



A Living Wage for Simcoe County



What is Living Wage?

“The hourly rate at which a household can meet its basic needs, once government transfers (such as the Universal Child Care Benefit) and deductions have been subtracted (such as income taxed and Employment Insurance [EI] premiums).”

-Canadian Centre for Policy Alternatives (CCPA)

Simcoe County Living Wage

Expenses Included in the Living Wage Calculation:

- Food
- Housing
- Transportation
- Childcare
- Etc.

**The 2016 Living
Wage calculation for
Simcoe County is:**

\$17.74

How is living wage different from minimum wage or basic income guarantee?

MINIMUM WAGE	LIVING WAGE
Statutory	Voluntary
Provincially Set	Locally Derived
Does not take into account the basic needs to maintain a healthy, sustainable life	Reflective of the basic necessities of life
Adjusted for inflation (Ontario)	Adjusted regularly to take into consideration cost of living increases, and changes as government transfers and deductions

A BASIC INCOME GUARANTEE is a **form of social security** in which all citizens or residents of a country receive a regular, unconditional sum of money.

It can help lift those currently on social assistance out of poverty, but generally has no impact on the income of those with full-time jobs.

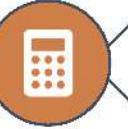
Canadian Living Wage Framework



A national **methodology** for calculating the living wage in a given community.

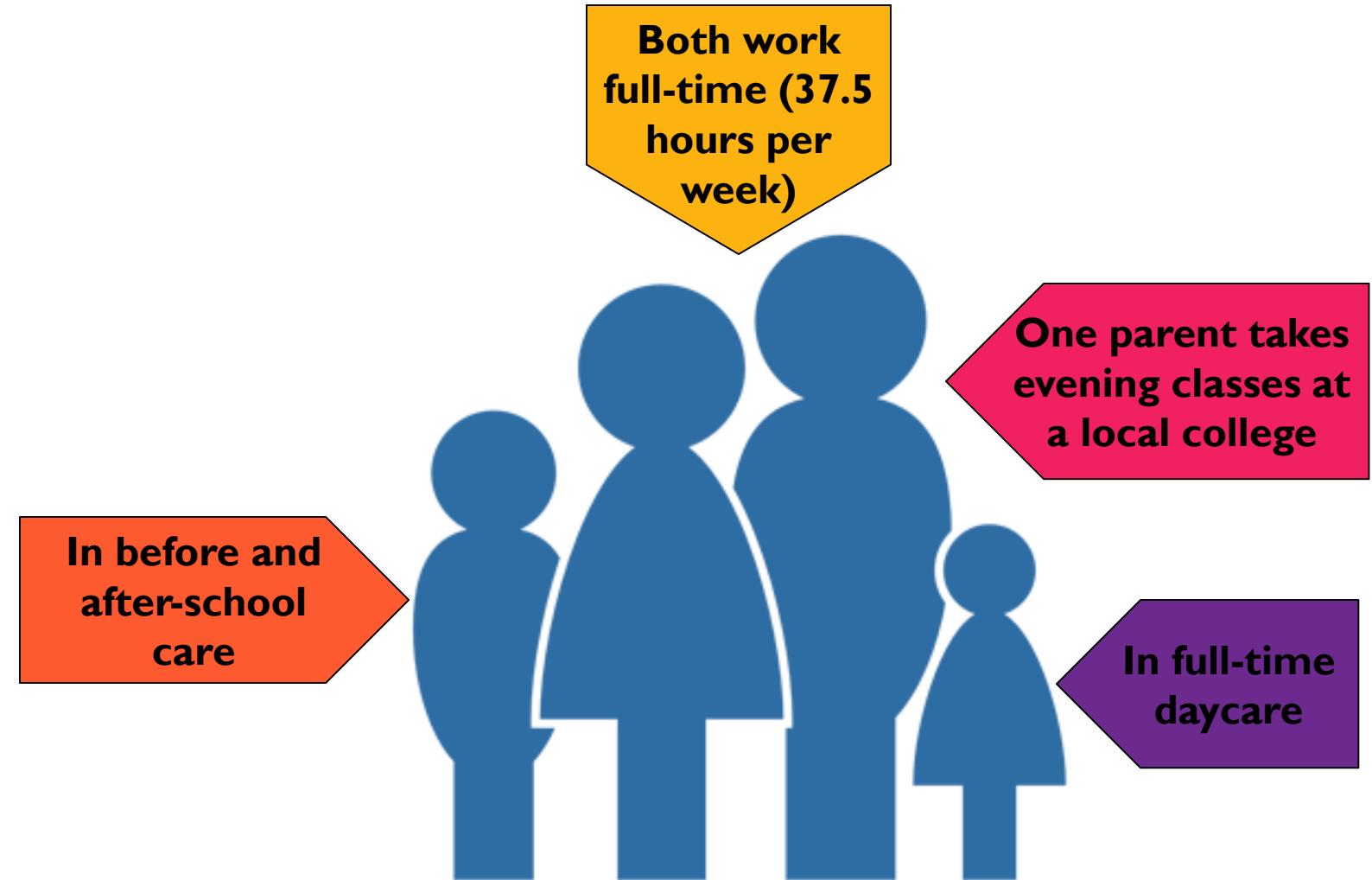
This allows for **meaningful comparison** between different communities and increases **credibility and consistency**.

Canadian Living Wage Framework Principles

-  Enables working families to have sufficient income to cover reasonable costs
-  Promotes social inclusion
-  Supports healthy child development principles
-  Ensures that families are not under severe financial stress
-  Is a conservative, reasonable estimate
-  Engenders significant and wide ranging community support
-  Is a vehicle for promoting the benefits of social programs such as childcare

Family Composition:

A family of 4



Ontario Living Wage Network

Supports and
recognition for
Living Wage
Employers



The image shows three screenshots of the Ontario Living Wage Network website:

- Top Screenshot:** Shows the homepage with the "ONTARIO LIVING WAGE NETWORK" logo at the top, followed by navigation links: "Front Page", "What is the Living Wage?", "Become a Living Wage Employer", "Newsletter Signup", and "Living Wage Employer Directory". Below this is a map of Southern Ontario and Northern Michigan showing the locations of Living Wage Employers.
- Middle Screenshot:** Shows the "Living Wage Employers" page with a map titled "Living Wage Employers in Ontario" and a count of "161 directory listings". It includes a "10 Carden" logo and a large blue banner with the text "ONTARIO LIVING WAGE.CA" and "A Guide to Becoming a Living Wage Employer". Below the banner is a group photo of people.
- Bottom Screenshot:** Shows the "Living wage by region" page with a map of the Great Lakes region and a table of living wage data for various communities. The table is as follows:

Community	Living Wage	Status	Date Last Calculated
Brantford	\$14.55	Active	Oct 2014
Chatham-Kent	\$15.55	Active	Oct 2014
London	\$16.55	Active	Oct 2015
Markham	\$16.55	Active	Nov 2015
Kingston	\$16.55	Active	Nov 2015
London	\$17.05	Active	May 2016
Markham	\$17.24	Active	
Pawabiko	\$17.35	Active	May 2016
Region of Niagara	\$17.57	Active	Jun 2017
Toronto	\$18.55	Active	Apr 2015
Kitchener	\$18.18	Active	Oct 2015
Port Huron	\$19.47	Active	
St. Thomas Elgin	\$19.55	Active	May 2017
Waterloo Region	\$19.42	Active	Jan 2017
Waterloo	\$17.95	Active	Apr 2017
Whitby-Oshawa	\$16.45	Active	Sept 2016



Why a Living Wage?

Work should lift a person out of poverty.

Working families that do not earn a living wage may face difficult choices, such as deciding between paying rent and purchasing healthy food.



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.

6 Benefits of Being a Living Wage Employer:

1. Reduced absenteeism
2. Decreased turnover rates
3. Lower recruitment and training costs
4. Increased morale and loyalty
5. Improved productivity and service delivery
6. Greater corporate recognition and public relations

Better Way Alliance:

Championing a good jobs strategy for the bottom line of our organizations and the health of Canada's economy



HELMI ANSARI
Co-founder
GROSCHÉ

www.betterwayalliance.ca



More
info:

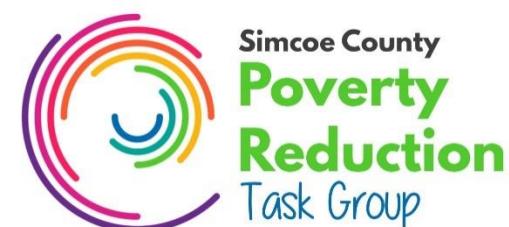
Poverty Reduction Task Group
[www.simcoecountycoalition.ca/
poverty-reduction-task-group](http://www.simcoecountycoalition.ca/poverty-reduction-task-group)

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





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

Thank you for joining us to learn more about Living Wage in Simcoe County!

