



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 for up to 3 additional individuals that you would like included on the file for your organization. Additional Contact #1

These individuals will receive all Living Wage related content emailed to your organization.

Contact Name

Title/Position

Email Address



B3. Please provide us with the contact information for up to 3 additional individuals that you would like included on the file for your organization. Additional Contact #2

These individuals will receive all Living Wage related content emailed to your organization.

Contact Name

Title/Position

Email Address

B4. Please provide us with the contact information for up to 3 additional individuals that you would like included on the file for your organization. Additional Contact #3

These individuals will receive all Living Wage related content emailed to your organization.

Contact Name

Title/Position

Email Address

B5. Please tell us about your organization.

Name of organization:

Street address:

City:

Province:

Postal code:

Organization phone number:

B6. Approximately how many employees does your organization have?

Number of full-time employees:

Number of part-time employees:



B7. What sector best describes the primary focus of your organization?

- Agriculture
- Construction
- Creative Industry
- Education
- Energy
- Government
- Healthcare
- Manufacturing
- Non-Profit
- Professional Services
- Tourism & Hospitality
- Community Health
- Other

Other

B8. Please identify the social media platforms that your organization uses and provide your related handle or link to your account.

- Facebook
- Twitter
- Other

Other



B9. Does your organization have a website?

No

Yes (please include website URL):

Yes (please include website URL):

Section C: Certification Eligibility

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

Other



C3. Does your organization pay all full-time and part-time employees a living wage?

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 emailing cdip@wechu.org.

Please note students under the age of 18, employees who regularly receive tips, and third party contracted staff are exempt from the Living Wage Program. In addition, the Living Wage Program is voluntary and all employers must pay employees at least a minimum wage in accordance with labour laws. For more information on the minimum wage visit www.ontario.ca/minimumwage.

	Yes	No	Not Applicable
All employees who receive extended health benefits (paid fully by the employer) are paid at least \$14.00 per hour.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All employees who do not receive extended health benefits (or benefits partially paid by the employer) are paid at least \$15.52 per hour.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C4. Do we have your permission to send email to the email address you have provided?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

C5. As an individual with signing authority for my organization, I confirm that the information given in this application is accurate and complete. I understand that giving false information will result in the removal of my Windsor-Essex County Living Wage Certified Employer status.

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

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.