LIVING WAGE HAMILTON

We want everybody to be working above the line

WHAT IS A LIVING WAGE?

A living wage is not the same as the minimum wage, which is the legal minimum all employers must pay. The living wage sets a higher test — a living wage reflects what earners in a family need to bring home, based on the actual costs of living in a specific community. The living wage is a call to private and public sector employers to pay wages to both direct and contract employees sufficient to provide the basics to families with children.

The living wage is calculated as the hourly rate at which a household can meet its basic needs, once government transfers have been added to the family's income (such as the Universal Child Care Benefit) and deductions have been subtracted (such as income taxes and Employment Insurance premiums). The living wage lifts families out of poverty and provides a basic level of economic security. But it is also a conservative, bare bones budget without the extras many Canadians take for granted.

The living wage calculation is based on the needs of two-parent families with young children, but would also support a family throughout the life cycle so that young adults are not discouraged from having children and older workers have some extra income as they age. Experience has shown that the rate is not significantly different for individuals without dependents or a spouse. (Canadian Living Wage Framework Calculation)

An Employer Declaration
2015
'Making Hamilton a Living Wage community'

As employers we recognize that:

1) Living wages enable workers to participate in our community.
2) Living wages reduce disparities and improve employee health.
3) Living wages increase worker morale, improve productivity and lead to lower employee turnover which have a positive impact on our bottom line.
4) Ontario's minimum wage of $11.00/hour is inadequate, and not based on the cost of living in our community.
5) I have reviewed Hamilton's Living Wage Hamilton's calculation of $14.95 per hour, consider it valid and credible to provide a standard of living that allows for full participation in the community. I understand the living wage will be re-calculated in 2015.

I confirm that the current commitment of my organization to a living wage is as follows (please check as many as apply):

❏ We have not determined how many employees are earning a living wage, but are committed to doing so within one year as a first step toward reducing the number of low wage employees in our organization.

❏ All of our full-time employees earn a living wage. We are committed to determining the cost of raising part-time employees to a living wage within one year and begin raising the wages of employees in that category.

❏ All of our full-time and part-time employees earn a living wage. We are committed to determining the cost of raising our student positions to a living wage within one year and begin raising the wages of employees in that category.

❏ All of our full-time and part-time employees, including student positions, earn a living wage. We are committed to ensuring that all of our external service contracts pay a living wage and will encourage our service contracts to raise the wages of their employees to a living wage level.

❏ All of our full-time and part-time employees, including students, earn a living wage, and all of our external service contracts pay a living wage.

As an employer, I commit to:

1) Sharing the expected timeline and targets for our organization to improve wages for our employees, students and external service contracts who are not yet paid a living wage.

2) Being recognized for signing this declaration and for our progress toward becoming a living wage employer at an internal staff meeting and in the community.

3) Speaking to other employers about the benefits of paying a living wage and sharing our strategies for meeting our living wage goals.

4) Displaying and/or sharing Living Wage Hamilton's promotional materials in the most appropriate way for my organization.

Organization: _____

Signing Authority: _____ Title: _____

Phone: _____ Email: _____

Signature: _____