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**To: Chair and Members of Committee of the Whole**

**From: Mayor Rick Goldring**

**Cc: James Ridge, Joan Ford, Jo-Anne Rudy**

**Date: June 1, 2017**

**Re: City of Burlington Living Wage Employer Status**

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A "living wage" is defined as the hourly wage a worker needs to earn to cover their basic expenses within their community. (Within Halton, a living wage hourly rate is \$17.95 inclusive of benefits.)

For many years a number of different agencies and groups across Canada have been advocating for employers to committ to an employment standard where every employee is paid a "living wage". Within the Province of Ontario there are approximatley 100 employers who have adopted a "living wage" policy including the Hamilton Chamber of Commerce, City of Cambridge, Hamilton Wentworth District School Board and The Cooperators. Across Canada, "living wage" employers include the City of Vancouver, City of Coquitlam, City of New Westminster and Van City Credit Union.

According to the Ontario Living Wage Network, "living wage" employers are responsible employers who care about their employees and the community. They recognize that paying a living wage constitutes a critical investment in the long term prosperity of the economy by fostering a dedicated, skilled and healthy workforce.

The purpose of this memo is to ask for committee support for the following staff direction:

Direct the Director of Human Resources to do analysis of our current wage structure to determine whether or not the City of Burlington is currently a fair wage employer and if not, quantify the required investment that would close the gap relating to fair wages for full time and part time staff as well as employees of the firms that the City of Burlington contracts.

Once the data has been quantified, committee can decide if any action is required to close the gap.

Appendices:

- A. Feb. 13, 2017 – the Spectator - Living wage effort is a moral responsibility: Bishops Bird and Crosby <http://www.thespec.com/opinion-story/7137992-living-wage-effort-is-a-moral-responsibility-bishops-bird-and-crosby/>
- B. Living Wage Canada Website - <http://www.livingwagecanada.ca/>
- C. Ontario Living Wage Network Employer Guide - [https://drive.google.com/file/d/0B\\_OtE3SEt6n1N2Y5WHd6Q29pMlk/view](https://drive.google.com/file/d/0B_OtE3SEt6n1N2Y5WHd6Q29pMlk/view)