



A LIVING WAGE

What it takes to make ends meet in Perth and Huron Counties



The Impact of Not Earning Enough



Few* Housing Options

The scarcity of affordable housing can lead to unstable housing, couch surfing, or homelessness. Many who live in subsidized housing report concerns such as broken floor tiles, black mold, substandard infrastructure, and compromised personal safety.

*housing costs in Perth Huron have increased in recent years and this is not yet reflected in CMHC rental reports. Adjustments may have a significant impact to the Living Wage Rate in the future.



Poor Mental Health

The chronic stress of living on less can lead to depression and/or anxiety, compounding an already limited ability to seek and maintain employment or participate in social activities.



Food Insecurity

Prepackaged, processed, and canned foods are more affordable. Skipping meals can become a budgeting necessity.



Confined Employment Options

Childcare fees, along with travel challenges and expenses, may eliminate employment options.



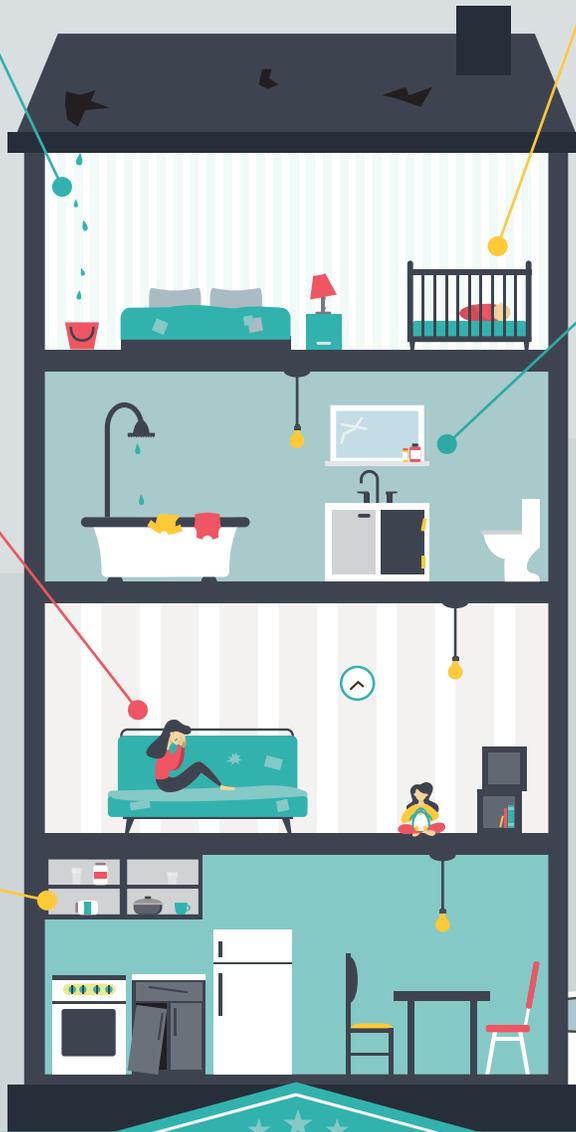
Poor Physical Health

Vision and dental care are commonly unaffordable and go unaddressed. There's an increased vulnerability to diabetes with unhealthy food options, lack of exercise, and increased stressors.



Limited Transportation

Getting to the grocery store, medical appointments, and work is a constant challenge.



\$17.55
PER HOUR

2019 Huron-Perth Living Wage Rate

Living Wage:

the hourly wage a worker needs to earn to cover their family's basic everyday expenses, such as food, housing, utilities, childcare, and transportation.

PREPARED BY:



Social Research & Planning Council
Operated by United Way Perth-Huron

How It's Calculated

The calculation is based on the living expenses of a family of four in Perth Huron with both adults working full-time for 35 hours a week each, once government transfers and deductions have been taken into account.

LIVING WAGE FORMULA

Basic household needs

(transportation, housing & related costs, contingency, food, child care, insurance, other)

+

EI Premiums,
CPP Premiums,
Federal Taxes,
Provincial Taxes

-

Income from
Government Transfers
(CCTB, etc.)

=

Total Expenses

÷

2 adults working full-time

=

Living Wage Rate

The Benefits of Becoming a Living Wage Employer



RECRUITMENT

Employers who pay a Living Wage can use this as a recruitment strategy to attract and retain employees.



WELL-BEING

Employees who earn a living wage experience increased mental and physical health, and economic well-being.



PRODUCTIVITY

Living Wage employers experience a decrease in employee turnover and absenteeism, increased retention and productivity, and savings on rehiring and retraining.



RAISING AWARENESS

Living Wage employers receive public recognition for demonstrating a commitment to socially responsible practices, making them more attractive to potential employees and customers.



1 in 2 households in Perth Huron **earn less** than a Living Wage.

“ Make no mistake...we target the public sector because it's powerful. Inside the living wage movement, the sector has the **potential to lift whole neighbourhoods out of poverty**. Left on the outside, its systems and structures can turn poverty into a chronic, intergenerational condition.”

Colette Murphy

Executive Director, Atkinson Foundation

Why Pay a Living Wage?

The concept of living wages is bigger than incomes. It's about quality of life. It's about ensuring that our neighbours can afford to pay their rent and buy nutritious food. It's about ensuring that our workers are healthy and able to pay for transportation to get to work every day. It's about ensuring that our children are given sufficient social and educational opportunities so that they can flourish.

“Wage is something we have to start looking at more as **an investment** than a cost.”

Rob Russell

Owner, MacLeods Scottish Shop



EMPLOYER BENEFITS

- ✓ Enhances marketing strategy for recruitment
- ✓ Increases employee retention and value proposition
- ✓ Elevates employer profile in the community
- ✓ Decreases turnover rates and re-training costs
- ✓ Increases staff morale and loyalty
- ✓ Improves productivity and service delivery



WORKER BENEFITS

- ✓ Reduces the need to work multiple jobs to pay bills
- ✓ Improves nutrition and reduces the constant stress of financial pressures, resulting in better health
- ✓ Raises standards of living and quality of life
- ✓ Provides opportunities for skills training to improve their education credentials and employment opportunities



COMMUNITY BENEFITS

- ✓ Raises consumer spending in local economy
- ✓ Increases civic participation (e.g. coaching a soccer team, volunteering at the public library, attending a forum about the municipal election, serving on the board of a community organization)
- ✓ Lowers child poverty rates
- ✓ Promotes the benefits of social programs like child care and public transportation

Making a Difference: Our Local Living Wage Employers

In just a short time, many employers have certified. Join the growing list and add your voice to this important issue.

- Bluewater Recycling Association
- Drummond Brothers Landscaping
- Libro Credit Union
- Luckhardt Landworks Ltd.
- MacLeods Scottish Shop
- Mornington Communications Co-Operative Ltd.
- The Municipality of North Perth
- North Perth Chamber of Commerce
- Peter Maranger & Associates Inc. (o/a The Co-operators)
- Point Farms Market and Miniature Golf
- Ross Yantzi's Pavestone Plus Ltd.
- United Way Perth-Huron
- Ward & Uptigrove Chartered Professional Accountants
- Williams Drainage
- Woodcock Brothers Transportation Group

Becoming a Certified Living Wage Employer



Express Your Interest

Visit www.ontariolivingwage.ca and go to the *Become a Living Wage Employer* page to fill out a short contact form.



Application Review

The Ontario Living Wage Network (OLWN) will review your enrolment form and contact you to address any questions and determine the level of recognition.



It's Official!

The OLWN will set a date for you to sign the Living Wage Employer Declaration and receive your Living Wage Employer Certificate.



Periodic Review

When the living wage calculation is updated, the OLWN will let you know the new rate. You'll have six months to make adjustments.

You'll receive a:

- Living Wage Employer window decal
- Living Wage Employer logo for your website and print materials
- Recognition on the OLWN's website, social media, and publications

“ [Employees] need to feel that they're an important part of the business. You wouldn't be there without them.”
a Living Wage Employer

About the SRPC

The Social Research and Planning Council (SRPC) – operated by the United Way Perth-Huron – is comprised of community representatives who are dedicated to the collection, analysis, and distribution of information relating to social trends and issues in Perth and Huron Counties.

The SRPC approaches its work in three ways:

1. Commissioning research into social issues, plus providing reports created by local, regional, national and international agencies.
2. Developing recommendations for community improvement based on local findings, and working collaboratively with community members to implement change.
3. Maintaining the website, myPerthHuron.ca, which provides community numerical data from local agencies and governments that is not readily available in other places.

Social Research and Planning Council

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COUNTY



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Perth County
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For more information, download the Guide to Becoming a Living Wage Employer from www.ontariolivingwage.ca

In collaboration with

