LIVING WAGE PAID HERE
A CERTIFIED WINDSOR-ESSEX LIVING WAGE EMPLOYER

LIVING WAGE ENROLLMENT FORM

CONFIDENTIAL
valid through July 2016

What is a Living Wage?

- A living wage reflects what two working adults supporting two children need to earn to cover all of their annual expenses, after government transfers and deductions.
- It is calculated using the actual costs of living for a specific community.

Criteria

- Based on the National Living Wage Framework, the current living wage for Windsor Essex (valid through July 2015) is $13.10/hr. with benefits (i.e., healthcare/medical, or transportation) and $14.15/hr. without.

Additional Information

- Each employer will receive a window decal, certificate and website graphic to promote that they are a Living Wage Employer.
- This application is considered confidential, and will only be shown to living wage team members. No copies will be made or distributed.
- Any questions regarding the certification process or criteria should be directed towards Adam Vasey by telephone 519-255-6545 ext. 6953 or e-mail livingwage@pathwaytopotential.ca

---

Section 1: Employer Information

Name of Employer/Business/Organization: _____

Street Address: _____

City: _____ Province: _____ Postal Code: _____

Primary Contact: _____ Title: _____

Primary Contact E-mail: _____

Primary Contact Phone: _____

Website: _____

Facebook: _____ Twitter: _____

Section 2: Certification Eligibility

The current living wage for Windsor Essex is $13.10/hr. with medical benefits and $14.15/hr. without.

1. Are all your employees paid a living wage? ☐ Yes ☐ No

(This includes part-time, full-time and contracted employees working 14 or more hours a week).

2. How many employees do you have? Full-time: _____ Part-time: _____ Contracted: _____

3. How many employees receive medical benefits? Full-time: _____ Part-time: _____ Contracted: _____

4. If not all employees are earning a living wage, can you commit to paying a living wage to all employees within 6 months of submitting this application? ☐ Yes ☐ No

5. Will you commit to insert a Living Wage clause in all future contracts for external staff, which provide services to your organization on a regular basis, that is for at least 120 hours a year, but who are not direct employees? (not required) ☐ Yes ☐ No

6. Why is it important to you to pay a living wage? (select top three)
   - ☐ It just makes better business sense
   - ☐ To increase employee morale and loyalty
   - ☐ To increase employee retention
   - ☐ To decrease the number of sick days and reduce medical costs
   - ☐ For positive brand association and to be seen as an ethical employer
   - ☐ To attract desirable, qualified recruits
   - ☐ To increase productivity
   - ☐ Feel obligated to do so
   - ☐ Other (please explain) _____

7. May we quote you? *(please provide a written quote sharing why you pay a living wage or the benefits to you)*

_____

_____

_____

Section 3: Order Form

Please indicate which promotional items you would like to receive and the quantity for each (where applicable).

☐ window decal _____ ☐ printed certificate _____ ☐ website graphic to be emailed to:

_____

Please return the completed application form via email to livingwage@pathwaytopotential.ca or mail to our address below.

If you know of another business or organization that would benefit from our program, please contact Adam Vasey by telephone at 519-255-6545 ext. 6953 or e-mail livingwage@pathwaytopotential.ca.

80 Chatham Street East, Windsor, ON N9A 2W1
livingwage@pathwaytopotential.ca | pathwaytopotential.ca | 519-255-6545

Facebook: /pathwaytopotential
Twitter: @pathwayrep