



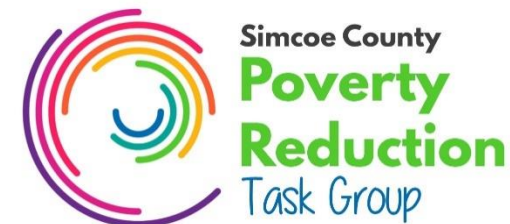
A Living Wage for Simcoe County



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 tax and Employment Insurance [EI] premiums).”

-Canadian Centre for Policy Alternatives (CCPA)

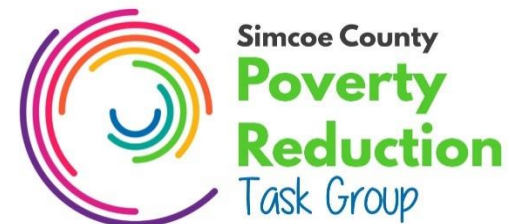


Simcoe County Living Wage

Expenses Included in the Living Wage Calculation:

- Food
- Housing
- Transportation
- Childcare
- Etc.

The 2016 Living
Wage calculation for
Simcoe County is: **\$17.74**



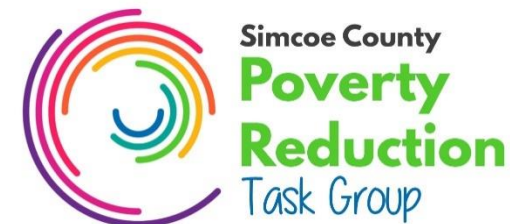
How is living wage different from minimum wage or basic income guarantee?

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

VS.

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



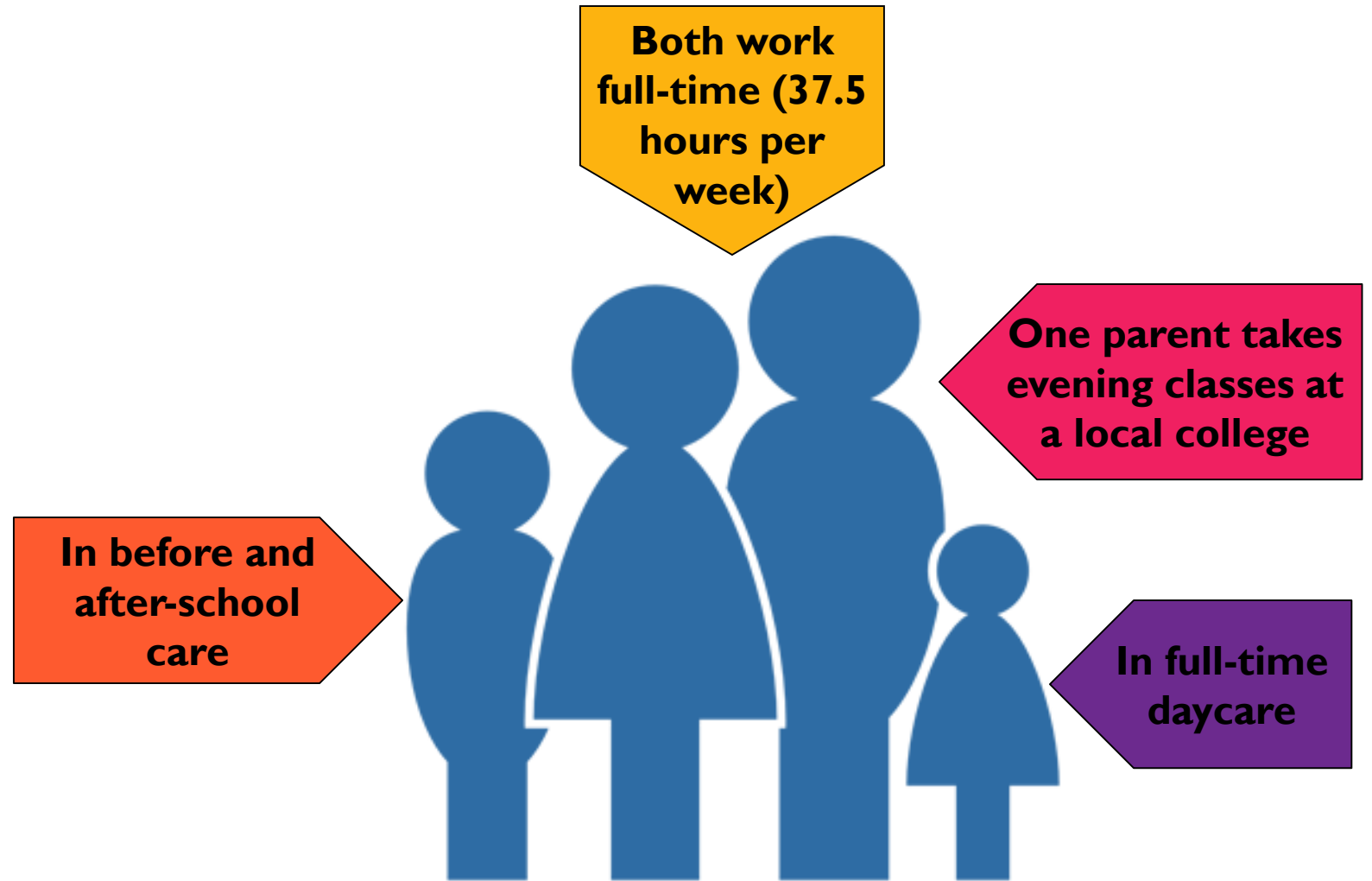
Engenders significant and wide ranging community support



Is a vehicle for promoting the benefits of social programs such as childcare

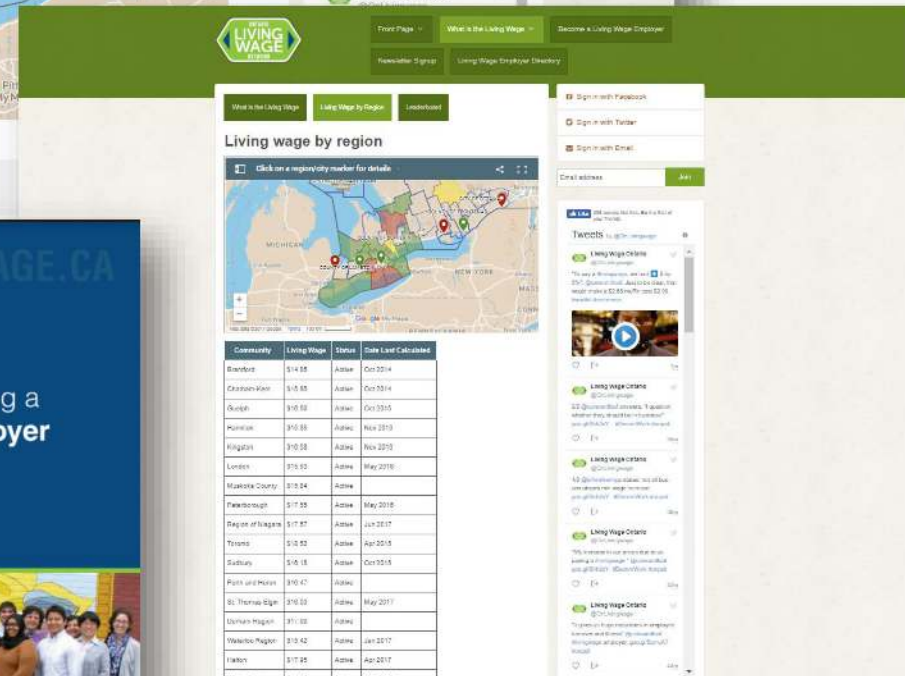
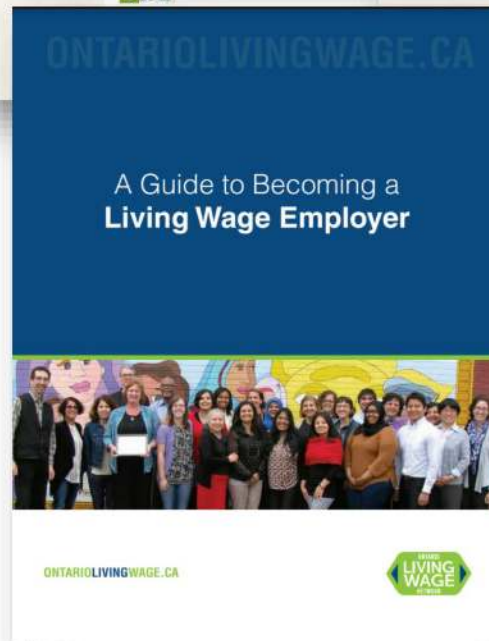
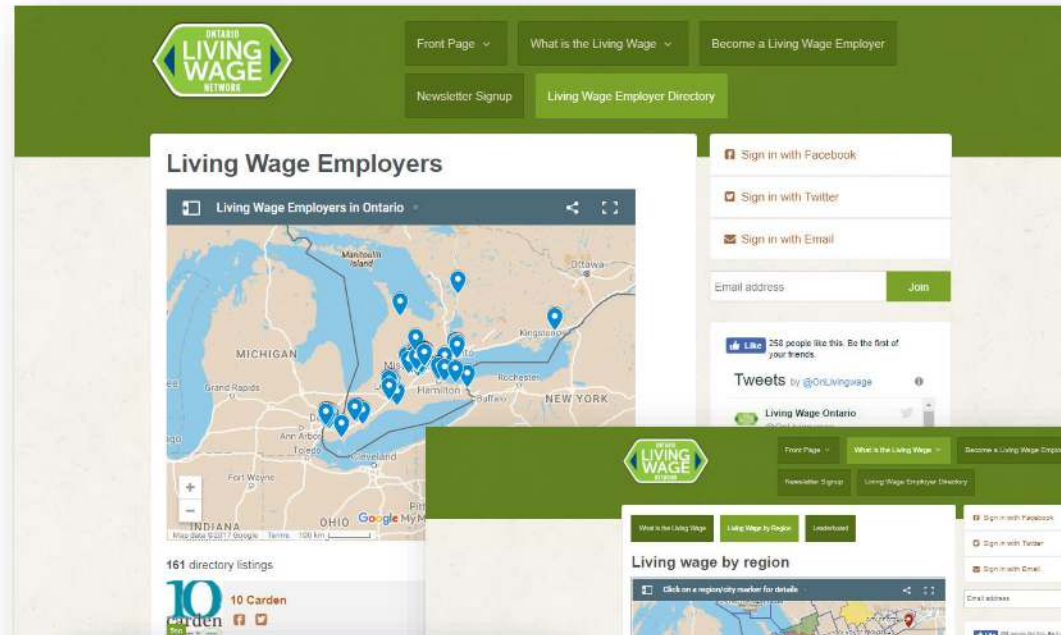
Family Composition:

A family of 4



Ontario Living Wage Network

Supports and recognition for Living Wage Employers



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:

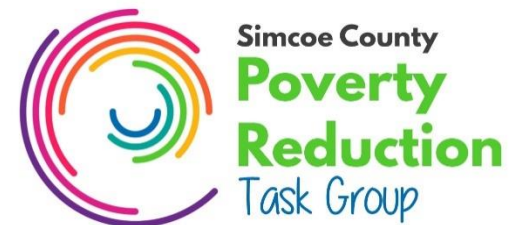
1. Reduced absenteeism
2. Decreased turnover rates
3. Lower recruitment and training costs
4. Increased morale and loyalty
5. Improved productivity and service delivery
6. Greater corporate recognition and public relations

Better Way Alliance:

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



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

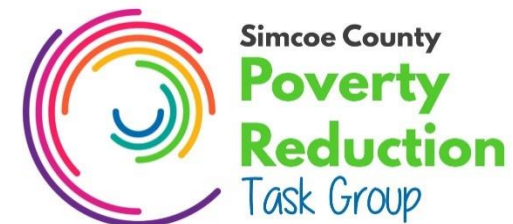
www.livingwagecanada.ca

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!

