

REGIONAL MUNICIPALITY OF WATERLOO

A Living Wage Impact Assessment: Multi-Phase Work Plan

In the Fall of 2007, as part of their Living Wage Initiative, Opportunities Waterloo Region (Opportunities) asked the Regional Municipality of Waterloo (Region) to consider establishing a Living Wage rate of \$13.62 per hour (calculated for a single adult) for all its employees and for those employees who work for contractors who provide services to the Region.

In response, two research reports have been prepared on the implications of developing a Living Wage policy for the Regional Municipality of Waterloo, including a discussion on the Living Wage literature, national and international experiences, local efforts and some preliminary considerations.

In October 2008 Regional Council approved a multi-phase work plan to assess, consult and potentially plan for the implementation of a Living Wage policy. Phases 1 and 2 have been completed. Subject to the approval of Regional Council, Phases 3 and 4 will be undertaken over the remainder of 2009.

The following provides an overview of the activities involved in the Living Wage work plan:

Phases 1 and 2: January 2008 to March 2009

- Review of the Living Wage research.
- Interviews with other Canadian municipalities involved in Living Wage initiatives.
- Telephone and email surveys with contractors and those who hold other agreements with the Region.
- Examination of the administrative and financial impact for the Region.
- Development of policy options for consideration.
- Sponsoring of a symposium to raise awareness.
- Creation of two Living Wage research documents.

Phase 3: April 2009 to September 2009 * pending Council approval *

- Community consultations on Living Wage policy options.
- Further assessment of the financial and social impacts of a Living Wage policy.

Phase 4: October 2009 to December 2009 * pending Council approval of a Living Wage *

- Assemble a Living Wage steering committee.
- Make necessary revisions to the Purchasing Bylaw and any other related policies to reflect a Living Wage.
- Develop an implementation, monitoring and enforcement plan.
- Identify roles and responsibilities for affected Regional staff.

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