



## STAFF REPORT INFORMATION ONLY

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### Fair Wage Policy

<b>Date:</b>	June 11, 2008
<b>To:</b>	Employee and Labour Relations Committee
<b>From:</b>	City Librarian

### SUMMARY

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This report provides an overview of the operation of the City of Toronto's Fair Wage Policy and explains how it is applied to contractors who do business with the Toronto Public Library.

### FINANCIAL IMPACT

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This report has no financial impact on the 2008 Operating Budget.

The Director, Finance and Treasurer has reviewed the financial impact statement and is in agreement with it.

### DECISION HISTORY

At its meeting on March 25, 2008, the Employee and Labour Relations Committee directed staff to report to the Committee about the operation of the Fair Wage Policy at the Toronto Public Library.

### COMMENTS

#### **History and Purpose of Fair Wage Policy:**

Some form of a Fair Wage Policy has been in place in the City of Toronto since 1893.

At the time of the amalgamation of the City of Toronto in 1998, City Council adopted a Fair Wage Policy to replace all previous policies from the predecessor municipalities. The policy was most recently amended by Council in October 2007.

The central principle of the Fair Wage Policy is to prohibit the City from doing business with contractors, sub-contractors and suppliers who discriminate against their workers. The policy requires these contractors to comply with minimum standards for wages, working hours and conditions of work for their workers.

The policy is also intended to compromise between the wage differentials of unionized and non-unionized workers; and to create a level playing field for contractors wishing to do City work.

Under the policy there are penalties when a contractor is found to be in non-compliance with the Fair Wage Policy, including disqualification from conducting business with the City for a period of up to two years.

### **The Fair Wage Policy at Toronto Public Library:**

The Fair Wage Policy which City Council adopted in October 1998, directed that the policy be applied to all City departments, agencies, boards and commissions. In accordance with this direction, the Toronto Public Library operates in compliance with the Fair Wage Policy.

The Toronto Public Library identifies the Fair Wage Policy in all of its procurement calls. All tenders and requests for proposals state that “it is the proponent’s responsibility to become familiar with, and, where required, comply with the City of Toronto and Toronto Public Library policies such as: Fair Wage Policy”, and other policies. In making a submission to the procurement call, “the Proponent agrees to be bound by the policies listed”.

The Toronto Public Library’s janitorial contract with National Cleaning Contractors is administered in compliance with the Fair Wage Policy. In terms of the policy, the workers are classified as Cleaner (Light Duty). The minimum hourly rate for this position is \$9.78, with an additional four % vacation and holiday pay and a “fringe benefit” of \$0.42 per hour.

In January 2003, the Library Board directed staff to investigate whether National Cleaning Contractors was operating its contract with Toronto Public Library in compliance with the Fair Wage Policy. The Fair Wage Office at the City of Toronto investigated the matter and reported to Library staff that National Cleaning Contractors was operating at the Library in compliance with the Fair Wage Policy.

## **CONTACT**

Dan Keon; Director, Human Resources; Tel: 416-395-5850; Fax: 416-395-5925;  
E-mail: [dkeon@torontopubliclibrary.ca](mailto:dkeon@torontopubliclibrary.ca)

## **SIGNATURE**

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Josephine Bryant  
City Librarian