



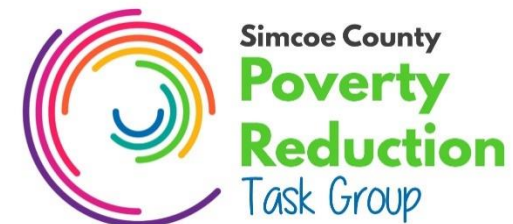
Living Wage: because one job should be enough.

Presentation to Barrie City Council
September 30, 2019

Rosslyn Junke | *PRTG Chair*

Jennifer van Gennip | *PRTG Member*

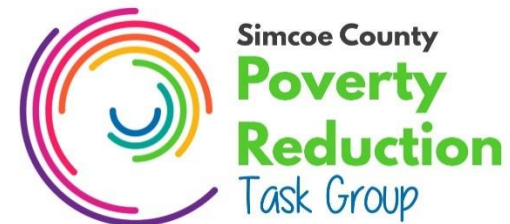
Anne Coleman | *Ontario Living Wage Network Manager*



What is Living Wage?

“The living wage is the hourly wage a worker needs to earn in order to cover their basic expenses and to participate in the community.”

- Ontario Living Wage Network

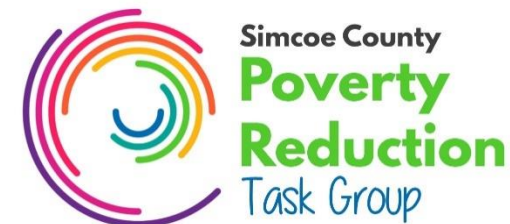


Simcoe County Living Wage

Expenses Included in the Living Wage Calculation:

- Food
- Housing
- Transportation
- Childcare
- Etc.

The current Living Wage
calculation for Simcoe County is: \$18.01



How is living wage different from minimum wage?

MINIMUM WAGE

Statutory

Provincially Set

Does not take into account the basic needs to maintain a healthy, sustainable life

Adjusted for inflation (Ontario)

VS.

LIVING WAGE

Voluntary

Locally Derived

Reflective of the basic necessities of life

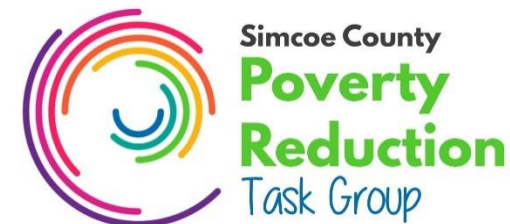
Adjusted regularly to take into consideration cost of living increases, and changes as government transfers and deductions

Consistent Methodology



The Canadian Living Wage Framework and the Ontario Living Wage Network provide consistent **methodology** for calculating the living wage in a given community.

This allows for **meaningful comparison** between different communities and increases **credibility and consistency**.



Why a Living Wage?

Work should lift a person out of poverty.

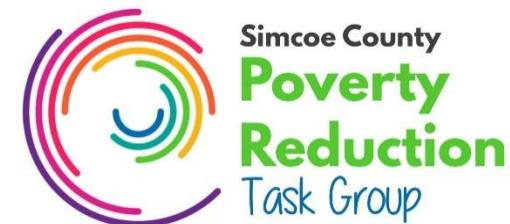
Poverty restricts people's options, leaving them in impossible situations like choosing between paying rent and purchasing healthy food.

Low wages lead to spiralling debt, constant anxiety, long working hours just to pay for basic necessities, and long-term health problems.

Poverty holds people down and stops many from choosing their own path.



Earning a living wage provides **security** for families to avoid severe financial stress and is associated with **better health** for children, families, and their communities.

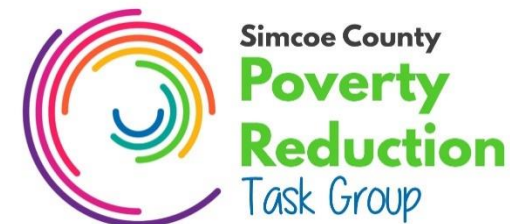


Alignment
with
Council
Strategic
Priorities

Strategic Priorities that are supported by Living Wage commitment:

1. Growing Our Economy
2. Fostering a Safe and Healthy City

Championing a Living Wage has economic benefits, and also health benefits, considering a broader definition of being healthy: **not just where health ends but also where it starts.**





“I had to work two minimum wage jobs to save enough to move to Barrie - into the smallest, scariest house you can imagine.

Now, when my girlfriend needed to go for an eye exam that she wouldn't have been able to afford, getting paid a Living Wage has allowed me to be able to help her.”

- Isaac Pollock, Community Builders



Simcoe County Living Wage Campaign



Ontario Living Wage Network

Supports and recognition for Living Wage Employers



Living Wage Employers in Ontario

161 directory listings

10 Garden

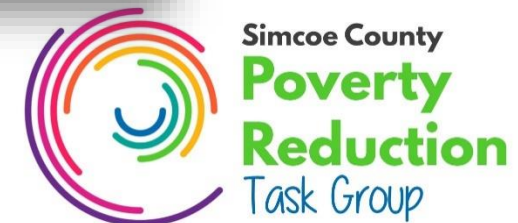
ONTARIO LIVING WAGE NETWORK

A Guide to Becoming a Living Wage Employer

ONTARIO LIVING WAGE NETWORK

Living wage by region

Community	Living Wage	Status	Date Last Calculated
Brantford	\$14.85	Active	Oct 2014
Chatham-Kent	\$16.85	Active	Oct 2014
Quebec	\$16.50	Active	Oct 2015
Hamilton	\$16.85	Active	Nov 2016
Kingston	\$16.55	Active	Nov 2016
London	\$16.55	Active	May 2016
Muskoka County	\$16.84	Active	
Peterborough	\$17.05	Active	May 2016
Region of Niagara	\$17.87	Active	Jun 2017
Toronto	\$18.82	Active	Apr 2016
Sudbury	\$16.16	Active	Oct 2015
Peeth and Huron	\$16.47	Active	
St. Thomas Elgin	\$16.03	Active	May 2017
Durham Region	\$17.00	Active	
Waterloo Region	\$16.42	Active	Jan 2017
Halton	\$17.95	Active	Apr 2017
Woodstock	\$14.15	Active	11th 2014



Ontario Living Wage Network

Supports and
recognition for Living
Wage Employers

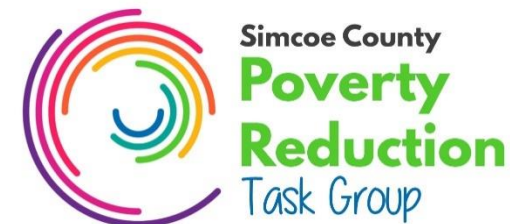


Levels Of Certification

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.

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.



Living Wage Municipalities in Ontario:

Certified Ontario Living Wage Municipalities:

- City of Cambridge (2016)
- North Perth (2019)

If Barrie became a certified Living Wage Employer, we would not be the first municipality, but we would be the largest.

More info:

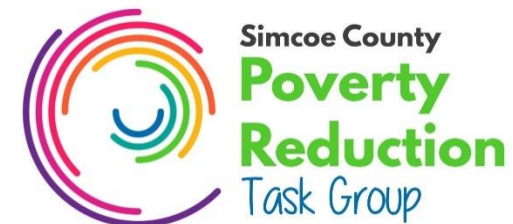
Poverty Reduction Task Group
[www.simcoecountycoalition.ca/
poverty-reduction-task-group](http://www.simcoecountycoalition.ca/poverty-reduction-task-group)

Ontario Living Wage Network
www.ontariolivingwage.ca

Living Wage Canada
www.livingwagecanada.ca

Canadian Centre for Policy Alternatives
www.policyalternatives.ca

Better Way Alliance
www.betterwayalliance.ca





Barrie is a great place to live, and being paid a living wage allows employees to participate more fully in their community.

Thank you.

