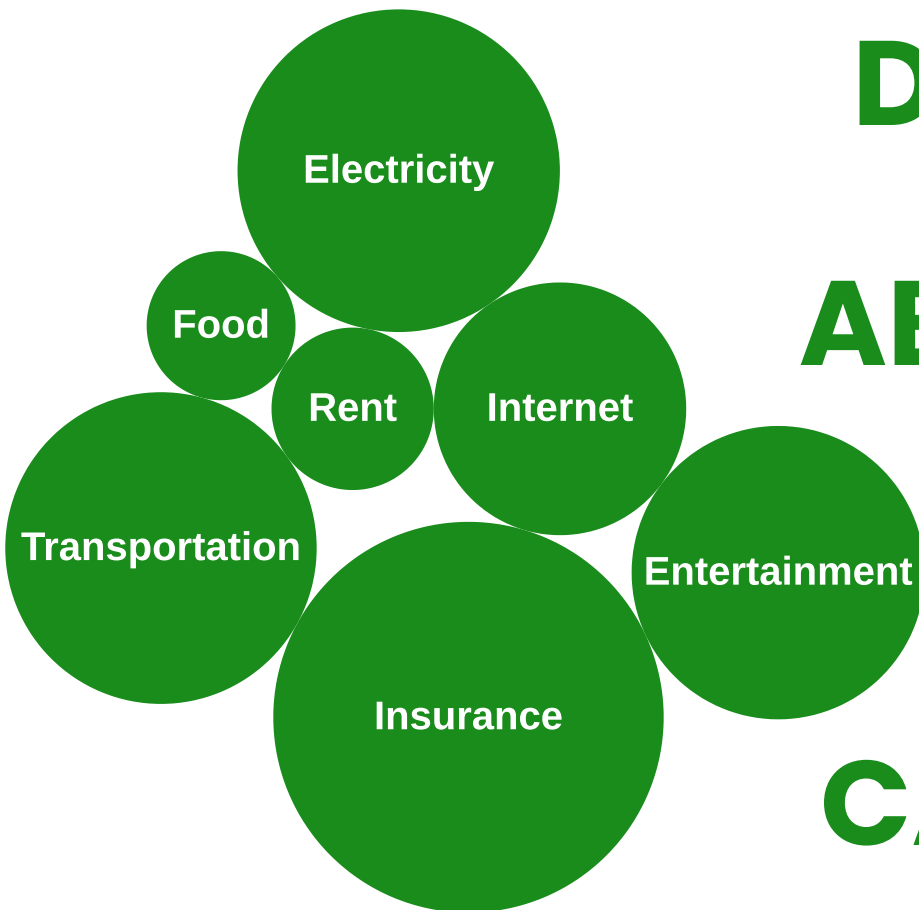
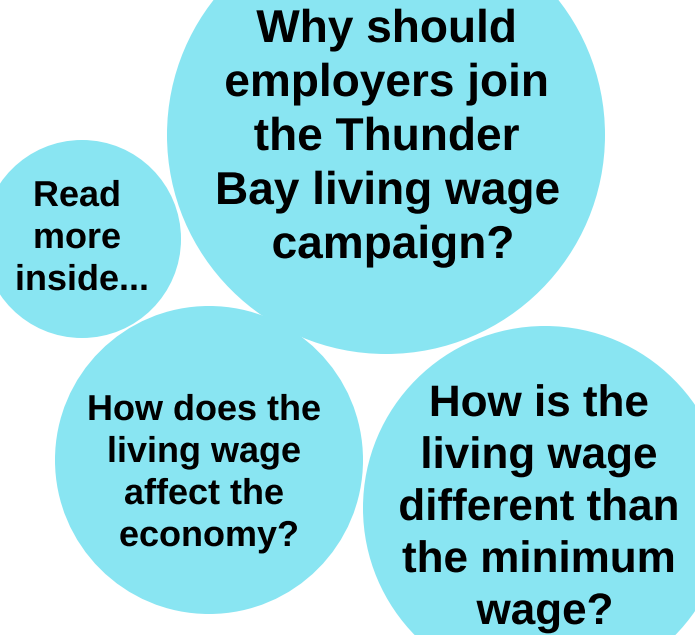




# THUNDER BAY LIVING WAGE

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



# DISCOVER MORE ABOUT THE LOCAL LIVING WAGE CAMPAIGN

# What is a Living Wage?

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

## The Living Wage in Thunder Bay is \$19.80 per hour

---

### What does it mean to participate in community?

- shopping
  - going to the movies or the gym
  - taking a course
  - going out for dinner
  - taking part in a local event
- 

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

- it is an hourly wage where workers earn enough income to pay all the bills
  - workers earn enough income to meet all basic needs
  - it is calculated by the Ontario Living Wage network
  - workers earn enough income to thrive
- 

### What is a Living Wage?

- it is calculated annually for each community with local data
  - it involves a peer review (examined for accuracy)
  - it is a wage that is voluntarily paid by employers
  - the Living Wage is an ethical wage
- 

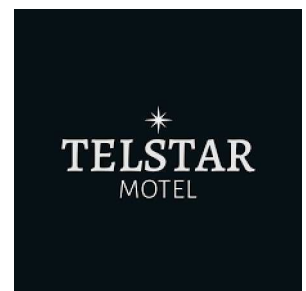
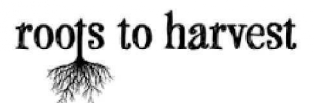
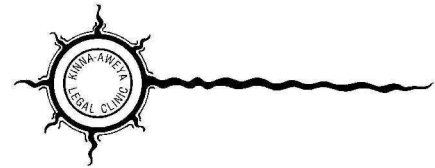
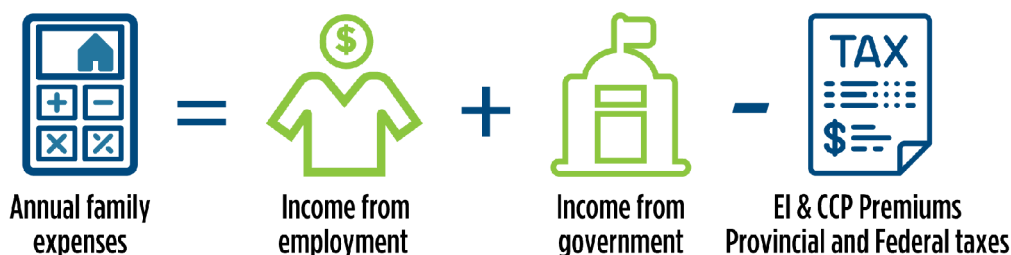



# What is included in the Living Wage calculation?

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 of the above household types 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.

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



A banner featuring a lighthouse on a rocky island in the middle of a blue sea, with mountains in the background. The text 'THUNDER BAY LIVING WAGE' is written in large, bold, white capital letters on the right side of the banner. The banner has green triangular shapes on the left and right sides.

# THUNDER BAY LIVING WAGE

## Benefits of Being a Thunder Bay Living Wage Employer

### 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.

### Higher Employee Moral & Loyalty

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

### 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.

### Increased Productivity

- When someone is more engaged at work, they are more inclined to show up, and they can focus more on their work.

### 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 to work 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: [bkrysowaty@lspc.ca](mailto:bkrysowaty@lspc.ca)