



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. Will you be the primary contact for your organization?

If yes, you will be the individual we contact about the application from your organization.

Yes

No



B3. Please provide us with the contact information for the individual that you would like to be the primary contact person for your organization.

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

Primary contact first name:

Primary contact last name:

Title/Position:

Email address:

Phone number (and extension):

B4. Please tell us about your organization.

Name of organization:

Street address:

City:

Province:

Postal code:

B5. How many employees does your organization have?

Number of full-time employees:

Number of part-time employees:



B6. 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

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. Do you 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 \$15.15 per hour.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C4. Do we have your permission to email you updates about the Windsor-Essex County Living Wage program?

Yes

No

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

No