

# 2015

## YELLOWKNIFE LIVING WAGE

Calculation of Living Wage is a priority of the **No Place for Poverty** coalition as part of efforts to reduce and eliminate poverty. We hope that work on the Yellowknife Living Wage builds momentum and support for Living Wage in other NWT communities.

The Living Wage is based on a bare-bones budget without the extras many of us take for granted. The Living Wage budget includes food, clothing, rent, transportation, child care, health care, adult education, some household expenses, and a small emergency fund.

A Living Wage benefits communities, businesses, and employees. Businesses keep their employees longer and spend less on recruitment and training. Living Wage workers have more income to spend on local goods and services. And, of course, they pay more taxes.

Please support a Living Wage for Yellowknife workers.

# \$20.68

## per adult per hour

is Yellowknife's 2015 Living Wage for a family with 2 working parents and 2 children including out-of-pocket health and dental expenses.

## What is Living Wage?

*It is the hourly earnings required to cover basic expenses. It is based on the actual costs of living in a specific community.*

## What are the benefits?

### *Individuals & Families*

- ✓ Fewer Living in Poverty
- ✓ Fairer Compensation
- ✓ Better Health
- ✓ Better Quality of Life

### *Community*

- ✓ Better Understanding of Local Living Costs
- ✓ More Civic Participation
- ✓ More Spending in the Local Economy

### *Employers/Business*

- ✓ Better Labour Productivity
- ✓ Less Employee Turnover
- ✓ Less Absenteeism
- ✓ Better Customer Loyalty
- ✓ Better Corporate Image



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Northwest Territories Health and Social Services

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# How was Yellowknife's Living Wage calculated?

The *Canadian Living Wage Framework* (CLWF) developed by Vibrant Communities Canada was used as a guide for Yellowknife's 2015 Living Wage calculation.

**Calculation Method** - Living Wage is the hourly wage rate that allows this formula to balance:

$$\text{Annual Expenses} = \text{Employment Income} + \text{Income from Government Transfers} - \text{Taxes}$$

## Annual Family Expenses

### Budget Exclusions

- \* Special dietary needs
- \* Hobbies
- \* Owning a home
- \* Pet ownership
- \* Credit card, loan or other debt/interest payments
- \* Parking
- \* Savings for retirement
- \* Alcohol or tobacco costs
- \* RRSP, RESP, or RDSP contributions
- \* Personal life or disability insurance
- \* Costs of caring for a disabled, seriously ill, or elderly family member
- \* Financial help to family members

## Annual Expenses

This chart shows the annual expenses used in the 2015 calculation.

