



A LIVING WAGE FOR SIMCOE COUNTY

Audience: Private and Public Employers in Simcoe County

WHAT?

A living wage is not the same as the minimum wage, which is the legislated minimum all employers must pay and is set by the provincial government. The living wage sets a higher test and reflects what people need to earn to cover the actual costs of living in their community. The living wage draws on community-specific data to determine the expenses to a family with two working adults and two children. Living wage employers voluntarily decide to pay a living wage because it's the right thing to do.

The living wage is the hourly pay that each parent must earn to cover the basic expenses of an average family of four. It considers housing, food, transportation, child care, health care, and is the "bare-bones" a family needs for an adequate quality of life.

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.

SO WHAT?

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.

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

Fast Facts

A living wage

- Is \$18.01 for Simcoe County
- *is not the same as* a minimum wage
- Sets a higher standard
- Is a call to private and public sector employers to take a more compassionate approach

NOW WHAT?

Read the full report at www.simcoecountycoalition.ca/poverty-reduction-task-group, and compare our region's living wage to other Ontario communities at www.ontariolivingwage.ca.



[Living Wage in a page 2019.pdf](#)



Contact

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The Child, Youth and Family Services (CYFS) Coalition of Simcoe County is a countywide alliance of organizations providing services to children, youth and their families in Simcoe County.

Vision

All children, youth and families thriving in a strong, nurturing community.

Mission

To maximize the capacity, effectiveness and cultural uniqueness of the child, youth and family service system through collective efforts.

Values

Integrity
Respect
Innovation
Collaboration

CYFS Member Agencies

Barrie Area Native Advisory Circle	John Howard Society Kerry's
Barrie Police	Place Kinark Child and Family
Barrie Public Library	Services La Cle d'la Baie en
Canadian Mental Health Association-Simcoe Branch	Huronie Mackenzie Health
Catholic Family Services of Simcoe County Catulpa	Morton Youth Services New
Community Support Services Child Advocacy	Path Foundation
Centre Simcoe/Muskoka Children's Treatment	New Path Youth and Family Services
Network of Simcoe York Community	NSM LHIN
Connection/211 Central East Ontario Conseil	Orillia Public Library
scolaire catholique MonAvenir Conseil scolaire	Royal Victoria Regional Health Centre
Viamonde	Seasons Centre for Grieving Children
County of Simcoe	Simcoe County District School Board
CSC Chigamik CHC	Simcoe Muskoka Catholic District School Board
E3 Community Services	Simcoe Muskoka District Health Unit Simcoe
EarlyON- Simcoe North	Muskoka Family Connexions United Way
Elizabeth Fry Society of Simcoe County	Simcoe Muskoka
Empower Simcoe	Waypoint Centre for Mental Health
Georgian College	YMCA of Simcoe/Muskoka Youth
Gilbert Centre	Haven
Gilda's Club of Simcoe Muskoka	



www.simcoecountycoalition.ca