

Section A: Terms and Conditions

Terms and Conditions To be eligible for certification, the employer must confirm that all full-time and part-time employees are paid the Windsor & Essex County Living Wage rate as of the date of application. Employers are subject to re-certification every two years. Re-certification will be based on the most current living wage rate.

The employer agrees to:

Provide a copy of their logo for program promotion purposes. Participate in the Living Wage program evaluation and feedback activities. Allow sharing of aggregate program enrollment data for program evaluation and reporting purposes (e.g., sector, unionized, number of employees). Actively promote their Living Wage program involvement. This can include posting living wage logo decals, displaying certificates, adding the logo to their website, sending social media messages, and other methods.

The Windsor-Essex County Health Unit agrees to:

Review applications within 10 business days of submission. Provide all successful organizations with an enrolment package that includes living wage window decals, certificates, electronic signatures for emails, and sample social media messages for promotional purposes. Formally recognize Certified Living Wage Employers at the Gord Smith Healthy Workplace and Bike Friendly Awards banquet in October, as well as other local events, in the media, online and in other publications. Re-Calculate the living wage annually and notify businesses of the updated living wage rate.

The Windsor-Essex County Health Unit will not:

Provide detailed consultations for implementation, financial auditing, organizational policy development, collective bargaining, or wage negotiations. Provide financial or in-kind support (e.g., graphic design, web-development, communications, data analysis) for implementation. Assist individuals or organizations in navigating government systems or tax benefits.

A1. You must agree to the terms and conditions before proceeding to the application.

I have read and agree to the terms and conditions of the Windsor & Essex County Living Wage certification process.

Section B: Employer Information

B1. Please provide us with your contact information.

Please include a phone extension in the 'Phone number' line if applicable.

	My first name:	
	My last name:	
	Title/Position:	
	Email address:	
	Phone number (and extension):	
B2.	Please provide us with the contact information	•
These ind	individuals that you would like included on the organization. Additional Contact #1 viduals will receive all Living Wage related content emailed to your organization	·
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These ind	organization. Additional Contact #1 viduals will receive all Living Wage related content emailed to your organization	

B3.	Please provide us with the contact information individuals that you would like included on the organization. Additional Contact #2	•
These indiv	viduals will receive all Living Wage related content emailed to your organization.	
	Contact Name	
	Title/Position	
	Email Address	
B4. These indiv	Please provide us with the contact information individuals that you would like included on the organization. Additional Contact #3 viduals will receive all Living Wage related content emailed to your organization.	file for your
	Contact Name	
	Title/Position	
	Email Address	
B5.	Please tell us about your organization.	
	Name of organization:	
	Name of organization:	
	Name of organization: Street address:	
	Name of organization: Street address: City:	

Number of full-time employees:

Number of part-time employees:



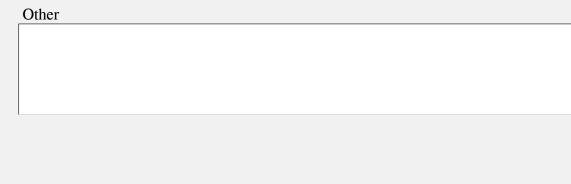
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Tourism & Hospitality Community Health Other Other Please identify the social media platforms that your organization uses and provide your related handle or link to your account. Facebook Twitter Other	Non-Profit	
Community Health Uther Other Other Other Please identify the social media platforms that your organization uses and provide your related handle or link to your account. Facebook Twitter Other Other	Professional Services	
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Other	Community Health	
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 Please identify the social media platforms that your organization uses and provide your related handle or link to your account. Facebook Twitter Other 	Other	
Facebook Twitter Other		
Other	Please identify the social media platforms that your organization uses	
•	Please identify the social media platforms that your organization uses and provide your related handle or link to your account.	
Other	Please identify the social media platforms that your organization uses and provide your related handle or link to your account. Facebook	
	Please identify the social media platforms that your organization uses and provide your related handle or link to your account. Facebook Twitter	
	Please identify the social media platforms that your organization uses and provide your related handle or link to your account. Facebook Twitter Other	

Does your organization have a website?		
	No	
	Yes (please include website URL):	
Yes (please include website URL):		

Section C: Certification Eligibility

B9.

C1.	Has your organization been certified as a Windsor-Essex County Living Wage employer in the past?	
	Yes	
	No	
C2.	Please tell us why your organization is supportive of paying a living wage:	
	Employee morale	
	Employee loyalty	
	Employee retention	
	Employee health	
	Positive brand association	
	Employee recruitment	
	Workplace productivity	
	Workplace profitability	
	Aligns with organizational values	
	Other	



C3.	Does your organization pay all full-time and part-time empl living wage?	oyees a
If you do	not have employees in a category above, please select 'Not Applicable'.	
If you are	unsure please contact the Windsor-Essex County Health Unit by calling 519-258-2146 ext. 3200 or en	nailing cdip@wechu.org.
Program.	e students under the age of 18, employees who regularly receive tips, and third party contracted staff of In addition, the Living Wage Program is voluntary and all employers must pay employees at least a m vs. For more information on the minimum wage visit www.ontario.ca/minimumwage.	
All em	ployees who receive extended health benefits (paid fully by the employer) are	Not Yes No Applicable
	paid at least \$14.00 per hour.	
All emp	ployees who do not receive extended health benefits (or benefits partially paid by the employer) are paid at least \$15.52 per hour.	······
C4.	Do we have your permission to send email to the email addre have provided?	ess you
		Yes
		No
C5.	As an individual with signing authority for my organization confirm that the information given in this application is acc complete. I understand that giving false information will res removal of my Windsor-Essex County Living Wage Certifie Employer status.	urate and sult in the
		Yes
		No

Thank you for your interest in becoming a Living Wage employer. Once you have submitted your application it will be reviewed within 10 business days. If you require any assistance please contact us by phone at (519) 258-2146 ext. 3200 or by email at cdip@wechu.org.