Minute No. 587
Report – Executive Policy Committee – October 20, 2020

Item No. 7 Implementation of Living Wage for City of Winnipeg Employees

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the Winnipeg Public Service be directed to take the necessary steps to implement a living wage of fifteen ($15) dollars per hour, beginning in 2023, for all City of Winnipeg employees.

2. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.

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DECISION MAKING HISTORY:

Moved by His Worship Mayor Bowman,
That the recommendation of the Executive Policy Committee be adopted

In amendment,
Moved by Councillor Santos,
Seconded by Councillor Schreyer,

BE IT RESOLVED that Item 7 of the Executive Policy Committee report dated October 20, 2020, be amended by adding the following new Recommendation 2 and renumbering the remaining Recommendation accordingly:

"2. That the Public Service be directed to review the Canadian Living Wage Framework (A National Methodology for Calculating the Living Wage in your Community) and use the Basic Living Wage Formula Calculation noted therein, and report back to Council or the appropriate standing committee with a living wage figure re-calculated every year starting in 2021 until 2023 and provide estimated costing associated with implementing a living wage Employer Certification."

The motion for the adoption of the amendment was put.

His Worship Mayor Bowman called for the yeas and nays which were as follows:

Yea: Councillors Allard, Eadie, Gilroy, Klein, Rollins, Santos, Schreyer and Sharma 8

Nay: His Worship Mayor Bowman, Councillors Browaty, Chambers, Gillingham, Lukes, Mayes, Nason and Orlikow 8

and the motion for the adoption of the amendment was declared lost.

The motion for the adoption of the recommendation of the Executive Policy Committee was put.

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DECISION MAKING HISTORY (continued):

Councillor Mayes called for the yeas and nays which were as follows:

Yea: His Worship Mayor Bowman, Councillors Allard, Chambers, Eadie, Gilroy, Mayes, Orlikow, Rollins, Santos, Schreyer and Sharma 11

Nay: Councillors Browaty, Gillingham, Klein, Lukes and Nason 5

and the motion for the adoption of the recommendation of the Executive Policy Committee was declared carried.

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On October 20, 2020, the Executive Policy Committee passed the following motion:

WHEREAS on April 26, 2018, City Council directed the Winnipeg Public Service to research what provisions are in place in other Canadian Cities for Contractors to pay their workers a fair wage;

AND WHEREAS on October 8, 2019, the Executive Policy Committee further directed the Winnipeg Public Service to consult with stakeholders, including but not limited to City of Winnipeg labour unions and the Winnipeg Chamber of Commerce, on the cost implications of implementing a fair wage policy ($15/hour minimum wage rate) for all City of Winnipeg employees;

AND WHEREAS on December 3, 2019, the Executive Policy concurred in the recommendation of the Winnipeg Public Service and received the Fair Wage Policy report as information;

AND WHEREAS the Economic Prosperity section of the draft OurWinnipeg 2045 Development Plan, released in 2020 by the Winnipeg Public Service, contains the following policy goal with respect to poverty reduction:

> *"Achieve a living wage minimum standard for municipal employees, for those contracted and subcontracted to provide City services and for organizations who receive City funding."*

AND WHEREAS the Public Service has indicated that through the OurWinnipeg Public Engagement Process there was overwhelming public support for the concept of a living wage.

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

THEREFORE BE IT RESOLVED that the Executive Policy Committee recommend to Council:

1. That the Winnipeg Public Service be directed to take the necessary steps to implement a living wage of fifteen ($15) dollars per hour, beginning in 2023, for all City of Winnipeg employees.

2. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.