

February 6, 2023

Mayor Andrea Horvath  
City Hall  
71 Main Street West  
Hamilton, Ont L8P 4Y5

Your Worship:

Re: Living Wage Motion before General Issues Committee (“GIC”)

I am the Chair of the Board of Directors of Dundas Art & Craft Association, also known as The Carnegie Gallery. We have been informed by Councillor Alex Wilson that the above-mentioned motion will be heard by the GIC at its meeting on Tuesday, February 7<sup>th</sup>. I make this submission on behalf of Carnegie Gallery and I ask that this letter be filed in accordance with the committee’s practice so that it is available for tomorrow’s meeting.

Carnegie Gallery is a not-for-profit corporation, now governed by the Ontario Not-for-Profit Corporations Act, and it is a charity registered with Canada Revenue Agency. The Gallery has carried out its mandate for over 40 years thanks to the efforts of previous Boards, staff, members, volunteers and donors. Our membership is comprised of 80 artist members and approximately 230 supporting members.

Carnegie Gallery is a small employer in the vital but insufficiently funded Hamilton arts community. As of February 2022 the Gallery has provided employment to 2 full-time employees (Gallery Administrator and Fundraising & Marketing Specialist) and 2 part-time employees (Curator who works on an as needed basis and an Administrative Assistant who works weekends). Also, for the past 25 or more summers Carnegie has employed a university/college student for 8 to 12 weeks using a grant received from Service Canada under the federal Canada Summer Jobs program.

In order to carry out its mandate – and to “keep the lights on” – the Board and staff continually research, prepare and submit increasingly complicated applications for grants to all 3 levels of government and to public and private foundations. A frequent, if not perennial question by foundations and particularly by government is whether the applicant is paying “a living wage” to its employees. As an employer the Board would like the Carnegie to be able to pay “a competitive wage” so as to ensure retention of employees, among other goals.

Carnegie Gallery supports the pending motion. It is a worthy effort, but it is probably only the beginning. Thank you for your attention to this important matter.

Yours truly,

THE CARNEGIE GALLERY

A handwritten signature in black ink that reads "John M. Wige". The signature is fluid and cursive, with the first name "John" being the most prominent.

**John M. Wige, Chair**



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cc. Councillor Alex Wilson (Ward 13)

cc. Nancy McKibbin-Gray, Past Chair