Agenda – Council – October 29, 2020

Report – Executive Policy Committee – October 20, 2020

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

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On October 20, 2020, the Executive Policy Committee submitted the following 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.

Report – Executive Policy Committee – October 20, 2020

DECISION MAKING HISTORY:

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.

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.

COST IMPLICATIONS OF IMPLEMENTING A FAIR WAGE POLICY ($15/HOUR MINIMUM WAGE RATE)

Analysis: Raise Hourly Rates Below $15 to $15.

JobCode	JobCode Desc	Step	2020 Sum of FTE	2020 Sum of Total Salaries	Weekly Hours	2020 Total Annual Hours (FTE x Weekly Hours x 52.4 [262 days])	Hourly Rate as of Oct. 31, 2019	Proposed Rate	Difference	Annual Cost based on 2020 Annual Hours
1212	Attendant Locker Room 1	1	4	115,352	40	8,384.000000	13.760087	15.000000	1.239913	10,395.430592
		2	1	30,315	40	2,096.000000	14.464830	15.000000	0.535170	1,121.716320
3602	Cashier/Clerk Aqua/Rec Fac	1	2.17	64,183	40	4,548.320000	14.112457	15.000000	0.887543	4,036.829578
		3	0.38	13,583	40	796.480000	n/a			-
		4	1.852265	71,813	40	3,882.347440	n/a			-
		5	20.735838	869,022	40	43,462.316448	n/a			-
3612	Clerk A-CUPE	0	2	83,820	40	4,192.000000	n/a			-
		2			40	-	n/a			-
		3	0.325137	11,435	40	681.487152	n/a			-
		4	0.674863	25,745	40	1,414.512848	n/a			-
		5	2	83,820	40	4,192.000000	n/a			-
3912	311 Customer Service Rep I	4	0.107159	4,154	40	224.605264	n/a			-
		5	9.902018	414,982	40	20,754.629728	n/a			-
		6	55.400823	2,379,231	40	116,120.125008	n/a			-
14152	Student	1	26.67	768,149	40	55,900.320000	13.742467	15.000000	1.257533	70,296.497111
20211	Library Shelver	1	2.46	53,922	35	4,511.640000	11.952424	15.000000	3.047576	13,749.565785
		2	27.72	676,374	35	50,838.480000	13.305528	15.000000	1.694472	86,144.380883
25012	Techn Recreation A	1	0.12	2,928	40	251.520000	11.640784	15.000000	3.359216	844.910008
25022	Techn Recreation B	1	46.62825	1,380,920	40	97,732.812000	14.130075	15.000000	0.869925	85,020.216479
Grand Total			**204.146353**	**7,049,748**		**419,983.595888**				
TOTAL FOR STEPS BELOW $15 (rate as of October 31, 2019)			**110.76825**	**3,092,143**		**224,263.092000**				**271,609.546755**
Benefit Rate at 27.98%										**75,996.351182**
TOTAL SALARY AND BENEFITS										**347,605.897937**

Notes:

FTE = full-time equivalent

n/a = hourly rate above $15.00.

311 Customer Service Representative 1 and Clerk A CUPE (40 hour rate) classifications included as Step 1 is below $15, however no FTE budgeted at this rate.

City of Winnipeg/CUPE Local 500 Collective Agreement Term: December 25, 2016 to February 28, 2021.

Benefit Rate Calculation:

Pension	10.00%
Group Insurance	0.14%
Employment Insurance	2.14%
CPP	5.10%
Vacation Pay	6.00%
General Holiday Pay	4.60%
	27.98%

Based on the 2019 Adopted Operating Budget and the Projections for 2020 from the 2019 budget process. The budget year 2020 has not yet been approved or balanced by City Council. Actual expenditures may vary from budget adjustment.