



**LIVING WAGE**  
SASKATOON

## APPLICATION PACKAGE

This **Application Package** is for employers who want to help build a stronger community and reduce local poverty by becoming a living wage organization. This application should be completed and returned to the Living Wage Saskatoon coordinator at [LivingWageYXE@gmail.com](mailto:LivingWageYXE@gmail.com). Alternatively, the application can be filled out online at [www.LivingWageYXE.ca](http://www.LivingWageYXE.ca).

The coordinator will follow up to help develop your implementation plan and arrange recognition of your status as a living wage organization. The living wage for 2016 is \$16.68 in Saskatoon.

Larger organizations may need to take a stepped implementation approach to becoming a Living Wage Employer. Formal recognition as a Living Wage Employer will come after the organization's plan to raise all direct, contract, and subcontracted employees to the current living wage rate is accepted by Living Wage Saskatoon. Maintaining your status as a Living Wage Employer is contingent upon carrying out this implementation plan. For more information, contact the Living Wage Saskatoon coordinator at [LivingWageYXE@gmail.com](mailto:LivingWageYXE@gmail.com) or **306-380-WAGE (9243)**.

The living wage for Saskatoon is recalculated annually according to a standardized formula. New figures are released in April, and Living Wage Employers will have three months to come into compliance with the new living wage. Details on how your organization will remain up-to-date with changes to the living wage must be included in your implementation plan.

Living Wage Saskatoon understands that there may be forms of employment which should be assessed differently or exempted from the living wage. These include:

- Casual employment of less than 120 hours per year.
- Students, interns and practicum placements for summer projects, etc. These categories may make up no more than ten percent of labour. The labour must be additional and not core. For small not-for-profit employers with less than five staff, this exemption increases to no more than twenty percent of labour.
- Social purchasing. Employers may source up to ten percent of their labour from qualified social enterprises, which must be approved by Living Wage Saskatoon. Qualifications include that the social enterprise must be purpose-built for employing hard-to-employ individuals, be owned by a not-for-profit, and must be pre-existing.
- Multiple small contracts. For some large employers, where a contract makes up no more than half of a percentage of its purchasing budget.

# LIVING WAGE EMPLOYER APPLICATION FORM

## EMPLOYER INFORMATION

Name of Employer:

Address:

Main Contact:

Title:

Contact Email:

Contact Phone Number:

Website:

Nature of Business:

## CERTIFICATION ELIGIBILITY

Number of employees:

Full-time:

Part-time:

Student:

Contract:

Number of employees currently paid a living wage:

Full-time:

Part-time:

Student:

Contract:

If not all direct employees are currently paid a living wage, please identify the steps you will take to bring them up to that level and the timeline over which you will take these steps:

If not all contract employees are currently paid a living wage, please identify the steps you will take to bring them up to that level and the timeline over which you will take these steps:

Why have you decided to become a living wage business (check all that apply):

To increase employee retention

To decrease the number of sick days and reduce benefit costs

For positive brand association and to be seen as an ethical employer

To attract desirable, qualified recruits

To increase productivity

Feel obligated to do so

Other (please explain)

May we quote you? Please provide a quote sharing why your organization is paying a living wage or the benefits to your organization:

Please indicate what promotional materials you would like:

Window decal - Quantity:

Website graphic

Social media graphic (Twitter/Facebook/Instagram/LinkedIn)

Living Wage web page recognition

