Minutes – Council – March 21, 2024

Minute No. 199
Report – Executive Policy Committee – March 12, 2024

Item No. 5 Living Wage

COUNCIL DECISION:

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

1. That the Council Motions of January 25, 2024, and February 22, 2024 be received as information.

2. That the Public Service be directed to review the proposed Living Wage Canada living wage standard and report back within 120 days on the following:

    A. The number of City of Winnipeg employees who would be affected by the living wage and the costs associated to raise their current wages to the new standard;

    B. An estimate of cascading costs associated with higher wages required for other City of Winnipeg job classifications that are currently at or just above the living wage standard; and

    C. Which aspects of the current City of Winnipeg employee health and pension benefits packages would meet goals of the Living Wage Canada formula currently used to estimate Manitoba's annual living wage and quantify the cumulative value of these benefits.

    D. An estimate on potential financial impacts this policy would have on existing service contracts with third-parties, and how this policy could affect costs on renewals.

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

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DECISION MAKING HISTORY:

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

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On March 12, 2024, the Executive Policy Committee submitted the following to Council:

1. That the Council Motions of January 25, 2024, and February 22, 2024 be received as information.

2. That the Public Service be directed to review the proposed Living Wage Canada living wage standard and report back within 120 days on the following:

    A. The number of City of Winnipeg employees who would be affected by the living wage and the costs associated to raise their current wages to the new standard;

    B. An estimate of cascading costs associated with higher wages required for other City of Winnipeg job classifications that are currently at or just above the living wage standard; and

    C. Which aspects of the current City of Winnipeg employee health and pension benefits packages would meet goals of the Living Wage Canada formula currently used to estimate Manitoba's annual living wage and quantify the cumulative value of these benefits.

    D. An estimate on potential financial impacts this policy would have on existing service contracts with third-parties, and how this policy could affect costs on renewals.

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

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

The following persons submitted communications on the matter:

- David Grant
- Kate Kehler, Executive Director, Social Planning Council of Winnipeg
- Channah Greenfield, Chair Make Poverty History Manitoba, City Working Group
- Niall Harney, Canadian Centre for Policy Alternatives

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.

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DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

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

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.

The following persons submitted communications on the matter:

- David Grant.
- Gord Delbridge, CUPE Local 500

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;

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DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

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;

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.