**Agenda – Executive Policy Committee – March 12, 2024**

## REPORTS

**Item No. 9 Living Wage**

COUNCIL DECISION:

On February 22, 2024, Council referred back Item 6 of the Report of the Executive Policy Committee dated February 13, 2024, which recommended as follows:

1. That the Council Motion of January 25, 2024, be received as information.

Further, on February 22, 2024, Council referred the following amending motion to the Executive Policy Committee for consideration:

Moved by Councillor Allard
Seconded by Councillor Gilroy

BE IT RESOLVED THAT Item 6 of the Report of the Executive Policy Committee dated February 13, 2024, be amended as follows:

- Delete Recommendation 1 in its entirety and replace with the following:

  "1. That the Public Service be directed to review the Canadian Living Wage Framework and report back to Council annually with an updated living wage figure beginning in September 2024.

  2. That the Winnipeg Public Service be directed to take the necessary steps to implement: a living wage requirement for: A. City of Winnipeg employees effective January 1, 2025. B. Contractors and subcontractors providing city services in all new and renewed contracts effective January 1, 2025. C. Organizations receiving City funding effective January 1, 2025.

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

DECISION MAKING HISTORY:

COUNCIL DECISION:

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

DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On February 13, 2024, the Executive Policy Committee recommended to Council:

1. That the Council Motion of January 25, 2024, be received as information.

David Grant submitted a communication with respect to the matter.

Gord Delbridge, CUPE Local 500, submitted a communication in support of the matter.

COUNCIL DECISION:

On January 25, 2024, Council referred the motion to the Executive Policy Committee.

On December 14, 2023, the following Notice of Motion was filed with the Clerk, in accordance with section 17(1) of the Procedure By-law No. 50/2007:

Moved by Councillor Gilroy,
Seconded by Councillor Allard,

WHEREAS policy 3.13 of the economic prosperity section of the OurWinnipeg 2045 development plan states the following policy goal with respect to poverty reduction: "Develop criteria to achieve a living wage minimum standard for employees of the City, for those awarded contracts and subcontracts to provide City services, and for organizations who receive City funding, to enable economic self-sufficiency, and community participation.";

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;

AND WHEREAS a living wage is the hourly wage a worker needs to earn to cover their basic expenses and participate in their community, and generally exceeds the legal minimum wage;

AND WHEREAS Living Wage Canada, a federally incorporated non-profit organization, has established a national methodology for calculating a community's living wage;

DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

AND WHEREAS becoming a Living Wage Employer requires ensuring both direct employees and contracted/subcontracted employees earn a living wage.

AND WHEREAS on October 29, 2020, Council directed the Public Service to take the necessary steps to implement a living wage of fifteen ($15) dollars per hour, beginning January 1, 2023.

AND WHEREAS on October 1, 2023, the Manitoba legal minimum wage became $15.30 per hour, exceeding the City of Winnipeg's adopted living wage;

AND WHEREAS the Canadian Centre For Policy Alternatives (CCPA-Manitoba) has calculated the 2023 living wage for a two-parent, two-child family in Winnipeg as $19.21/hr;

THEREFORE BE IT RESOLVED THAT:

1. That the Public Service be directed to review the Canadian Living Wage Framework and report back to Council annually with an updated living wage figure beginning in September 2024.

2. That the Winnipeg Public Service be directed to take the necessary steps to implement: a living wage requirement for:

    A. City of Winnipeg employees effective January 1, 2025.

    B. Contractors and subcontractors providing city services in all new and renewed contracts effective January 1, 2025.

    C. Organizations receiving City funding effective January 1, 2025.

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