





COMMUNICATION UPDATE

TO:	Mayor and Members of Council
DATE:	January 29, 2025
SUBJECT:	Living Wage
WARD(S) AFFECTED:	All Wards
SUBMITTED BY:	Lora Fontana Executive Director, Human Resources
SIGNATURE:	
SUBMITTED BY:	Mike Zegarac General Manager, Corporate Services
SIGNATURE:	

This Communication Update provides information to Council on the Living Wage increase that was released by the Ontario Living Wage Network in late 2024. The updated Living Wage rate for Hamilton is \$21.30 per hour, representing an increase of 2.4% from the previous rate of \$20.80.

In 2024, Council approved the implementation of the Living Wage rate of \$20.80 for City of Hamilton School Crossing Guards effective September 1, 2024. In addition, non-union part-time casual employee group rates were adjusted with a Cost of Living (COLA) increase effective July 1, 2024.

Staff has already budgeted a COLA increase for these positions and through the adoption of the Proposed 2025 Tax Budget, staff will implement the COLA adjustment on July 1, 2025 for the non-union part-time casual employee group and on September 1, 2025 for School Crossing Guards. The COLA adjustment exceeds the 2.4% required to achieve the Living Wage, and accordingly provides a greater benefit for these positions.

If you have any questions or require additional information, please contact Nenzi Cocca, Director, HR Systems & Operations at Nenzi.Cocca@hamilton.ca or Kirk Weaver, Acting Director, Financial Planning, Administration & Policy at Kirk.Weaver@hamilton.ca.

APPENDICES AND SCHEDULES ATTACHED

None