



Hamilton

INFORMATION REPORT

TO:	Chair and Members Audit, Finance and Administration Committee
COMMITTEE DATE:	October 22, 2020
SUBJECT/REPORT NO:	Fair Wage Policy and Fair Wage Schedule Complaints Annual Report (FCS20084) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Patricia Vasquez (905) 546-2424 Ext. 5972
SUBMITTED BY:	Rick Male Director, Financial Services and Taxation & Corporate Controller Corporate Services Department
SIGNATURE:	

COUNCIL DIRECTION

Section 4.4 of the Fair Wage Policy and Fair Wage Schedule, approved by Council on June 12, 2019, requires the Manager of Procurement co-ordinate the preparation of an annual report for the appropriate Standing Committee of Council regarding complaints investigated and resulting audits performed pursuant to the Fair Wage Policy and Fair Wage Schedule.

INFORMATION

This report provides an update on the status of active and completed Fair Wage complaint investigations between January 1, 2019, to June 30, 2020.

The complaints referenced in this report were governed under the requirements of the Fair Wage Policy and Schedule approved by Council on March 9, 2016. The requirements of the Policy at that time affected construction contracts over \$500,000 and required all contractors and sub-contractors providing construction and construction maintenance work to provide wages and benefits to their employees in accordance with the Policy.

OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

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In 2019, one ongoing investigation was initiated in 2017 for which the audit process has been completed:

- FW26-2017 - complaint was investigated and the audit found the contractor to be non-compliant with the requirements of the Fair Wage Policy and Schedule. The audit determined that the amounts paid to employees (required vacation pay, hourly wage and/or employer paid benefits) did not meet the requirements of the Fair Wage Policy and Schedule. The contractor is required to pay their employees the shortfall amounts as well as the audit costs associated with the investigation of the complaint. At the time of this Report, the City continues to wait for confirmation from the contractor that the employees received the shortfall amount owed to them.

Also, in 2019, the City received two new complaints which are still currently under investigation:

- FW29-2019 - complaint is still under investigation as of June 30, 2020.
- FW31-2019 – complaint is still under investigation as of June 30, 2020.

The three complaints, and associated audit results have been summarized and provided in Appendix 'A' to Report FCS20084.

APPENDICES AND SCHEDULES ATTACHED

Appendix "A" to Report FCS20084 – Fair Wage Policy and Fair Wage Schedule Complaints - January 1, 2019 – June 30, 2020

PV/dw