of terminations.
		4. Covered employers shall provide covered employees with information the employer submitted about the employee within seven days of request for such information by the covered employee or ten-resident group or Community Stabilization Committee making the request jointly with the covered employee.
		5. Online reporting shall consist of direct data entry by covered employers into a web-accessible database in order to reduce data input burdens on the City of Boston.
	4. Record Keeping on job access and hiring and job quality documentation
		1. Each covered employer shall maintain payroll and other basic employment records including records of training on this ordinance of all covered employees for a period of at least seven years. The records shall contain the name and address of each employee, their job title and classification, demographics, the number of hours worked per day, gross wages, deductions made, actual wages paid, a copy of social security returns, evidence of payment thereof, a record of fringe benefit payments including contributions to approved plans, funds or programs, any additional cash payments, and such other data as may be required by the City of Boston from time to time.
		2. Each covered employer shall maintain records of notices of openings, who has been hired, who notice has been provided to, dates of notice and dates of hiring for at least five years.
		3. Each covered employer shall permit representatives of the designated department or their designees to interview employees, and examine the books and records relating to the payrolls and hiring being investigated.
6. **Training/Orientation, Reporting, and Enforcement Obligations of the City of Boston**
	1. Training/orientation to Covered Employers
		1. Upon designating an employer a “covered employer” under this ordinance, the City of Boston shall provide an orientation informing the employer of its obligations under this ordinance, the procedures the covered employer must follow to comply with this ordinance, and the penalties the covered employer shall face if in violation of this ordinance.
		2. Upon designating an employer a “covered employer” under this ordinance, the City of Boston shall provide to the covered employer materials to be used in posting, notifying covered employees, and training employees, as well as provide a training session for the covered employer or designees on the training.
	2. Reporting of hiring
		1. The City of Boston shall publish online a listing of all covered employers and workplace locations.
		2. The City of Boston shall publish online all access and hiring reports received annually by covered employers pursuant to §6(C) of this ordinance.
		3. The City of Boston shall make quarterly reports to all Community Stabilization Committees of all covered residents residing in each Committee’s respective Community Stabilization Area by employer and work location.
	3. There shall be an annual city council hearing with report from designated city department, 1st Source programs, CSCs, and consortium of all CSCs.
	4. The City of Boston shall monitoring both access and quality requirements and take action as needed.
7. **Enforcement**
	1. **Enforcement of Hiring Standardards**
		1. If necessary for the enforcement of hiring standards under §4(A) of this ordinance, the City of Boston, through its designated department, may issue subpoenas, compel the attendance and testimony of witnesses and products of books, papers, records, and documents relating to payroll records and access and hiring including notices provides on openings necessary for investigations and proceedings to enforce this ordinance. The City of Boston may apply to a court of competent jurisdiction to enforce the provisions of this ordinance.
		2. After filing an initial complaint to the City of Boston under §10(A) of this ordinance, Community Stabilization Committees may petition the City of Boston for redress of failure to comply with §4.B of this ordinance, Hiring Standards, by a covered employer.
	2. **Enforcement of Job Access and Hiring Procedures**
		1. If necessary for the enforcement of of job access and hiring procedures under §4(B) of this ordinance, the City of Boston, through its designated department, may issue subpoenas, compel the attendance and testimony of witnesses and products of books, papers, records, and documents relating to payroll records and access and hiring including notices provides on openings necessary for investigations and proceedings to enforce this ordinance. The City of Boston may apply to a court of competent jurisdiction to enforce the provisions of this ordinance.
		2. After filing an initial complaint to the City of Boston under §10(B) of this ordinance, Community Stabilization Committees may petition the City of Boston for redress of failure to comply with §4(B) of this ordinance, Job Access and Hiring Procedures, by a covered employer.
	3. **Enforcement of Job Quality Standards**
		1. If necessary for the enforcement of of job quality standards under §5 of this ordinance, the City of Boston, through its designated department, may issue subpoenas, compel the attendance and testimony of witnesses and products of books, papers, records, and documents relating to payroll records and access and hiring including notices provides on openings necessary for investigations and proceedings to enforce this ordinance. The City of Boston may apply to a court of competent jurisdiction to enforce the provisions of this ordinance.
		2. After filing an initial complaint to the City of Boston under §10(C) of this ordinance, covered employees may petition the City of Boston, through its designated department, or apply to a court of competent jurisdiction, for redress under §5 of this ordinance, Job Quality Standards. Covered employees may empanel a “10-resident group” for assistance, or, if residing in a Community Stabilization Area, request assistance from a Community Stabilization Committee to seek redress in their case. These groups shall have standing to file jointly in court with the employee.
		3. After filing an initial complaint to the City of Boston under §10(C) of this ordinance, Community Stabilization Committees may petition the City of Boston for redress of failure to comply with §5 of this ordinance, Job Quality Standards, by a covered employer.
	4. For the purposes of this ordinance, enforcement mechanisms shall treat all developers, owners, operators, contractors, subcontractors, temporary agencies, staffing firms, and independent contractors as joint employers.
8. **Complaint and Investigation Procedures**
	1. Complaints made to the City of Boston under §4(A) of this ordinance, Hiring Standards
		1. Community Stabilization Committees and “10-resident groups” may file a complaint of hiring standards violations with the City of Boston, through its designated department. Complaints of covered employer violations of this ordinance may be made at any time. All statements made by an employee shall be treated as confidential and shall not be disclosed to the covered employer without the consent of the employee. The City of Boston shall notify the employer to that a complaint has been filed and the nature of the complaint and provide the employer an opportunity to correct the violation within 5 business days of the complaint being filed.
		2. Community Stabilization Committees, upon filing a petition with the City of Boston, shall receive reports on any covered employer’s hiring demographics. (Note: This seemed important at the meeting but was nowhere in the document yet)
	2. Complaints made to the City of Boston under §4(B) of this ordinance, Job Access and Hiring Procedures
		1. Community Stabilization Committees, and “10-resident groups” may file a complaint of job access and hiring procedure violations with the City of Boston, through its designated department. Complaints of covered employer violations of this ordinance may be made at any time. All statements made by an employee shall be treated as confidential and shall not be disclosed to the covered employer without the consent of the employee. The City of Boston shall notify the employer to that a complaint has been filed and the nature of the complaint and provide the employer an opportunity to correct the violation within 5 business days of the complaint being filed.
		2. Any Community Stabilization Committee may file a complaint with the City of Boston alleging failure to be notified of openings. The City of Boston shall notify the employer to provide the employer an opportunity to correct the violation within 5 business days of the complaint being filed.
	3. Complaints made to the City of Boston or a court of competent jurisdiction under §5 of this ordinance, Job Quality Standards
		1. Covered employees, Community Stabilization Committees, and “10-resident groups” may file a complaint job quality standard violations with the City of Boston, through its designated department. Complaints of covered employer violations of this ordinance may be made at any time. All statements made by an employee shall be treated as confidential and shall not be disclosed to the covered employer without the consent of the employee. The City of Boston shall notify the employer to that a complaint has been filed and the nature of the complaint and provide the employer an opportunity to correct the violation within 5 business days of the complaint being filed.
		2. Private right of action: Covered employees may apply directly to a court of competent jurisdiction for redress 30 calendar days after notifying the City of Boston of the complaint, including but not limited to injunctive relief under this ordinance. Pursuant to §9(C)(ii) of this ordinance, ten-resident groups and Community Stabilization Committees may file for redress jointly with the covered employee.
		3. This ordinance shall create the presumption of a contract between the covered employer and covered employees, providing the basis for civil actions arising under this ordinance.
		4. The City of Boston shall ensure that support is provided to all bona-fide petitioners to assure access legal assistance for civil action.
	4. Complaints made against the City of Boston in a court of competent jurisdiction
		1. Community Stabilization Committees or “10-resident groups” may file complaints in court against the City of Boston for failure to carry out any of its required duties under this ordinance, including but not limited to providing notice, monitoring, , enforcement, or assessing penalties.
	5. Investigations
		1. The City of Boston, through its designated department or other designee, shall investigate all complaints of non-compliance with this ordinance, including all allegations of retaliation or discrimination pursuant to §9(D) of this ordinance or requirements to sign agreements for mandatory arbitration and waivers of rights. Investigations may include routine reviews, spot checks, and investigations pursuant to complaints. The designated department, or its designee, shall have the responsibility to examine promptly all payroll records and/or records of notifications of job openings and training of covered workers for compliance upon receiving a complaint, in furtherance of any investigation.
	6. Non-Compliance
		1. If the City of Boston, through its designated department, finds evidence that the covered employer is not in compliance or has violated any of the provisions of this ordinance, the City shall order such remedial measures as required to ensure compliance. The City may assess its own penalties, as provided in §11, or file a complaint in court on behalf of affected employees.
	7. Retaliation and Discrimination
		1. If a covered employer discharges, reduces the compensation of, or discriminates against any covered employee or any other person for making a complaint to the designated department or for asserting their rights under this ordinance, participating in any of its proceedings, or using any civil remedies to enforce their rights under this ordinance, the covered employer shall be considered in violation of this ordinance, and be subject to penalties pursuant to §11 of this ordinance.
		2. Taking any action against a covered employee, including, but not limited to, discipline, layoff, or discharge within 90 days of the employee exercising a right under this ordinance, participating in any of its proceedings, or using any civil remedies to enforce their rights under the ordinance shall raise a rebuttable presumption of having done so in retaliation of the exercise of such rights.
9. **Penalties and Remedies**
	1. Penalties and Remedies Generally
		1. If the City of Boston, through its designated department, determines that any covered employer has violated any provision of this ordinance, it may order any or all of the following penalties and relief:
			1. Fines in the amount of three hundred dollars for each covered employee for each day the covered employer is in violation of this ordinance.
			2. Suspension of ongoing contracts and any benefits or subsidies provided by the City of Boston, as defined in §2 of this ordinance.
			3. Ineligibility for future contracts, benefits, subsidies from the City of Boston, Assistance from City of Boston, direct receipt of funds for goods and services and ineligibility for purchase or lease of a covered location until the covered employer has met the standards of this ordinance for three consecutive years.
	2. Penalties and Remedies for Job Quality Standards
		1. If the City of Boston, through its designated department, determines that any covered employer has violated §5 of this ordinance, it may order wage restitution for each affected employee.
		2. Covered employees who prevail in Court under §10(A)(3) of this ordinance, either individually, as a class, or with the assistance of a ten-resident group or Community Stabilization Committee shall be awarded treble damages for any lost wages and other benefits, in addition to the cost of litigation and reasonable attorney’s fees.
	3. Penalties and Remedies for Notice, Training, Reporting, and Record Keeping
		1. Covered employers found in violation of employee notice requirements under §7(A) of this ordinance shall not be eligible for city contracts, variances, subsidies, or permits to operate.
		2. Covered employers found in violation of employee training requirements under §7(B) of this ordinance shall not be eligible for city contracts, variances, subsidies, or permits to operate
		3. Covered employers found to misrepresent their assurances, falsify reporting or recordkeeping, or otherwise violate reporting requirements under §7(C) and §7(D) of this ordinance shall not be eligible for city contracts, variances, subsidies, or permits to operate.
	4. The City of Boston, through its designated department, may also file a complaint in Court on behalf of impacted employees. Should it prevail, it shall recover, from the covered employer, the cost of litigation and reasonable attorney’s fees or other costs of assistance.
10. **Establishment of regulations and initial implementation**
	1. The designated department of the city of Boston, together with representatives of the BJC Permanent Jobs Working Group, city counselors, and other community advocates, shall develop the regulations, maps, training, and data management tools needed to carry out this ordinance.
	2. These shall include but not be limited to:
	3. Training for covered employers.
	4. Start-up steps for Community Stabilization Committees including development and delivery of training.
	5. Notice and training for covered employees.
	6. Identification of CSC areas and map of areas.
11. **Severability**

In the event any provision of this ordinance shall be held invalid or unenforceable by any court of competent jurisdiction, such holding shall not invalidate or render unenforceable any other provisions of this ordinance.

1. **Effective Date**

This ordinance shall be effective upon its passage.

1. Article 80 Citizen’s Guide: <http://www.bostonplans.org/getattachment/610ddaf1-a547-4eb9-bb22-4d0938f354f6> [↑](#footnote-ref-1)