



# Become a Living Wage Employer

What is a living wage?

A living wage is the hourly wage a worker needs to earn to cover their family's basic expenses and still participate in their community. It is re-calculated on an annual basis to ensure that it accurately reflects the change in living expenses.

How is the living wage rate calculated?

The living wage rate is based on a calculation that draws on community-specific data to determine actual expenses for a family of four. These expenses include items such as rent, food, transportation, hydro, child care, etc. The calculation also takes into account taxes and government transfers.



Annual family expenses

=



Income from employment

+



Income from Government

-



EI & CPP Premiums  
Provincial & Federal Taxes

Why pay a living wage?

Living Wage Employers are responsible employers who care about their employees and the community. They recognized that paying a living wage represents a critical investment in the long-term prosperity of the economy by fostering a dedicated, skilled and healthy workforce.

Employers paying a living wage experience decreased turnover, decreased absenteeism, increased retention and productivity and savings on rehiring and retraining.

How is the living wage different from minimum wage?

Minimum wage is the lowest wage rate an employer can pay an employee and is set by the Provincial Government. The living wage sets a higher standard. Living wage employers voluntarily decide that paying a living wage is the right thing to do.

## Living Wage Employer Recognition Program:

The Living Wage Employer Program currently provides phased implementation with three levels of certification for organizations.



### 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.

**Good** for People  
**Good** for Business  
**Good** for Community

