

Please note: This document can be provided in an accessible format upon request, please contact:

Anne Coleman

Employer Engagement Program Manager

Ontario Living Wage Network

(519)623-1713 x 224

www.ontariolivingwage.ca

Living Wage Certification



What is a Living Wage?

A living wage is the hourly wage a worker needs to earn to cover their family's basic expenses within their community.

A living wage is a practical tool for reducing poverty through paid work.



A scenic view of Durham Falls. In the background, a wooden bridge with green railings spans the river, with several people walking across it. The river flows over a series of rock ledges, creating a waterfall effect. People are swimming and playing in the water. In the foreground, a blue boat is partially visible, with the words "Durham Falls" written on its side. The boat is decorated with white and purple flowers. The overall scene is lush and green, with many trees and plants.

2019 LIVING WAGE

\$18.39

Bruce Grey

Durham Falls

The Benefits of Paying a Living Wage

Good For People

Better quality of life, improved health, out of poverty

Good For Business

Higher retention rates

Less money spent on hiring and training

Good For Community

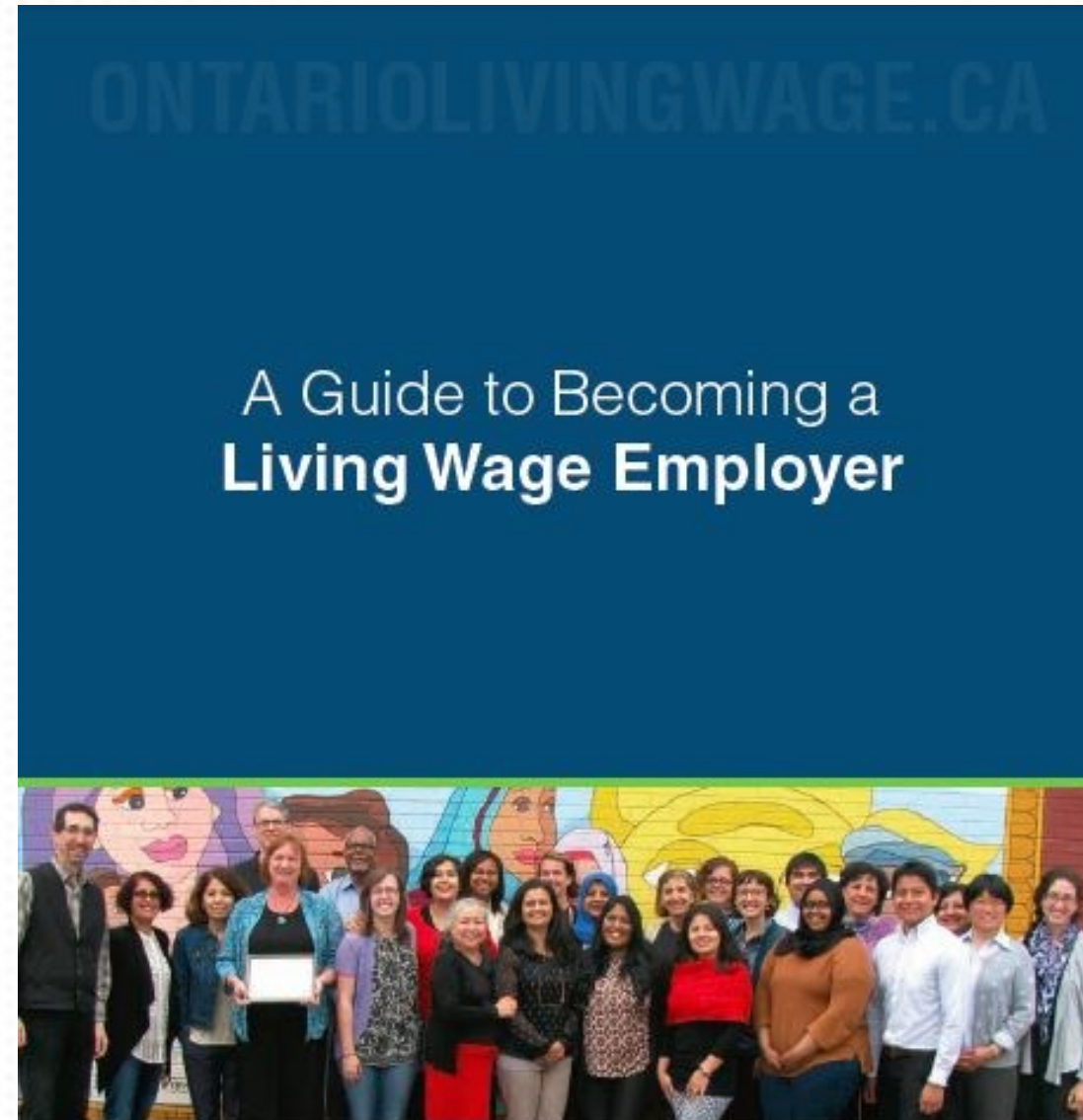
Greater consumer spending power

Increased spending in local community

Increased civic participation



Employer Certification Program



ONTARIOLIVINGWAGE.CA



Employer Certification Program

Direct and Indirect Employees

Direct employees include permanent employees and contract staff who are on the payroll of the employer.

Indirect or externally contracted staff refers to staff that many businesses use to provide services such as janitorial, security, or catering. It includes contractors working on their own account, such as an independent cleaner or bookkeeper, and staff of a business contracted to do regular work for the organization on site.



Employer Certification Program

Phased-in Implementation

Supporter

All direct full-time employees are paid a living wage. Committed to begin raising the pay of all direct part-time employees to the living wage rate.

Leader

All direct full-time and part-time employees are paid a living wage. Committed to including living wage in service contracts for externally contracted (third party) employees that provide service on a regular basis are paid a living wage.

Champion

All direct full-time and part-time employees are paid a living wage, and all externally (third party) contracted staff that provide service on a regular basis are paid a living wage or will be when the contract renews.



Certified Living Wage Employers

City of Cambridge

Municipality of North Perth

The County of Huron

City of Kingston





Anne Coleman

Manager@ontariolivingwage.ca