



December 5, 2023

Re: GG8.20 Revisions to the Fair Wage Policy and Updating the Fair Wage Schedule to Include 2022-2024 Wage Rates

Dear General Government Committee Members,

The Toronto & York Region Labour Council supports the amendments proposed to Toronto's Fair Wage Policy in Item GG8.20. The Fair Wage Policy seeks to ensure that contractors and suppliers pay their workers fair market rates by setting minimum standards for City work that is contracted out. We appreciate that the framework and the minimums are being updated.

We note that in the Fair Wage Policy framework, the collective agreement sets the prevailing wage for that contract if the agreement has higher wages. The best path to fair wages for all workers is a union contract. Workers in unions are typically paid more than comparative non-union workers. The difference is even larger for women and other equity seeking groups, for whom the wage gap is on average reduced by more than half. This means that unionized workers are able to live with dignity in the city they built.

Further, the benefits earned by union workers means they can focus on getting the care they need, not fret about how to pay for it. The increased health and safety protections and training standards means unionized workers are more than 25% less likely to get injured on the job, meaning less time lost due to injury and accident, and people can keep working and earning for their families.

We support continued coverage by the Fair Wage Policy of contracted out work in general, and we support the current rules for contracted-out construction trades work.

At some time in the future, we would like to discuss opportunities to expand coverage by the Fair Wage Policy to other sectors of our economy where city work is contracted out to other employers.

Yours,

A handwritten signature in black ink that reads "Andria Babbington".

Andria Babbington

President