

# GUELPH & WELLINGTON LIVING WAGE EMPLOYER RECOGNITION PROGRAM

LIVING  
WAGE  
PAID HERE



Family of four: two adults, a 3-year-old, and a 7-year-old



Both adults work full-time (37.5 hours per week)



Based on a modest budget, with no savings, retirement plan, or debt payment

## LIVING WAGE DEFINITION

A living wage is defined as the hourly rate at which a household can meet its basic needs, once government transfers have been added and deductions have been subtracted.

## GUELPH & WELLINGTON LIVING WAGE:

# \$16.50 / HR.

Recalculated every two years.

## LIVING WAGE EMPLOYER PROGRAM: LEVELS OF RECOGNITION

### SUPPORTER

All full-time employees are paid at least a living wage. Committed to begin working on raising the pay of all part-time employees to at least a living wage.



### LEADER

All full-time & part-time employees are paid at least a living wage. Committed to including living wage in service contracts for externally contracted (third party) employees.



### CHAMPION

All employees earn at least a living wage, including externally contracted (third party) employees that provide service on a regular basis.

## 5 BENEFITS OF PAYING A LIVING WAGE:

### 1 Increases employee productivity, morale, and loyalty

When employees struggle financially, they often take on several jobs to make ends meet. Compensating employees with a living wage reduces worker strain and can bolster productivity, morale, and loyalty.

### Increases employee retention, decreasing turnover costs

### 2

Employees paid low wages will constantly be looking for another job with higher pay. The cost of replacing employees is significant in terms of administration and training, and could impose a much higher cost on employers than paying a living wage.

### 3 Reduces absenteeism and medical costs

Paying a living wage decreases stress, which is the most significant cause of employees being sick. Stressed employees are more likely to spend more on prescription drugs, and elevate absence costs, disability costs, and turnover costs.

### Increases positive brand association

### 4

Living wage employers are considered "ethical businesses." Corporate responsibility is a key factor in attracting and retaining a talented and diverse workforce and reduces the cost associated with employee recruitment.

### 5 Expands economic activity

Small businesses draw their customers from the local community. Higher incomes allow families to purchase more goods and services in their neighbourhoods.

## STEPS TO BECOMING A LIVING WAGE EMPLOYER:



### EXPRESSION OF INTEREST

Call 1-800-265-7293 x4293  
Email [info@gwpoverty.ca](mailto:info@gwpoverty.ca)



### APPLICATION

Complete the Living Wage Employer Enrolment Form at [www.gwlivingwage.ca](http://www.gwlivingwage.ca)



### EMPLOYER DECLARATION & RECOGNITION

The employer signs a declaration and is officially recognized as a Living Wage Employer



### IMPLEMENTATION

We work with the Living Wage Employer to implement living wage policies

[WWW.GWLIVINGWAGE.CA](http://WWW.GWLIVINGWAGE.CA)

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