## APPENDIX A

| | Government | Policy | Short Name | Department Responsible | Comments | Links |
|---|---|---|---|---|---|---|
| 1 | Halifax | No | | | | |
| 2 | Montreal | NR | | | NR = no response | |
| 3 | Toronto | Yes | Fair Wage | HR | Only applies to construction. Created Fair Wage Office. They perform 50-70 Investigations annually - staff of 3 - annual budget $.5 million. | https://www.toronto.ca/business-economy/doing-business-with-the-city/understand-the-procurement-process/fair-wage-office-policy/fair-wage-policy/ |
| 4 | Waterloo | No | | | | |
| 5 | Halton | NR | | | NR = no response | |
| 6 | London | NR | | | NR = no response | |
| 7 | Windsor | No | | | Rely on standard construction wages rates established for each province | https://www.canada.ca/en/employment-social-development/programs/government-construction-contracts/wage-rates/windsor.html |
| 8 | Niagara Region | No | | | | |
| 9 | York | No | | | | |
| 10 | Hamilton | Yes | Fair Wage | Purchasing | The Fair Wage Policy is applicable to all City of Hamilton construction contracts. | https://www.hamilton.ca/buying-selling-city/bids-tenders/fair-wage-policy-and-fair-wage-schedule |
| 11 | Sudbury | Yes | Fair Wage | Purchasing | Policy covers industrial, commercial and institutional construction contracts only | https://www.greatersudbury.ca/do-business/bidding-opportunities/policies-terms-and-conditions/fair-wage-policy1/fair-wage-policy/<br>https://www.greatersudbury.ca/content/div_councilagendas/documents/Fair_Wage_Dec_14_05.pdf |
| 12 | Thunder Bay | Yes | Fair Wage | Purchasing | Policy covers industrial, commercial and institutional construction contracts only | https://www.thunderbay.ca/en/business/resources/Documents/Fair-Wage-Policy.pdf<br>https://www.thunderbay.ca/en/business/resources/Documents/Fair-Wage-Schedule.pdf |
| 13 | Regina | No | | | Regina believes that the implications of a Policy would not fall within our trade agreements and the prices from contractors and city costs would increase | |
| 14 | Calgary | Yes | Living Wage | Purchasing | Included in any new bid opportunity documents where the wage level could be at or close to the provincial minimum wage. The Living Wage is for full time employment only and is a requirement only in specific contracts.<br>Also follow Alberta minimum wage schedule.<br><br>The Living Wage is set by a non-profit agency named Vibrant Calgary. | https://www.alberta.ca/minimum-wage.aspx<br>http://vibrantcalgary.com/wp-content/uploads/2019/05/LivingWage_2018.pdf |

| | Government | Policy | Short Name | Department Responsible | Comments | Links |
|---|---|---|---|---|---|---|
| 15 | Edmonton | No | | | Reference to fair wages is not explicitly addressed in their tenders. However, the City procurement documents reference the **Supplier Code of Conduct t**hat includes references to the following:<br>Wages and Benefits<br>- at least the minimum wage and benefits required by any Employment Standards legislation applicable to the Supplier. | https://www.alberta.ca/minimum-wage.aspx |
| 16 | Vancouver | Yes | Living Wage | Purchasing | City of Vancouver - Living Wage Policy<br>Applies to a select group of contracts, not all.<br><br>Definition<br>Living Wage: The hourly wage established by the non-profit *Living Wage for Families Campaign* from time to time, which includes: (i) direct wages; and (ii) the value of any non-mandatory benefits such as paid sick leave, employer-paid Medical Services Plan premiums and extended health benefits. | Vancouver Procurement Policy<br><br>https://policy.vancouver.ca/ADMIN008.pdf |
| 17 | Burnaby | Yes | Fair Wage/Living Wage | HR | Fair Wage Policy only applies to construction.<br>Living Wage Program will apply to everyone who performs work on the city's behalf, including city staff. The program will be implemented as follows:<br>• October 1, 2019 - extend living wage to all city staff<br>• January 1, 2020 - begin requiring living wage for all external service providers as new contracts assigned or renewed. Applies to contractors and sub-contractors. | https://municipalinfonet.com/article/municipal/category/employee-relations/72/776562/city-of-burnaby-to-seek-living-wage-employer-certification.html<br>https://www.burnaby.ca/Assets/doing+business/business+with+burnaby/Fair+Wages+$!26+Standard+Agreements/Fair+Wages+Policy.pdf |
| 18 | Winnipeg | No | | Purchasing | The City of Winnipeg practices protection for certain industries by including clauses in City of Winnipeg Bid Opportunities | https://www.gov.mb.ca/labour/standards/doc,quick_guide,factsheet.html |
| 19 | Manitoba | No | | | Minimum Wage Rates exceeding regular minimum wage requirements — Industrial, Commercial, Institutional Sectors and Major Building Construction Projects | https://web2.gov.mb.ca/laws/regs/current/_pdf-regs.php?reg=119/2006 |
| 20 | Canada | No | | | Construction wage act similar to most provinces | https://www.canada.ca/en/employment-social-development/programs/government-construction-contracts/wage-rates.html#h2.3 |
| 21 | Ontario | Yes | Contract Wages | Govt. of Ontario | The Government Contract Wages Act 2018 covers building security and cleaning services in government owned and occupied buildings, and four construction sectors: roads; heavy engineering; sewers and water mains; and industrial, commercial and institutional. | https://www.ontario.ca/laws/statute/18g09 |
| 22 | Province of B.C. | No | | | Can only find normal provincial Minimum Wage Policy | |