



**City of Hamilton**  
**GENERAL ISSUES COMMITTEE ADDENDUM**

**Meeting #:** 20-002(g)  
**Date:** February 7, 2020  
**Time:** 9:30 a.m.  
**Location:** Council Chambers, Hamilton City Hall  
71 Main Street West

Stephanie Paparella, Legislative Coordinator (905) 546-2424 ext. 3993

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*6.2.a Marion Emo, President and CEO Hamilton-Burlington SPCA to speak to the Animal Adoption Program matter (at the request of Council) (no copy)	



**GENERAL ISSUES COMMITTEE  
(2020 OPERATING BUDGET)  
MINUTES 20-002(f)**

9:30 a.m.

Thursday, January 30, 2020

Council Chambers

Hamilton City Hall

71 Main Street West

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**Present:** Mayor F. Eisenberger, Deputy Mayor B. Clark (Chair)  
Councillors M. Wilson, J. Farr, N. Nann, S. Merulla, C. Collins,  
T. Jackson, E. Pauls, J.P. Danko, M. Pearson, B. Johnson,  
A. VanderBeek, J. Partridge

**Absent:** Councillor T. Whitehead – Personal  
Councillor L. Ferguson – Other City Business

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**THE FOLLOWING ITEMS WERE REFERRED TO COUNCIL FOR INFORMATION:**

**(a) CHANGES TO THE AGENDA (Item 1)**

The Committee Clerk advised of the following change to the agenda:

**3. APPROVAL OF MINUTES OF PREVIOUS MEETING**

3.1 January 29, 2020

**(Pearson/Pauls)**

That the agenda for the January 30, 2020 General Issues Committee (Budget) meeting be approved, as amended.

**Result: Motion CARRIED by a vote of 11 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson

YES - Ward 2 Councillor Jason Farr

YES - Ward 3 Councillor Nrinder Nann

YES - Ward 4 Councillor Sam Merulla  
 NOT PRESENT - Ward 5 Councillor Chad Collins  
 NOT PRESENT - Ward 6 Councillor Tom Jackson  
 YES - Ward 7 Councillor Esther Pauls  
 NOT PRESENT - Ward 8 Councillor John-Paul Danko  
 YES - Deputy Mayor - Ward 9 Councillor Brad Clark  
 YES - Mayor Fred Eisenberger  
 YES - Ward 15 Councillor Judi Partridge  
 NOT PRESENT - Ward 14 Councillor Terry Whitehead  
 YES - Ward 13 Councillor Arlene VanderBeek  
 NOT PRESENT - Ward 12 Councillor Lloyd Ferguson  
 YES - Ward 11 Councillor Brenda Johnson  
 YES - Ward 10 Councillor Maria Pearson

**(b) DECLARATIONS OF INTEREST (Item 2)**

There were no declarations of interest.

**(c) APPROVAL OF MINUTES OF PREVIOUS MEETING (Item 3)**

**(i) January 29, 2020 (Item 3.1)**

**(Farr/Johnson)**

That the Minutes of the January 29, 2020 General Issues Committee (Budget) meeting be approved, as presented.

**Result: Motion CARRIED by a vote of 11 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
 YES - Ward 2 Councillor Jason Farr  
 YES - Ward 3 Councillor Nrinder Nann  
 YES - Ward 4 Councillor Sam Merulla  
 NOT PRESENT - Ward 5 Councillor Chad Collins  
 NOT PRESENT - Ward 6 Councillor Tom Jackson  
 YES - Ward 7 Councillor Esther Pauls  
 NOT PRESENT - Ward 8 Councillor John-Paul Danko  
 YES - Deputy Mayor - Ward 9 Councillor Brad Clark  
 YES - Mayor Fred Eisenberger  
 YES - Ward 15 Councillor Judi Partridge  
 NOT PRESENT - Ward 14 Councillor Terry Whitehead  
 YES - Ward 13 Councillor Arlene VanderBeek  
 NOT PRESENT - Ward 12 Councillor Lloyd Ferguson  
 YES - Ward 11 Councillor Brenda Johnson  
 YES - Ward 10 Councillor Maria Pearson

**(d) PRESENTATIONS (Item 6)**

**(i) Healthy & Safe Communities Department 2020 Operating Budget (Item 6.1)**

Paul Johnson, General Manager, Healthy & Safe Communities Department, addressed Committee and provided a PowerPoint presentation respecting the Healthy & Safe Communities Department 2020 Operating Budget.

**(Eisenberger/Partridge)**

That the presentation, respecting the Healthy & Safe Communities 2020 Operating Budget, be received.

**CARRIED**

A copy of the presentation is available on the City's website at [www.hamilton.ca](http://www.hamilton.ca) or through the Office of the City Clerk.

**(e) ADJOURNMENT (Item 8)**

**(Pearson/VanderBeek)**

That, there being no further business, the General Issues Committee (Budget), be adjourned at 11:46 a.m.

**CARRIED**

Respectfully submitted,

Deputy Mayor Brad Clark  
Chair, General Issues Committee

Stephanie Paparella  
Legislative Coordinator  
Office of the City Clerk

# Hamilton Roundtable for Poverty Reduction

February 6, 2020

Dear Councillor,

We were pleased to see a discussion on implementing a Living Wage for municipal and Hamilton Public Library employees will be coming back on Friday, February 7<sup>th</sup> during GIC budget deliberations.

As you know, the Hamilton Roundtable for Poverty Reduction, Social Planning Council, Workforce Planning Hamilton and Hamilton & District Labour Council have been advocating for Living Wage in Hamilton since 2011 (and in some cases, even earlier). Together, with provincial partners, we helped lead the development of Ontario's Living Wage movement -which now counts more than 30 communities across Ontario. More than 300 employers have signed up and committed to implementing living wage within their organizations. You can read some of their testimonials on the [Ontario Living Wage website](#).

Last year's decision to increase wages of municipal crossing guards to the previous living wage rate of \$15.45 was appreciated; Hamilton's current living wage rate of \$16.45 was calculated and released in November, 2019 through the local leadership of SPRC and in conjunction with the Ontario Living Wage Network's framework that includes Stats Canada data and other relevant measures. We looked at the costs of food, rental housing, transportation and other essential costs for Hamilton families. Living Wage is a local, evidence-based approach to setting wages based on local family costs.



Raising wages for the lowest paid workers in our community is not only the right thing to do, but by helping to end working poverty, significant economic benefits will accrue. When the provincial government raised minimum wage in January 2018, [Ontario saw an increase in employment](#)... More employees had money to spend on goods and services, this in turn helped drive economic growth.

Recently the [City of Kingston signed on as Ontario's 4th certified Living Wage municipality](#). Smaller Ontario municipalities including [Huron County](#), [North Perth](#) and the [City of Cambridge](#) have already committed to implementing living wage for municipal employers. If Hamilton were to make a similar commitment, the municipality would become the largest in Ontario to become a certified Living Wage employer. It would send a strong message to our employees, the community and the province that our City is committed to ending working poverty.

We urge you to continue Hamilton's progress. Let's make Hamilton a Living Wage community in 2020.

Warmest regards,

Tom Cooper

Director, Hamilton Roundtable for Poverty Reduction

**Bridget Doherty**  
**Councillor, City of Kingston, Portsmouth District**  
613-328-5978 | bdoherty@cityofkingston.ca

## AN OPEN LETTER TO HAMILTON CITY COUNCILLORS

Thursday February 6<sup>th</sup>, 2020

Dear fellow Councillors,

I understand Hamilton City Council will be discussing two living wage motions this Friday. We commend you for furthering this important debate and for the City of Hamilton's long standing leadership in tackling poverty.

As you are keenly aware, municipalities across Ontario are facing significant financial challenges, yet we have found that paying employees the local living wage is an investment in our community's future. Paying a living wage to municipal workers sends a strong message about the need to reduce income inequality both within our organization – and outside of it.

Employees who benefit from earning a Living Wage are typically working-age adults in their 30s, 40s and 50s—often helping to support their own families. According to Statistics Canada, the number of low-wage workers has doubled in the last two decades. If municipalities can do their part to reduce that disparity, there can be significant returns: greater productivity, less sick time and far fewer turnovers. Workers who earn more feel valued and, as a result, help us achieve our goals as an organization.

In looking at certification, we found that, like most municipal employers, all of our full-time and most part-time employees were above the current living wage rate. With phased implementation, we will look at bringing the rest up to living wage levels as contracts come up for renewal.

But this is not the only way a city can take a leadership role in poverty reduction. As you are aware, municipalities are also significant purchasers of goods and services and can inspire the private sector to do their part to reduce working poverty. Later this year, the City of Kingston will be looking at **living wage procurement policies that will encourage contractors to pay at least a living wage to their workers.**

Great cities of the 21st century will themselves be good and fair employers. We hope to see the City of Hamilton join Kingston and other municipalities as leaders in this growing decent work movement.

Please reach out to the Ontario Living Wage Network or myself if you require additional resources, or have any questions.

Sincerely,

Bridget Doherty  
Councillor, Councillor, City of Kingston, Portsmouth District