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ORDINANCE NO.: 2019-098

Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article VII Conviction and Wage History Prohibition in City Employment and by City Contractors and City Vendors, Sec. 2-352 Definitions, Employer

BE IT ORDAINED by the Mayor and Council this 3rd day of December, 2019 that the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article VII Conviction and Wage History Prohibition in City Employment and by City Contractors and City Vendors, Sec. 2-352 Definitions, Employer, is amended to read as follows:

Sec. 2-352. Definitions.

Unless otherwise expressly stated, the following terms shall, for the purposes of this Code, have the meanings shown in this section. Where terms are not defined, through the methods authorized by this section, such terms shall have ordinarily accepted meaning such as the context implies.

Adverse action means to refuse to hire, to not promote, to discharge a person, or to revoke an applicant's conditional offer of employment.

Applicant means any person considered for, or who requests to be considered for, employment or any employee considered for, or who requests to be considered for, another employment position, by the employer.

Awarding authority means any department, agency, or office of the City that authorizes a vendor to provide requested goods and/or perform services.

City means the city, department, agency, or office thereof.

Employer means the City of Columbia as a municipal corporation.

Employment means any occupation, vocation, job, or work for pay, including temporary or seasonal work, contracted work, contingent work and work through the services of a temporary or other employment agency; or any form of vocational or educational training with or without pay.

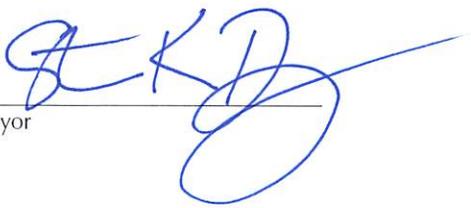
To inquire means to ask a job applicant in writing or otherwise.

Vendor means any vendor, contractor, or supplier of goods or services to the City.

Wages means all earnings of an employee, regardless of whether determined on time, task, piece, commission or other method of calculation and including fringe benefits, wage supplements, or other compensation whether payable by the employer from employer funds or from amounts withheld from employee's pay by the employer.

This ordinance shall be effective upon final reading.

Requested by:
Mayor Benjamin _____



Mayor

Approved by:


City Manager

Approved as to form:


City Attorney

ATTEST:


City Clerk

Introduced: 11/25/2019
Final Reading: 12/3/2019