

3. Do you offer health insurance to your employees averaging 30 or more hours/week? Yes No
4. If so, what percentage of cost is paid by the employer? ____ %
5. Please list other significant employee benefits (pensions, discounts, etc.) that you provide: _____

6. Please add any other information that might be relevant to this application for acknowledgement as a Living Wage Employer:

Signature _____

Date _____

Mail your completed enrollment form to:

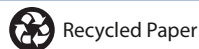


Asheville and Buncombe County are dedicated to creating a strong, sustainable, and just economy. Our local business community thrives, and the market for social and environmental responsibility continues to grow. Yet, over one-quarter of jobs in Asheville do not pay a living wage, and many working families struggle to meet their most basic needs.

The Asheville Buncombe Living Wage Campaign is working to change this situation. Our goal is to make ours a living wage community.

What is a **LIVING WAGE?**

A “living wage” is the amount that an individual should be paid to meet his or her basic needs, without the need for public or private assistance, such as welfare, food stamps, rent and utility assistance, and food pantries. (See the enclosed insert for the current Asheville / Buncombe living wage and how it is calculated.)



LIVING WAGE Certification

Join the movement
for a **JUST,**
LOCAL ECONOMY...

Become a
LIVING WAGE
CERTIFIED EMPLOYER

Criteria for **LIVINGWAGE** Certification

1. Endorse the living wage concept.
2. Pay at least the most current Asheville/Buncombe Living Wage to all regular full- and part-time employees. This wage will be adjusted annually to reflect changes in the cost of living. (See insert for the current Living Wage calculation.)
3. A certified employer may pay a wage that is less than the living wage to part-time employees who are under 18 years old; to employees who are in a probationary period or hired temporarily (limited to 3 months); and to employees and volunteers paid by others.
4. A certified employer may use benefits that are provided to employees, such as health insurance, tips, union membership, pension, discounts, generous leave policies etc., as an offset to the wage criteria. This means, for example, that a wage lower than the current Asheville/Buncombe Living Wage may be allowed if the difference is made up in measurable benefits that reduce the cost of living.
5. An employer may be rejected for certification or have its certification revoked where there are known violations of workers' rights guaranteed by North Carolina and Federal law, and health and safety.

Criteria for Phased-In Living Wage Certification

1. Commit to paying at least the current Asheville/Buncombe Living Wage within two years of preliminary certification, with specific six-month benchmarks for wage increases to reach that goal. NOTE: the wage may increase over the two-year phased-in certification period to reflect the rising cost of living; employers should pay the most current Asheville/Buncombe Living Wage in order to maintain certification status. See insert for more information.
2. Follow other applicable requirements listed above.

What are the **Benefits** of Living Wage Certification for Your Business or Non-Profit Organization?

We believe that being a certified living wage employer in the Asheville area will enhance your business/organization in many ways. It will connect you to the growing market of consumers in our community that seek out socially responsible businesses/organizations offering workers fair wages and working conditions. Additionally, Living Wage Certification will give your business/organization increased publicity and an edge in today's increasingly competitive economy.

Benefits include:

- ✓ "Living Wage Certified" emblem for display at your place of business/office
- ✓ Free publicity through annual advertisements in the Asheville Citizen Times, Mountain Xpress, and other media outlets
- ✓ Free promotion of your business/organization through the Just Economics members mailing list, printed materials, and website
- ✓ Special periodic profile of your business/organization on the Just Economics website
- ✓ Participation in high-profile press conferences and organizational events aimed at promoting the Living Wage Certification Program and its member businesses/organizations
- ✓ Membership in a growing network of local businesses and organizations dedicated to building a stronger, more sustainable, and just economy and community in Asheville



Name of Employer _____

Date _____

Contact Person _____

Title _____

Address _____

City _____ State _____ Zip _____

Phone Number _____

Email _____

ENDORSEMENT OF LIVING WAGE

I, _____ (name),
owner/manager/director of _____
_____ (employer name)
endorse the idea that no one should earn less than a living wage. A living wage is defined as the amount of income and benefits (such as health insurance) needed for a working person to meet basic needs without public or private assistance.

QUESTIONS FOR EMPLOYER

1. Are all current regular full- and part-time employees, who are not in a probationary period, paid at least the current Asheville/Buncombe Living Wage? (See the insert for most current wage information)..... Yes No
2. How many employees do you have?
Full-Time? _____
Part-Time? _____