

# 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 vibrant background image featuring the Niagara Falls on the left, a lush green park with a walking path and people on the right, and a city skyline with tall buildings in the distance under a clear blue sky.

2019 LIVING WAGE

\$18.12

Niagara Region





# 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

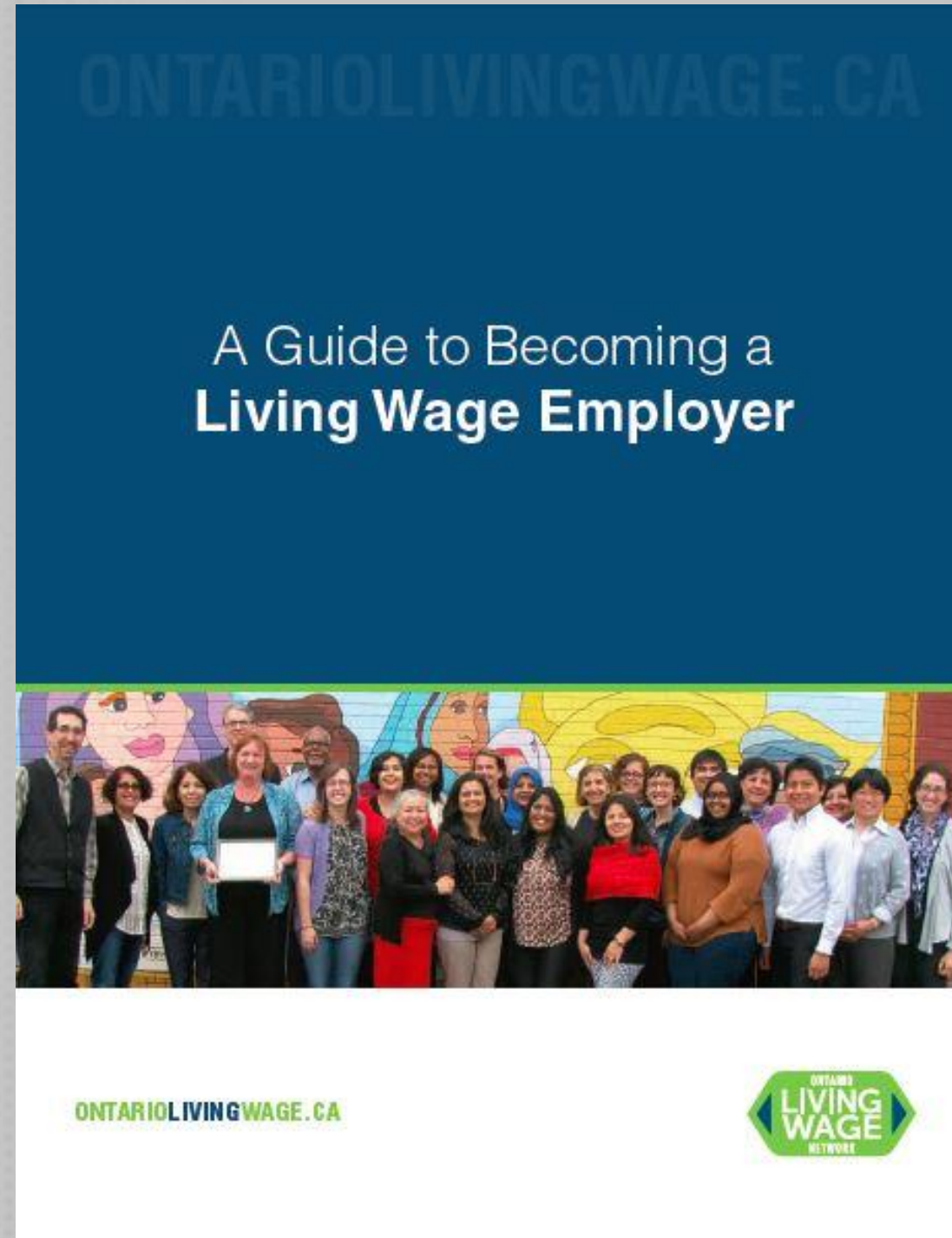
Increased spending in local community

Increased civic participation





# Employer Certification Program





# 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.







Anne Coleman

Manager@ontariolivingwage.ca