

CITY OF HAMILTON

MOTION

Audit, Finance & Administration: May 7, 2026

MOVED BY COUNCILLOR R. COOPER.....

SECONDED BY COUNCILLOR C. KROETSCH.....

Adjustment to Fair Wage Eligibility Timeline

WHEREAS, some Contractors are signatory to provincially negotiated trade union agreements whereby, they are obligated to pay their Employees at those negotiated trade union agreement rates, other Contractors are not and are under no obligation to pay set rates other than what is stipulated in the current Fair Wage Schedule for applicable City contracts;

WHEREAS, aligning wage rates more closely with current prevailing construction wages would better support workers, improve fairness, and ensure the municipality remains competitive in attracting skilled labour;

THEREFORE BE IT RESOLVED:

- (a) That the Fair Wage Policy **BE AMENDED**, to eliminate the two-year lag and replace it with a one-year lag from current respective trade union or association collective agreement rates where ratified and available, as follows:
 - 14.1 Unless otherwise approved by Council, the Manager of Procurement **Policy and Contracts** shall update Total Hourly Compensation Rates **each year** to reflect a ~~“two-year lag” rather than a three-year lag~~ **“one-year lag”** in accordance with the following:
 - a) based ~~upon the wages set out in the on the most recently available ratified~~ respective **trade union or association** collective agreements **wage rates provided to the Executive Director of Human Resources, or their designate, no later than March 1; two years prior to the current year. For example, the updated rates in 2025 shall be based upon the 2023 hourly rates (two-years preceding 2025);**

- b) calculated by increasing the respective collective agreement's hourly wage rates by no more than 24%; and
- c) ~~*frozen for the two-year term, pending a review by the Ad Hoc Committee of transitioning to a one-year lag effective 2026, unless otherwise approved by Council*~~ ***the Total Hourly Compensation Rates shall be updated annually on the first Monday in May;***

- (b) That staff **BE DIRECTED** to implement these changes and update all policies, procedures, and contracts to reflect a one-year lag from current prevailing construction wage rates at the earliest feasible date.