

Solid Waste

Administrative Rules

AR 5.01 – 1340 and 1345

Putrescible Waste Tonnage Allocation

Table of Contents

5.01 – 1340 Criterion for “Living Wages and Good Benefits” Goal

5.01 – 1345 Reporting and Implementation for “Living Wages and Good Benefits” Goal

5.01 – 1340 Criterion for “Living Wages and Good Benefits” Goal

To qualify for this goal, a transfer station must either have a union negotiated salary and benefits contract in place that applies to the lowest paid workers or do each of the following:

1. Pay no less than \$17.50 per hour to any employee who supports transfer station activities,
2. For employees receiving a wage less than \$20.70 per hour, provide employer-paid medical insurance benefits that are either:
 - a) at least \$3.20 per hour; OR
 - b) pay employees’ medical insurance premiums at 100%, and
3. Maintain the benefits it offers to any of its employees until at least December 31, 2022.

5.01 – 1345 Reporting and Implementation for “Living Wages and Good Benefits” Goal

1. By the date of application for goals-based tonnage, a transfer station must provide written notice to Metro certifying that the lowest base wage paid to any employee as of the date of application that supports the transfer station’s operations meets or exceeds the thresholds established in Rule 5.01-1340.
2. The notification in subsection (1) must list the dollar amount of the lowest hourly base wage paid at the transfer station and the position titles and number of employees who receive that lowest base wage.
3. The notification in subsection (1) must state that the transfer station will pay no less than that wage for twelve consecutive months beginning January 1, 2022, and no employee benefits will be reduced until at least December 31, 2022.
4. For employees earning less than \$20.70 per hour, transfer stations must also provide written notice to Metro of at least one of the following:
 - a. the employer-paid medical benefits are at least \$3.20 per hour, OR
 - b. the medical benefits include primary and emergency care and the employer pays 100% of the employees’ medical insurance premiums.
5. The notification in subsection (4) must describe the medical benefits offered to employees earning less than \$20.70 per hour including, but not limited to, the dollar amount of the annual insurance premiums of the medical insurance plans offered to those employees, the dollar amount that the employer contributes towards the annual insurance premiums, and whether the medical benefits include primary and emergency care.
6. Instead of the options in subsection (4), a transfer station may raise those employees’ wages to \$20.70 per hour, which is the sum of the \$17.50 per hour wage floor and the \$3.20 per hour in minimum employer-paid medical benefits. The medical insurance plans in subsection (4) must be available to the lowest paid employees and include options to cover spouses and children.

7. If the employer offers employer-paid medical insurance benefits equivalent to at least \$3.20 per hour, but one or more employees decline the benefits, then the private transfer station meets the criterion in subsection (4).
8. Transfer stations must also provide written notice to Metro describing the methods used to clearly inform and advertise to employees the medical plans available to them and the associated costs to employees of each plan, and certify that the transfer station will not discourage any employee from taking advantage of the benefits available to that employee.