



TO: Chair and Members of the Board of Health

FROM: Emily Williams, Chief Executive Officer  
Dr. Alexander Summers, Medical Officer of Health

DATE: 2023 November 16

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## MLHU ONTARIO LIVING WAGE NETWORK CERTIFICATION

### **Recommendation**

*It is recommended that Report No. 70-23 re: “MLHU Ontario Living Wage Network Certification” be received for information.*

### **Key Points**

- The Middlesex-London Health Unit (MLHU) was previously recognized as a Living Wage employer in May 2016 through the London Living Wage initiative.
- London Elgin Oxford has a [Living Wage of \\$18.05 per hour](#).
- The Board of Health passed a motion at the April 20, 2023 Board of Health meeting to investigate seeking a living wage certification.
- MLHU has obtained certification as a Living Wage Champion as of October 16, 2023.

### **Background**

The [Ontario Living Wage Network](#) (OLWN) is a network of employers, employees, non-profits, and researchers who certify and advocate for proponents of Living Wage work standards for all Ontario workers.

A Living Wage is not the same as the minimum wage, which is the legislated minimum all employers must pay and is set by the provincial government. The living wage reflects what people need to earn to cover the actual costs of living in their community. A Living Wage ensures families are not under severe financial stress, promotes social inclusion, and helps families achieve a basic level of economic security, which aligns with the principles of health equity. The Living Wage is calculated based on the needs of a family of four with two parents each working full-time, full year. The OLWN has indicated that London Elgin Oxford has a [living wage of \\$18.05 per hour](#).

The MLHU collaborated as a partner on the Living Wage project and was previously recognized as a Living Wage employer in May 2016 through the London Living Wage initiative. At the April 20, 2023 Board of Health meeting, the following motion was made to seek a new certification for the Middlesex-London Health Unit:

*It was moved by S. Franke, seconded by S. Menghsha, that the Board of Health direct staff to investigate seeking a Living Wage certification through the Ontario Living Wage Network for the Middlesex-London Health Unit.*

Effective October 16, 2023, MLHU successfully obtained certification as a Living Wage Champion. The Champion level of certification signifies that all direct and indirect employees of MLHU are paid at or above the Living Wage, or will be within the next six months, and that any contractors who provide services to MLHU are paid at or above the Living Wage.

## Next Steps

The OWLN will coordinate a certification announcement for MLHU and provides material to identify MLHU as a certified living wage employer.

This report was prepared by the Human Resources Team, Healthy Organization Division.



Emily Williams BScN, RN, MBA, CHE  
Chief Executive Officer



Alexander Summers, MD, MPH, CCFP, FRCPC  
Medical Officer of Health