

Student Living Wage for City Employees

- **GENERAL ISSUES
COMMITTEE MEETING**
- **FEBRUARY 8, 2021**
- **KASEY WADDELL, M.ED**
- **ON BEHALF OF
HAMILTON AND DISTRICT
LABOUR COUNCIL**



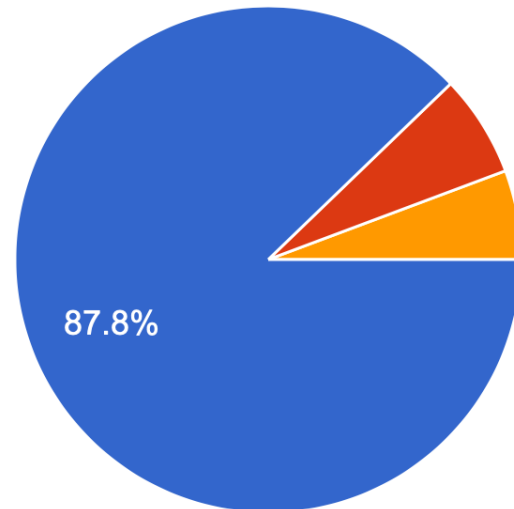
Challenging the Notion of a “Student”

- Misconception that a “student” is someone entering post secondary out of high school, and is being supported financially by family members
- The student population in our city is diverse, and made up of domestic and international students who could be mature learners, students with disabilities, living independently, or supporting families of their own
- A diverse student population also means significant diversity in terms of personal expenses
- Survey data supports that
 - 66.7% of students either live independently or in non-traditional familial homes
 - 49.6% of students do not live at home with family
 - 58.3% of students have household incomes under \$60,000

Survey Data- Education Status

Education status

123 responses

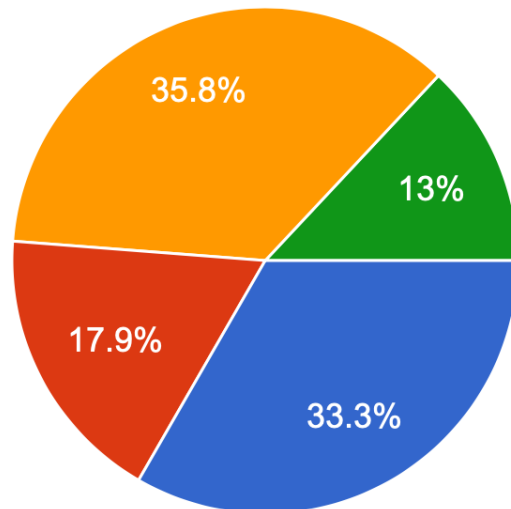


- Full-time post-secondary (college or university)
- Part-time post-secondary (college or university)
- Academic Upgrading and/or Continuing Education

Survey Data- Household Demographics

Household demographics

123 responses

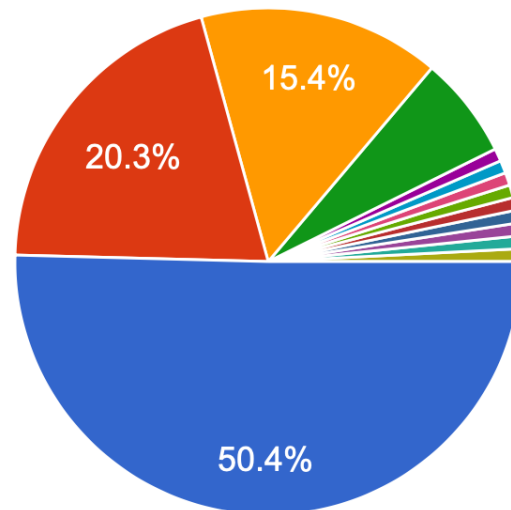


- Living at home with parents/guardians-traditional household (ie. dual parent income)
- Living at home with parent(s)/guardians-non-traditional household (ie. single parent, one income)
- Living independently- rent
- Living independently- own

Survey Data- Household Composition

Household composition

123 responses

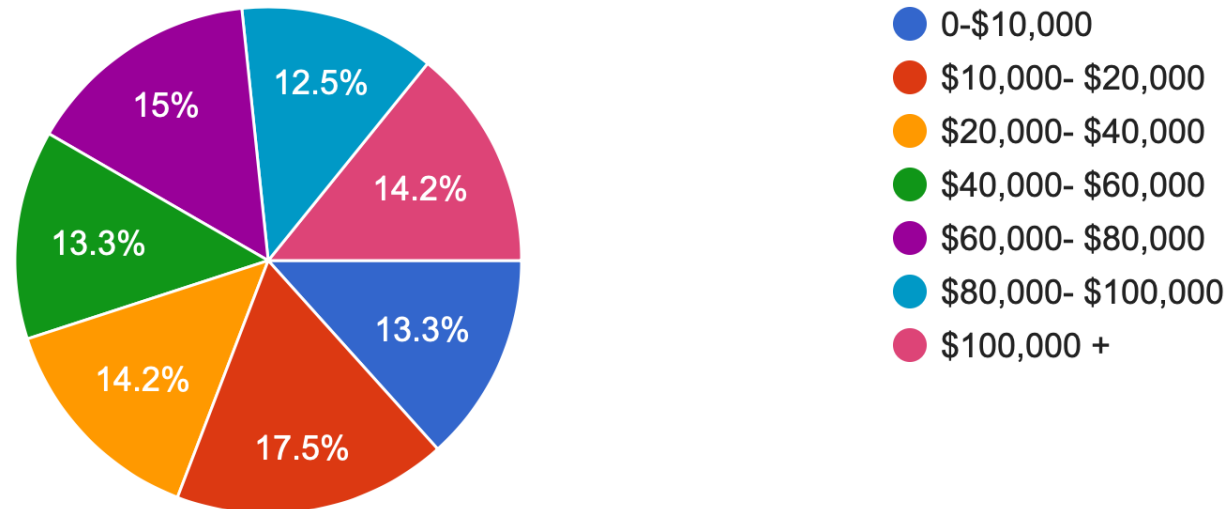


- Living at home with family
- Living independently
- Living with partner/spouse
- Living with partner/spouse and childre...
- widowed with children
- Living with roommates
- Living with roommates
- living with roommates

Survey Data- Household Income

What is your average household income?

120 responses



Conclusions

- City policy that a summer student worker must be returning to full time studies the following fall is presumptive of significant expenses to follow employment period
- Many full-time students are unable to work during the academic year and rely on well paying summer jobs to cover expenses for the forthcoming academic year
- The profile of a student, their household, financial means, and expenses is diverse and not following an antiquated traditional notion
- Work is work- why would we compensate a student any differently than any other worker?



Questions & Discussion