

LIVING WAGE NIAGARA



The Living Wage Program is an Ontario-wide program, designed to help businesses attract and retain employees, particularly for low-paying jobs. The goal of the program is to combat working poverty by ensuring that employees can make ends meet where they live. By incorporating expenses that a worker must cover, such as shelter, food, transportation and more, our living wages are much closer to reality than a politically set minimum wage. We understand that the implementation of this program does not look the same for every employer, thus, the Ontario Living Wage Network created a tier-based implementation system, that allows employers to enter the program at a level that meets their current needs.

Phases of Implementation



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 are paid a Living Wage.



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.



"Working at a living wage employer makes me feel like they value me just as much as I value them. It also allows me work at a job that I absolutely love without sacrificing my day-to-day living."

~ Grace Clairmont, Employee, Little Chief and Co.



Please contact Isha Dadhwal at isha@unitedwayniagara.org if you have any questions

Living Wage Niagara, a partner of the Ontario Living Wage Network, is funded by the Niagara Region, through the Niagara Prosperity Initiative, and facilitated by United Way Niagara

Certification Process

1. Express Interest

Visit www.ontariolivingwage.ca/certify and fill out the contact form at the bottom of the page. The Manager of the Ontario Living Wage Network employer program will contact you to discuss the details and answer questions. You will be sent an application and license agreement.

2. Submit Application & Sign License Agreement

The Manager will review the details of the application and work with you to discuss an implementation plan.

3. Become Certified

You will be sent the Certified Living Wage Employer certificate and the Living Wage Coordinator will reach out to you to take a photo of the certificate presentation and schedule a media release, if you wish.

4. Become Recognized

You are recognized publicly as a Living Wage Employer on both the Ontario Living Wage Network and Living Wage Niagara websites and social media pages. Your business or organization will be listed on both employer directories and maps.

5. Review Periodically

Each year, you will be contacted when the new annual rate will be publicly released in November. On the anniversary of your certification, you will be sent a renewal survey and invoice for the annual employer certification fee. You will have 6 months to implement the rate.

"Council is proud to support the City of St. Catharines becoming a Living Wage certified employer. We join a growing list of Niagara companies that believe in the principles of a living wage as a means to generate greater economic opportunity for everyone, and to call attention to this vital quality-of-life measure."

~ Walter Sendzik, Former Mayor, City of St. Catharines

Annual Fees

Organization Type	Size of Organization	Annual Fee
Private Sector	> 501	\$ 1,000
	251 - 500	\$ 800
	51 - 250	\$ 400
	11 - 50	\$ 200
	10 or less	\$ 100
Non-Profit & Private Sector	> 251	\$ 400
	51 - 250	\$ 200
	11 - 50	\$ 100
	10 or less	\$ 50

