



# THUNDER BAY LIVING WAGE

Find out all about the  
Thunder Bay Living Wage  
Campaign - read more  
inside...

Read  
more  
inside...

Why should  
employers join  
the Thunder  
Bay living wage  
campaign?

How does the  
living wage  
affect the  
economy?

How is the  
living wage  
different than  
the minimum  
wage?

Electricity

Food

Rent

Internet

Transportation

Entertainment

Insurance

# DISCOVER MORE ABOUT THE LOCAL LIVING WAGE CAMPAIGN

# What is a Living Wage?

**\$19.70**  
**per**  
**hour**

A living wage is the hourly wage a worker needs to earn to cover their basic expenses and participate in their community.

## What does it mean to participate in community?

going out for dinner

shopping

going to the movies

taking a course

## How is the Living Wage different than the Minimum Wage?

enough income to pay all the bills

enough income to meet all basic needs

calculated by the Ontario Living Wage network

enough income to thrive

## What is a Living Wage?

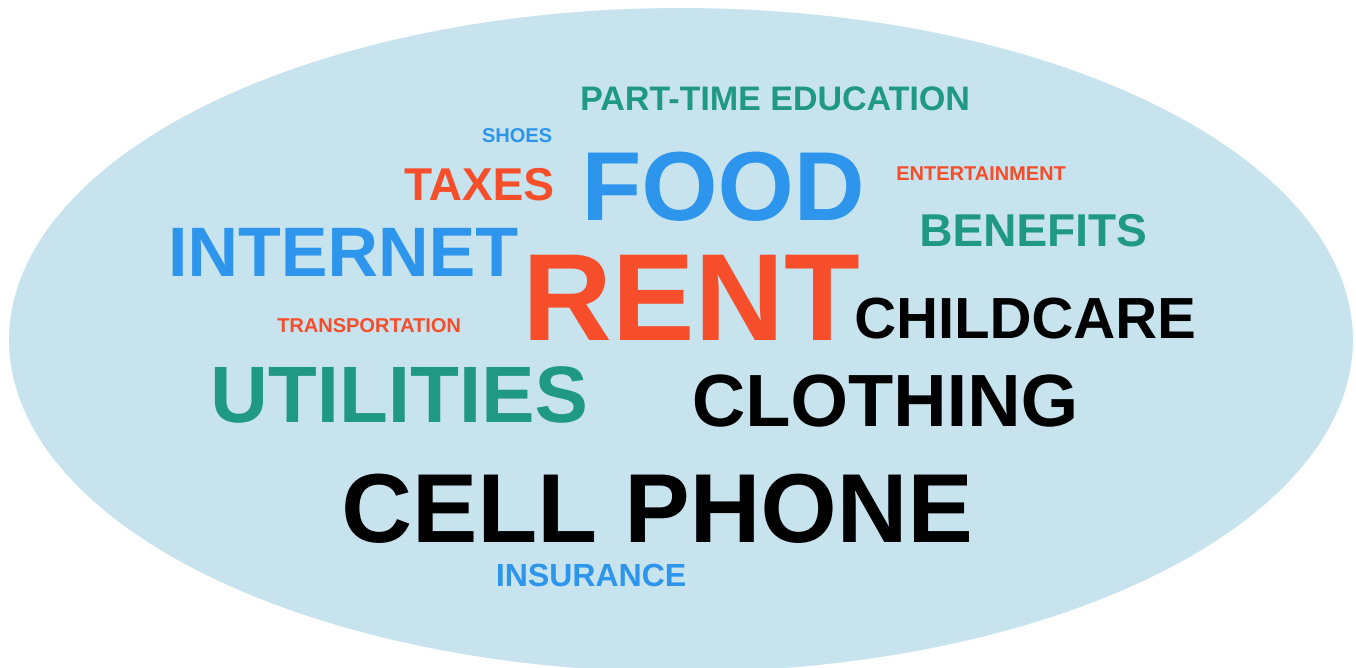
calculated for each community with local data

peer reviewed (examined for accuracy)

voluntarily paid by employers

an ethical wage

# What is included in the Living Wage calculation?



**\*Thunder Bay Living Wage factors in regional costs of living.**

The living wage is based on the income needs of the following three household types:

- (1) a two-parent family with two young children
- (2) a lone-parent family with one young child
- (3) a single individual living alone.

It is a weighted average based on how many of each household type there are in Northern Ontario. It considers the hourly rate of pay needed for a household to maintain a modest standard of living, once government transfers have been added to the family's income and taxes have been subtracted. The methodology assumes that each adult is working full-time hours (35 hours per week) and includes more than the basics of food, clothing and shelter. The calculator also takes into account unexpected costs, small investments in education, child care, and participating in the community.

# Benefits of Being a Thunder Bay Living Wage Employer



1

Reduced Turnover & Training Costs

Reduced turnover means employers will have lower training costs. In addition to reduced turnover, there are likely to be reduced absences as well.

2

Higher Employee Moral & Loyalty

As employees are being paid enough to live, the result is higher morale, loyalty and job performance.

3

Public Recognition as an Ethical Employer

Being publicly recognized as an employer who pays a living wage can be advantageous in terms of business - this can attract customers who are interested in supporting ethical businesses.

4

Increased Productivity

When someone is more engaged at work, more inclined to show up and not faced with a carousel of new coworkers, they can focus more on their work.

5

Reduced Absenteeism

When going to work every day – potentially to more than one job – doesn't cover your basic necessities, it can be tough to go in at all. Minimum wage jobs see much higher rates of absenteeism and use of sick days than jobs that provide a living wage.

**Interested in becoming a Local Living Wage employer?**

email: [bkrysoaty@lspc.ca](mailto:bkrysoaty@lspc.ca) or call: 807.624.1725