

Workplace Health Employer Appreciation Day October 19, 2016

Health Benefits of a Living Wage

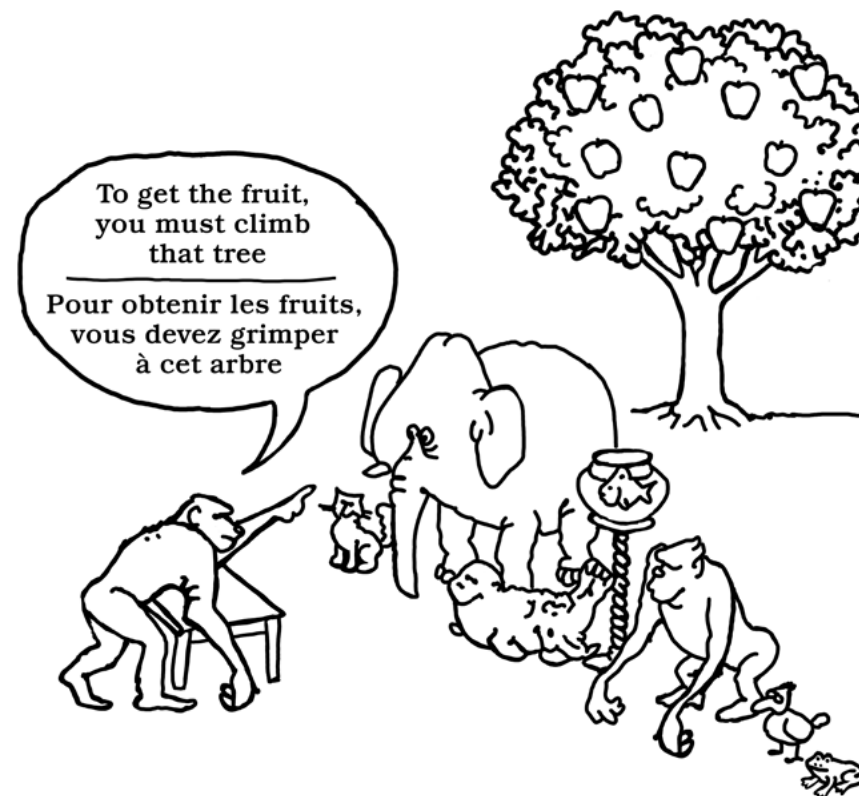
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What are the assumptions taking place here?

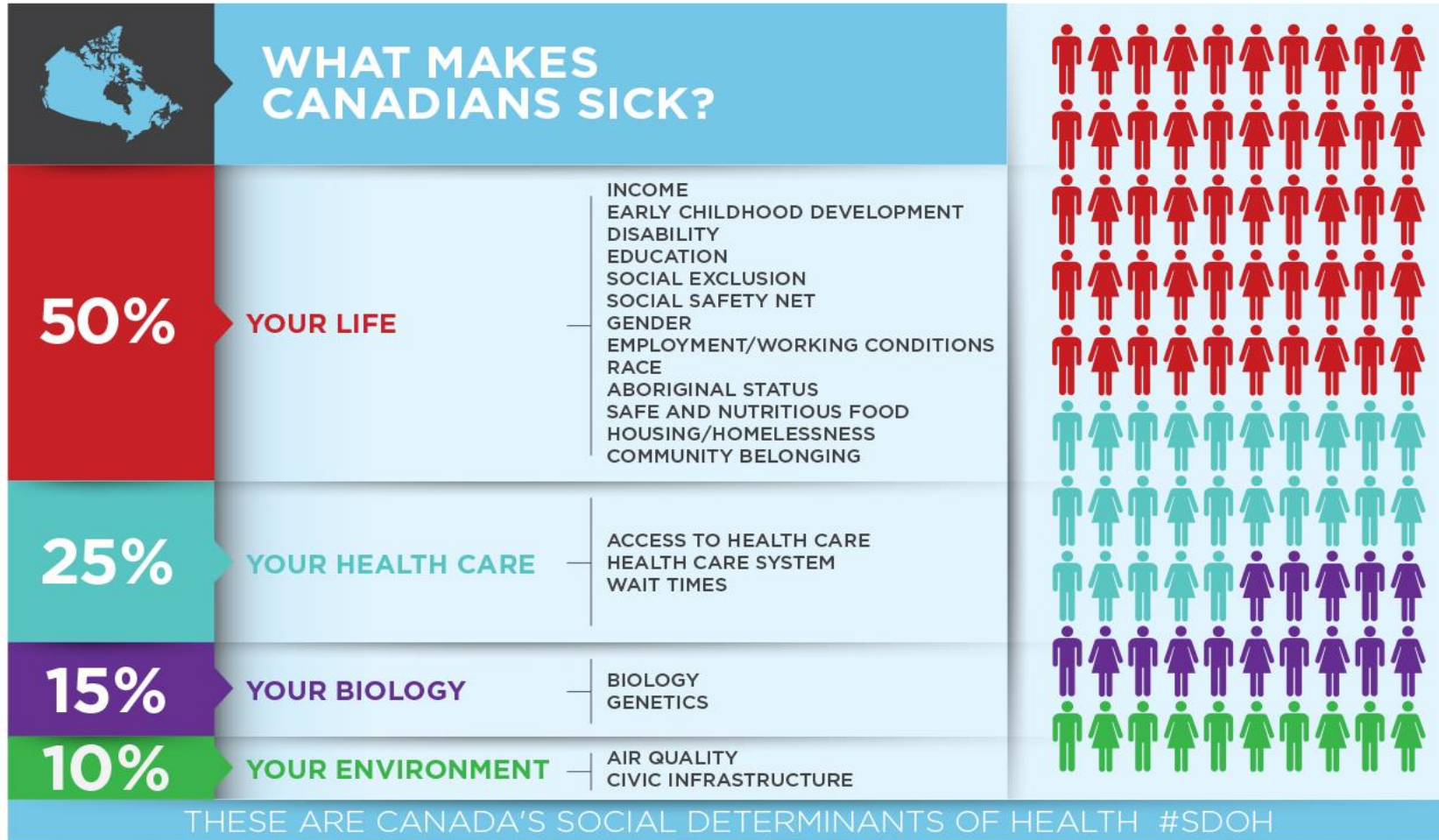
We don't decide what family we are born into.

We all start at different beginnings.

Our opportunities for better health begin where we live, learn, work and play. And where we live, learn, work, and play can have a greater impact on how long and well we live than medical care.



What makes Canadians Sick?



CMA and Jarod Knoll –
Upstream presentation
Feb 23rd 2016

Question



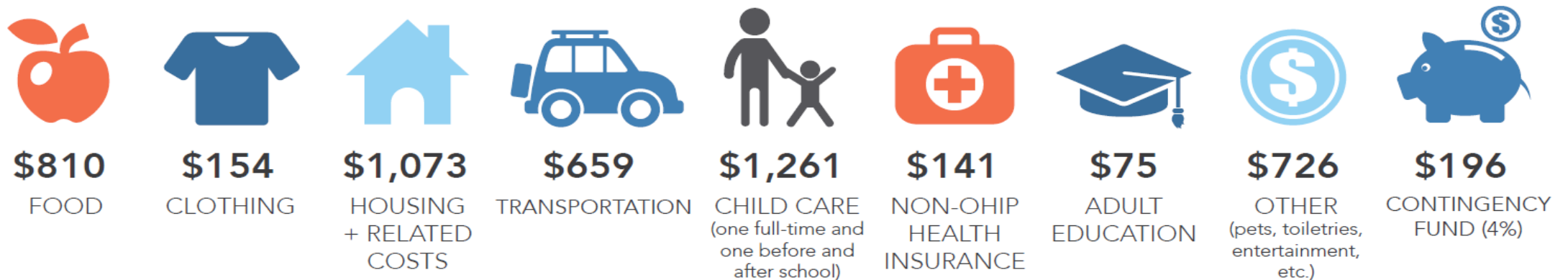
As an employer,
what are a few
key employee issues
that you deal with?



A Living Wage - The cost of living in CK

How is a Living Wage determined?

- It is based on a calculation developed by the Canadian Centre for Policy Alternatives that draws on **community-specific data**.
- It analyzes the actual expenses that a **family of two full-time working parents, with 1 child in daycare and one child in school** face.



- Parent #1 - \$30,563.50 & Parent #2 - \$30,563.50 => monthly \$5,094 or \$61,127 annually

Which translates to an hourly wage for each parent of **\$15.86 per hour (2015)**

Benefits of paying a living wage - for employers

- Improves employee recruitment and retention
- Staff are proud to work for Living Wage Employers
 - Improves employee self-esteem and productivity
 - Increases loyalty and decreases absenteeism
- Overall less stress for employers and employees
 - Parents are better able to support their children and their education
- Increased wages are spent at local businesses...improving the local economy.
 - Families have more time and money to participate in social, civic and cultural activities.



Lessons learned going through the process

- There are three major contributors to the CK living wage amount are:
Transportation, Housing, and Childcare costs.
- Can we supplement wages with other benefits?
 - Transportation??
 - Affordable Housing??
 - Childcare? For a young parent workforce – provide on site licensed daycare that is available during hours of work...a huge stress reliever for young families!
 - Give helpful benefits? Examples:
 - Pay for a bi-annual eye exam.
 - Pay for a preventative dental visit/year.
 - Pay for the cost of filing a tax return
 - Having the employee earn 1hour of paid sick time for 35hours of work.



Q&A

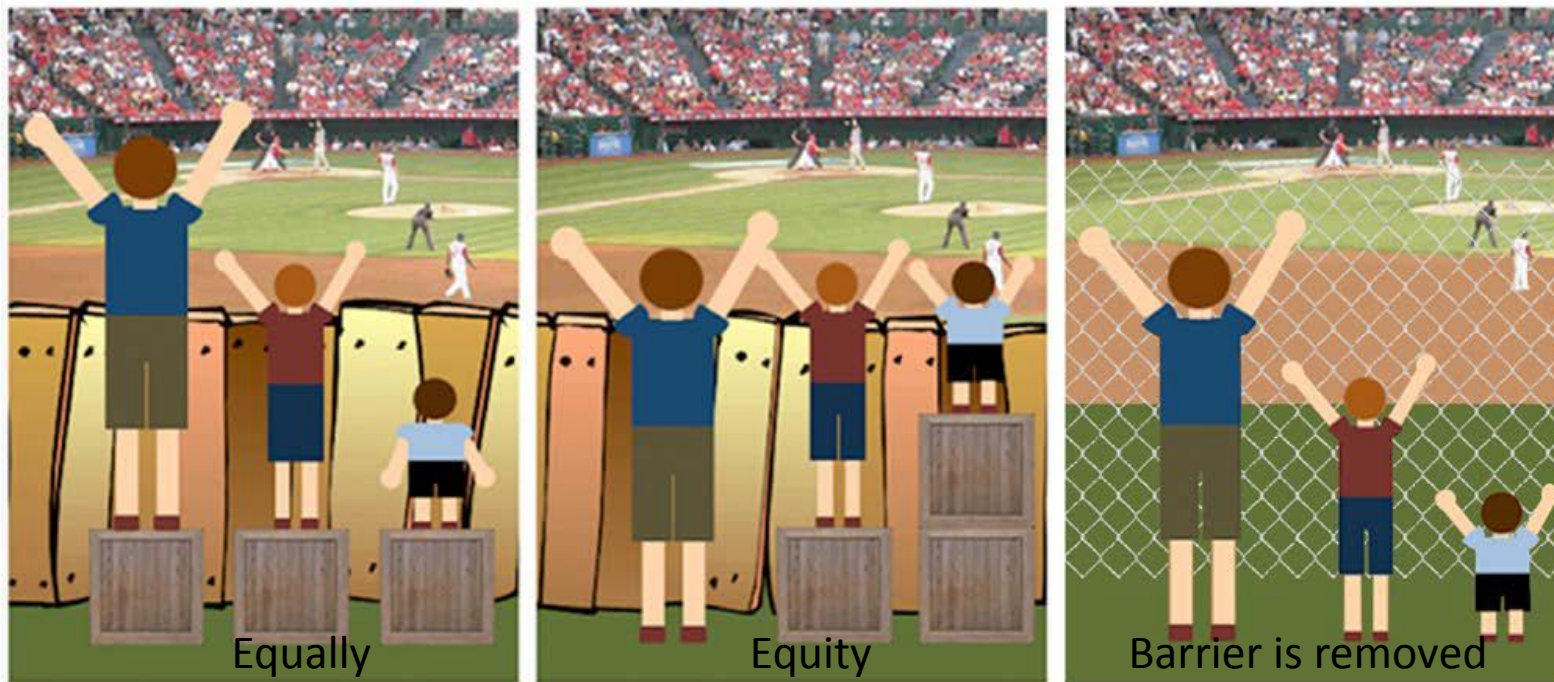


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Thank you for your time!

Health Equity and Inequity

Equity is treating everyone fairly by acknowledging their unique situation and addressing systemic barriers.



The aim of equity is to ensure that no matter where someone begins - everyone has a fair chance to live a healthy life.

<https://www.youtube.com/watch?v=9SPpCH-oQf4> - Dan Price

Filling Out a Tax Return...

Simple Intervention, Big Impact!

Example:

Single mother, two young children, **annual income \$14 000**, monthly rent \$800

Canadian Child Tax Benefit	\$ 9,470
Basic Amount + National Child Benefit Supplement + Ontario Child Benefit	
Harmonized Sales Tax Credit	\$ 808
Working Income Tax Benefit	\$ 1,813
Ontario Trillium Benefit	\$ 1,305
Ontario Sales Tax Credit + Ontario Energy and Property Tax Credit	
Ontario Children's Activity Tax Credit	\$ 107
Total 2013 Tax Credits	\$13,503

Ontario Refundable Tax Credit Calculator: <http://www.fin.gov.on.ca/en/taxcredits/CalculatorQues6ons.asp>

CRA Child and Family Benefits Calculator: <http://www.cra-arc.gc.ca/bnms/clcltr/menu-eng.html>



Health

begins long before
illness...

in our homes, schools,
workplaces and communities.