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A Living Wage for Kingston

The Kingston Community
Roundtable on Poverty Reduction,
Living Wage Working Group



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Introduction

The Kingston Community Roundtable on Poverty Reduction (subsequently referred to as the Roundtable) was formed in late 2007 and is composed of 24 volunteer members, representing a cross section of people who are committed to reducing the number of Kingston residents who live in poverty.

The Roundtable has worked with a number of community organizations to find solutions to critical concerns and to build a sustainably vibrant community. Beginning in 2010, the Roundtable has engaged in developing a living wage for Kingston residents. A living wage is the amount of money workers must earn to support themselves and their families over an extended period of time: it provides the basic essentials such as food, shelter, utilities, transport, healthcare, and recreation in order to meet an adequate standard of living. The wage needed to provide these basic necessities is dependent on the wage-earner's individual circumstances. It should be stressed that the standard of living provided for by the living wage is not a luxurious one; it is a standard that allows only for a family's full and healthy participation in work, family life, and community.

Over the past year, the Roundtable has been researching our calculation for a Kingston-specific living wage with the support of Jim Stanford and Hugh MacKenzie. This report thus builds on previous work published by the Canadian Centre for Policy Alternatives, which has aimed to define and operationalize the concept of the living wage.¹ This report aims to paint a picture of the circumstances unique to Kingston; however, many communities are facing the same challenges. Rising costs of living, including housing, food, and energy, have not been matched by wages or income assistance rates. As a result, many members of our community are having to choose between food and shelter, or worse.

The Roundtable is thankful for the opportunity to test the living wage calculator developed by Mr. MacKenzie and encourages other communities to employ it to calculate a wage for their communities. Using this tool, we determined that the living wage for Kingston is \$16.29 an hour for a family with two parents working full-time. The Roundtable's calculation only considers the wage for two working adults and so, given the cost of living, we assume that

a single-parent family would struggle to survive in Kingston on \$16.29 an hour.

It is the Roundtable's hope that this calculation will form the foundation of a broader and ongoing movement to attain municipal endorse-

ment of a living wage in our community and to press major employers in the region to pay living wages to their employees. We look forward to the opportunity to continue to work with our partner organisations to achieve this goal.

A Living Wage for Kingston in 2011

In 2010, New Westminster, BC became the first municipal government in Canada to pass a living wage policy. Esquimalt, BC followed suit in January 2011. In the United States, more than 140 cities, including Los Angeles, CA, Boston, MA, and Miami, FL have already adopted Living Wage policies.

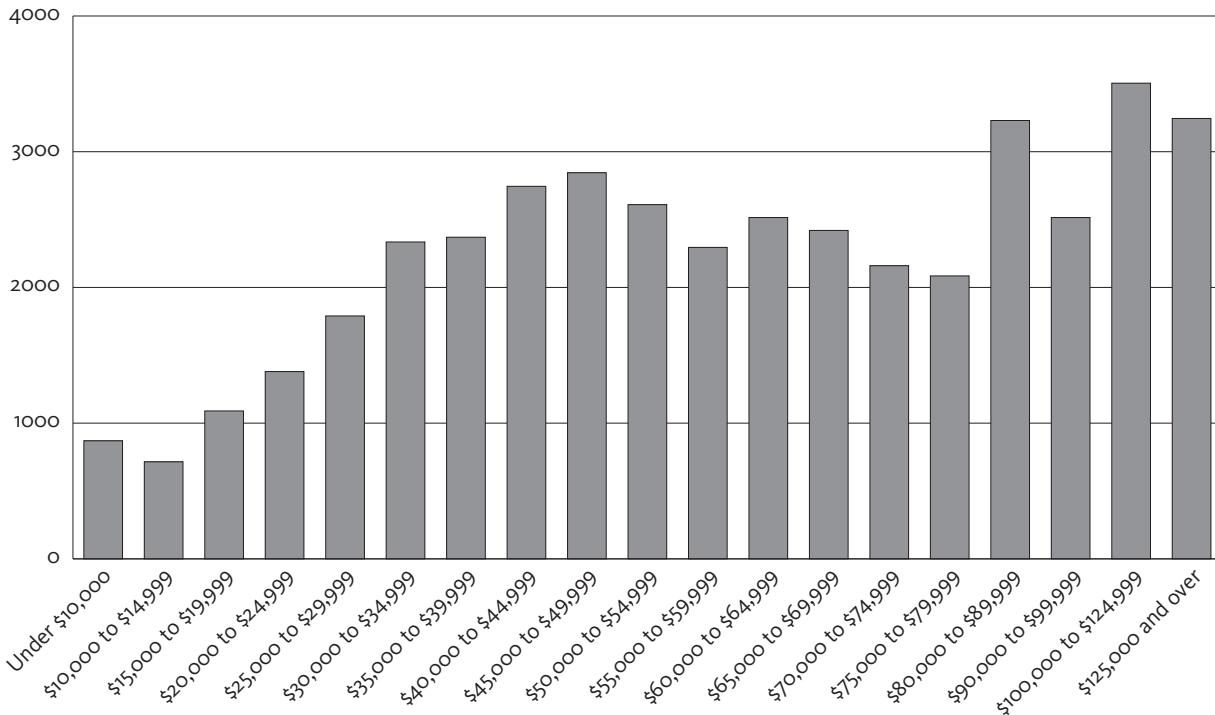
According to the CCPA, a significant proportion of Canadian employees (almost 1 in 5 in 2007), earn less than \$10 per hour.² Median income rose only 0.1%, from \$41,348 (in 2005 dollars) in 1980 to \$41,401 in 2005, while over the same period, levels of education and experience have increased and productivity grew by 37.4%.³ Although the minimum wage in Ontario has increased, at \$10.25 an hour it does not take into account cost-of-living adjustments. Food, housing, and other vital expenses grow over time and vary greatly from city to city, neighbourhood to neighbourhood. As a result, the minimum wage is clearly not enough to sustain a working family in Ontario.

Living and Working in Kingston

A working person in Kingston who works a regular 37.5-hour work week at minimum wage with average expenditures may still not be able to make ends meet; that is, to keep her/his family adequately housed and fed above the poverty line. Almost 35,000 people in Kingston's regional labour force have yearly incomes below the annualized equivalent of minimum wage. The minimum wage is not sufficient for Kingstonsians to earn a liveable income and an equitable standard of living. As a result, 16% of Kingstonsians subsist below the poverty line and about 13% of Kingstonsians are identified as working poor.⁴

Compounding the problem of low wages is Kingston's tight housing market. Kingston is a difficult place to find a home. From 2005 to 2008, the number of households on the Social Housing Waiting List increased more than 10% and shelter use rose over 6%. The rental cost of a two-bedroom unit jumped 20.7% and the average price of a single-detached home soared by 68%. As well, Kingston boasts the third-highest rent for a three-bedroom apartment in the entire

FIGURE 1 Average Family Income, Kingston, 2006 Census, Statistics Canada



SOURCE Statistics Canada 2006 Census data

province. Only Toronto and Ottawa are more expensive in this regard.⁵

Kingston, with a population of 117,000, is unique among Canadian cities because it contains within its boundaries seven Correctional Institutions along with the National Offices of Correctional Services Canada. Staff employed in these services total approximately 2,250. The 2006 Census indicates that 14% of the workforce in Kingston was employed in health care and social services; 12% in educational services; 12% in retail; 12% in the retail industry, and 8% in accommodation and food services.

Notable in Kingston's economic profile is the degree of disparity in incomes. Over 8,000 families in Kingston earn less than \$35,000 a year, while almost double that number earn over \$75,000. It is a common mistake to assume that families in smaller cities and communities benefit from

a lower cost of living. In reality, in cities such as Kingston expenses are often on par with larger cities such as Toronto and Ottawa.

In 2009, rental housing costs in Kingston, in particular for families needing three-bedroom apartments, were higher than those in Ottawa and Toronto. While income data suggests that many Kingstonians earn a high income, the average income was only \$36,386, according to the City of Kingston Planning and Development Department.⁶

Calculating the Living Wage

There are several ways to calculate a living wage. For the purpose of this report, we rely on a family expense approach, with a household composed of a family of four: a two-parent family with two children aged four and seven. We thus

TABLE 1 Summary of Expenses

Expense Type	Expense Item	Yearly Cost
Food		\$ 7,458
Shelter	Rent	\$ 14,604
Other Utilities	Telephone	\$ 276
	Cable TV	\$ 372
	Internet	\$ 336
	Home insurance	\$ 200
Transportation	Transit	\$ 1,020
	Vehicle	\$ 7,697
Childcare		\$ 8,601
Education (Adults)	Two courses	\$ 900
Health Care Spending (Not Covered by OHIP)	Manulife premiums	\$ 3,756
Other	Household furnishing and equipment	\$ 1,063
	Personal care	\$ 618
	Reading materials and other printed matter	\$ 517
	Recreation	\$ 1,475
	Clothing and footwear	\$ 2,177
	Financial/legal and other services	\$ 1,082
	Family vacation (2 weeks per year)	\$ 2,000
	Monthly family dinner and movie	\$ 1,344
Contingency Amount		\$ 2,776
Total Cost of Living		\$ 58,273

follow the methodology of the previous CCPA living wage reports for Vancouver and Toronto referenced above.

We have not made assumptions about the gender of either the parents or the children and where necessary have taken the average of male/female expense estimations. The family rents a three-bedroom apartment and requires daycare for one child and before/after school care for the other during the time the two parents are at work.

Our final calculation for a living wage (\$16.29 per hour) is the hourly wage that enables a household in Kingston to meet its basic expenses after government deductions from wages and taxes have been subtracted and government transfers have been added.

Data has been gathered from various sources. One of the challenges in estimating a living wage

is to ensure that the estimated family expenses are a realistic representation of actual household expenditures. For certain Kingston expenses, it is very difficult to find local data. Consequently, when specific local data are not available, such as the Nutritious Food Basket (NFB), the estimates have been developed by using data for Ontario or Toronto. In our judgement, the estimates used in the following summary of expenses likely understate actual current expenses in Kingston.

Net Income Reconciliation

Once we have compiled the family's basic expenses, in order to establish an hourly living wage, it was necessary to calculate the after-tax income required to meet the cost of living for a family of four summarized in Table 1. In Kingston, this

TABLE 2 Summary of Net Income

Household Employment Income	\$ 63,531
PLUS Universal Child Care Benefit	\$ 1,200
Household income	\$ 64,731
MINUS Tax after credits	\$ 4,295
Income after tax	\$ 60,436
MINUS CPP and EI contributions	\$ 3,897
PLUS Child Tax Benefit	\$ 1,745
Income after tax and transfers	\$ 58,284
Living wage	\$ 16.29

TABLE 3 Monthly Food Costs

Parent 1	\$187.71
Parent 2	\$187.71
Child (4-year-old)	\$123.05
Child (7-year-old)	\$123.05
Total	\$621.52

family requires a before-tax income of \$63,531 in order to earn an after-tax income of \$58,284. The net income reconciliation (see Table 2) takes into account both income taxes and other payroll deductions (for EI and CPP), as well as the transfer income received by this family (such as the Universal Child Care Benefit and the Child Tax Benefit). Allowing for rounding after conversion to an hourly wage (to the nearest penny per hour), this net income equals the family's basic expenses outlined above. In order to earn the necessary before-tax income, both parents require full-time year-round work at 37.5 hours per week at \$16.29 an hour. It should be noted that this amount is not far out of line with the living wage calculation for the city of Toronto, established in 2008 as \$16.60/hr. This refutes the common assumption that Kingston is an "affordable" city; in reality, families in Kingston need almost as much income to provide for basic needs as those living in much larger Toronto.

The remainder of this report will now provide details regarding the expense estimates summarized in Table 1.

Food

The cost of food is estimated on the basis of the Kingston, Frontenac, Lennox, and Addington Public Health Unit's Nutritious Weekly Food Basket Cost's, 2009 table (NFB, see Appendix A). The health unit's calculation table determines costs by gender and by age. Our calculation determines average costs (across men and women), because we do not make specific assumptions regarding the age or gender of the parents, or the gender of the children. As indicated above, our living wage calculation does specify that the children are four and seven years old.

The NFB is a survey tool used to measure the cost of eating according to recommendations by Canada's Food Guide, 2007. It includes 67 food items required to prepare nutritious meals and snacks, as well as an extra 5% to account for additional food items such as spices, seasonings, baking supplies, and condiments.

The NFB assumes most people have the necessary time, food skills and equipment to create meals from relatively low-cost food staples and ingredients. The NFB also assumes the consumer has access to quality food stores and means of transportation in order to comparison shop.

Food price surveys provide crucial information about healthy eating, particularly at a time of economic difficulty, because food purchases frequently fall behind other household spending. Rising food prices mean diminished access to nutritious foods as families struggle to put food on the table.

Adequate income to purchase nutritious foods is essential to maintaining good health. Food security is a key determinant of health and is strongly related to income, the most important and widely recognized social determinant of health. Food insecurity is linked to unhealthy eating, which in turn is related to chronic dis-

eases such as heart disease, diabetes, and cancer, as well as to stress, which in the long term can undermine mental health.⁷

Global food and commodities markets have experienced unprecedented instability in recent years,⁸ and grocery bills are once again on the rise. While Canadians pay less for food proportionate to their income than they did a generation ago, food prices have been increasing.

Closer to home, Dr. David McKeown, Toronto's Medical Officer of Health, noted in a report to the city of Toronto that the cost of nutritious food had jumped 16.7% between 1999 and 2005. In a recent newspaper article, a University of Guelph geography professor predicted that local food prices will increase another 5 to 10% over the next year.⁹ A Kingston food distributor recently was told by a California retail food terminal, M & M West Coast Produce, Inc., to expect significantly higher prices for greens, broccoli and cauliflower because cold weather and insect infestations have reduced production 40 to 60%.¹⁰

The causes for increasing food prices are complex. Farmers are rarely sufficiently compensated for their crops or livestock,¹¹ but higher input costs such as seed, fertilizer, processing, and distribution, as well as policy measures, including commodity price fluctuations and export controls, are leading to higher prices. In particular, ethanol production and the rising cost of fuel are factors, with gasoline prices rising 16% in Ontario in December alone.¹² Weather is also affecting the price of food. Drought last year in Russia and recent floods in Australia and Brazil have devastated food production in those countries, while China is preparing for a severe and protracted drought; the worst, perhaps, in 200 years.¹³

Families earning a living wage will be better able to cope with any contingencies arising from spiking food costs. The call by Kingston farmers and community food advocates for a sustainable food system that produces local, healthy food affordable for everyone becomes increasingly

urgent in this context of increasing food prices and a global food crisis. Designing and implementing a sustainable, local food system that is rooted in Kingston and the surrounding area, aims to be economically viable for farmers and consumers alike, and uses ecologically sound production and distribution practices not only improves the health of community members but also enhances social equity and democracy within Kingston society as a whole.

Shelter

By any definition, Kingston has a tight housing market; that is, one where the demand for available housing greatly exceeds the supply. The lack of rental housing construction (particularly for low-income Kingstonians), low and declining vacancy rates, and high and increasing rent levels all contribute to the difficulty of obtaining safe, affordable housing in Kingston.

Data from the Canada Mortgage and Housing Corporation's (CMHC's) Rental Market Report, Fall 2010,¹⁴ puts Kingston's overall vacancy rate at 1%, with the vacancy rate for three-bedroom apartments at 1.8%. The report documents further that in October 2010 the total number of vacant private apartments in Kingston was just 129. Only 12 of these apartments were three-bedroom units.

Increasing demand for student housing puts further stress on Kingston's housing market. Queen's University's surrounding student neighbourhood has expanded north beyond its traditional boundaries and into the hitherto lowest cost and poorest quality rental housing in Kingston. In this area, landlords of houses rented to groups of students can demand over \$2,000 a month, prices well beyond the reach of the former, low-income residents.

There has been no new student housing built for Queen's University's students, despite increasing enrolment. Students of St. Lawrence College are also putting pressure on Kingston's rental housing market. Chris Whitaker, Presi-

TABLE 4 Telephone, Cable TV and Internet

	Bell**	Cogeco***	Rogers****	Average
Telephone	30	15	24	23
Cable TV*	30	29	31	31
Internet	22	26	36	28

* Cable TV costs are for a digital basic package.

** The Bell package includes Home Phone Basic and Essential Plus Internet plans.

*** The Cogeco package includes High Speed Lite Internet and Basic Line phone plans.

**** The Rogers package includes Lite Internet and Basic Value Plan phone plans.

dent and CEO of the college, noted that there was record enrollment for yet another year in September 2010.¹⁵ Many houses in the area surrounding the college are being rented to groups of students at \$400 to \$500 per bedroom for three- and four-bedroom houses. St. Lawrence College did open new residences on campus to meet some of the demand from its large expansion in student enrolment, but the overspill in student housing demand continues to reduce rental housing available to low-income renters.

Declining rental vacancy rates have put upward pressure on market rents. Kingston has experienced some of the highest rent increases in the province. As the CMHC rent range data indicates, the average rent for a three-bedroom private apartment in Kingston was approximately \$1,217 in October 2010.¹⁶

We are unable to determine from this information what proportion of the rental cost discussed here represents utility costs. The composition of rents in Kingston varies widely from all-inclusive units to those which do not include heat, electricity, or water. The CMHC report does not have the ability to differentiate between these different rental options. The \$1217 monthly rent provided for in Table 1 (\$14,604 per year) is assumed to include basic utilities. However, it should be noted that for many households their real shelter costs might be substantially higher than the average market rent if they must pay the additional costs of heat, electricity, and water.

As in the case of food, the cost of utilities is rapidly increasing in Kingston and Ontario

as a whole. Natural gas prices are expected to continue to fluctuate,¹⁷ and provincial electricity rates are expected to rise significantly over coming years while the province constructs a more clean, modern and reliable electricity system.¹⁸ Utilities Kingston announced an increase in natural gas rates effective May 1, 2010, that is estimated to add \$16.86 annually to a typical residential bill.¹⁹ Kingston City Council recently approved an annual 9.5% increase to the current water rates, and a 5.0% increase to the current waste water rates effective March 1, 2011 through to 2014.²⁰ Those increases make up a total increase of 38% for water and 20% for waste water over the next four years.

Other Utilities Costs

Other utilities (not counting water, sewer and electricity, which are assumed to be included in monthly rent) include telephone, cable TV, and internet. We selected Canada's three leading companies for internet, cable TV, and telephone services and averaged their prices in this section. Using the data in the following table data, the monthly cost for the three services is estimated to be \$82.

Home Insurance

The cost of home insurance was determined using an average from a number of different Kingston providers (The Co-operators' Group, Holway and Hutchinson, Portage La Prairie Mutual Insurance Co., and Thomson Jemmett Vogelzang Insurance). Estimates of insurance ranged from

TABLE 5 Average Annual Cost of Vehicle Ownership

Depreciation	\$2,174
Insurance	\$1,821
Gasoline	\$1,530
Winter tires	\$109
Oil changes	\$160
Registration	\$94
Street parking	\$775
Service and repair	\$500
Total	\$7,697

NOTE Assumes 4-year-old vehicle when purchased, operated over 4 additional years; average annual costs.

\$150 a year to just over \$400 a year for a basic tenants' policy; the average of these estimates, \$275 a year, is used. We acknowledge that this range may not take into account additional insurance costs that a tenant family might incur; for instance, if they live in a basement apartment or in a building with fewer than six units, their costs could be higher.

Transportation

This report assumes that the family owns a four-year old used car and that one parent commutes using public transportation. Kingston is a small city compared to Ottawa and Toronto, and this is reflected in our public transit system. Unlike Toronto and Ottawa, Kingston does not have a streetcar system or a subway. Most buses run twice an hour, which can be challenging for people arranging childcare, appointments, and work. The cost of one adult transit pass is \$65 per month. It is also assumed that the seven-year-old child uses public transit 10 times per month with costs of \$2 per ride, while the four-year-old is able to ride for free. The total annual cost for an adult is \$780 and the total cost for the eldest child is \$240.

The cost to operate a vehicle for the family over the course of a year is \$7697. The insurance costs are based on quotations from the previously mentioned local Kingston insurance brokers. In-

urance costs average \$947 per six month period, which includes \$1 million liability insurance, a \$500 deductible on collision insurance, and a \$300 deductible on comprehensive insurance. The family vehicle used in this report conforms to the following details:

- The family would acquire a four-year-old used Chevrolet Impala and operate it for four years.
- Car payment: 30% depreciation per year, on a declining balance basis.
- Insurance: \$1,821 per year (based on Kingston area costs).
- 18,000 km. per year with gasoline at \$1.25 per litre.
- One set of winter tires over four years, installed and removed annually.
- Oil changes every three months.
- Vehicle registration fee of \$94 per year.
- Parking, \$775 per year, based on street parking rates.
- Allowance of \$500 per year for repairs (based on Runzheimer International's estimate of repair costs per km).

See Appendix C of this document for a breakdown of depreciation costs.

TABLE 6 Childcare Rate Schedule

	Kingston Rate Schedule (Monthly)
0–18 months (Infant rate)	\$1,085.50*
18 months–2.5 years (Toddler rate)	\$1,001.23*
2.5–5 (Pre-school rate)	\$890.41*
6–10 (School age rate)	\$549.36**
Average	\$ 500.62***

* Determined by average daily rate × 260 (number of business days in the year) ÷ 12

** 194 school days at \$20/day (for before and after school care) + 66 days of summer vacation at \$41.10/day (summer camp) = 6592.325

*** The living wage calculation uses the preschool average daily rate for the average rate of summer camp costs

Street parking: there are 14 city-run garages and lots in Kingston, which range in cost from \$40 to \$85 per month. If our family works in the downtown and requires parking, these lots are more affordable than regularly paying for street parking, which often has a 3 hour maximum. The average monthly cost for downtown parking is \$64.58, with an annual cost of \$774.99.

Childcare

Childcare can represent a significant proportion of a family’s budget, depending on the age of the children and level of care required. The lower the family’s income, the higher the proportion of their income that goes toward childcare fees, resulting in an inequitable cost burden to the low-income family. Subsidizing childcare fees is one way to help decrease this burden; however, many families are placed on long waiting lists or are ineligible or unable to access a subsidized, licensed childcare space. Also, some families choose an unlicensed, private childcare provider, due to lack of options or preference. These private spaces are not subsidized. A living wage in Kingston would further enable low-income families to manage their childcare costs while decreasing the inequitable cost burden felt by these families.

Childcare costs were calculated using the lifecycle analysis calculation, which averages the annual childcare expenses incurred by the family over the entire period required to raise

their children. In this manner, our estimate of a living wage is not unduly biased upward by the fact that our reference family has two children requiring care (since the childcare cost estimate reflects the average annual costs over the 22 years during which the family has children at home). See Appendix B of this document for an explanation of this calculation.

Education

Education is a recognized social determinant of health.²¹ The economic and personal opportunities that are available to educated individuals typically exceed those that are available to less educated individuals. Education also enables individuals and families to maintain greater independence and control of their lives. The integral role that education has in the health of an individual, a family, and their community justifies a living wage that supports the ability for all community members to continue their education. Education is especially important because it is often a prerequisite for gaining or upgrading employment.

This report assumes that each adult will take the equivalent of one community college course unit per year, at an estimated cost per course unit of \$450. This amount is equivalent to the average tuition fee for a community college course at St. Lawrence College in Kingston.

Health Care

Health care costs not covered by OHIP are included in the health care spending estimate used in this report.

Table 1 reports private health and dental insurance costs calculated based on Canada's leading insurance provider's basic insurance coverage (ComboPlus Basic from Manulife). This insurance covers dental, prescription drugs, vision, travel, accidental death and dismemberment, and survivor benefits.

Other

Consistent with the CCPA's Toronto living wage report, most of the data for this section was obtained from "Other" expenditures listed for a family of four in HRSDC's analysis for the Market Basket Measure (MBM). The category "Other Goods and Services" includes expenditures on personal care, household needs, furniture (excluding the items included under shelter), postage stamps, religious and charitable donations, school supplies and modest levels of reading material, recreation, and entertainment. The reading, recreation, and entertainment component includes a newspaper subscription, video rentals, YM/YWCA memberships, magazines, books, and tickets for movies and local sports events.

The Toronto report deducted from this estimate expenditures such as a basic telephone service and education for adults that are accounted for elsewhere. Other expenses in the Kingston living wage report also include: 1) \$2,000 for 2 weeks family vacation; 2) \$1,063 for household

items and furniture; 3) \$618 for personal care; and 4) \$517 for reading materials.

Contingency Amount

Contingency savings are an important part of a family's budgeting in order to safeguard the basic needs of the family in the face of emergencies and unexpected costs that arise from time-to-time. Families are most capable of managing these types of incidents when they have had an adequate wage allowing them to save for an emergency fund. All families, especially those with lower incomes, could benefit by maintaining a contingency fund, allowing them security, resiliency, and independence without having to go into debt at times of increased financial vulnerability. However, our most vulnerable families are the least able to put aside funds for these unexpected costs and are therefore the most likely to suffer more dire consequences. A living wage in Kingston that includes an amount for a contingency fund will allow our most vulnerable working families to be better prepared and able to maintain their independence.

These contingency savings were calculated as roughly 4% of total expenses, or about two weeks of family income. While this amount is set aside for emergencies, it can also be used to establish a reserve from which to provide a minimal amount of savings to be used for future post-secondary education, retirement savings or a down payment for a home. None of these expenses are otherwise considered in our living wage calculation.

Conclusion and Policy Implications

This report has compiled the basic expenses required to allow a family of four in Kingston to provide the necessities of what we consider a decent, minimal life for themselves and their children. The standard of living envisioned in this report is not luxurious by any means. It would require constant tight budgeting and expense management for the family to live on the budgeted amounts. And the level of consumption provided for, in our judgment, reflects only the minimum levels consistent with a healthy, active, engaged life.

Then, on the basis of those expenses and the parameters of Canada's tax and transfer system, we have calculated the hourly wage that would have to be earned by both parents in order to generate the level of after-tax-and-transfer income required to meet that basic standard of living. That hourly wage, given living expenses in Kingston in 2011, is \$16.29 per hour.

We should note that this calculation assumes both parents are working full-time, year-round. Families with only one parent, or with a parent who cannot work, or which have experienced unemployment, would not be able to meet basic living expenses even at this hourly wage. In other words, there are many cases in which even this living wage will be inadequate to meet the basic requirements of healthy, inclusive life. Yet many

thousands of Kingstonians are forced to subsist on wages that are well below this threshold. It is little wonder, then, that evidence regarding personal, family, and social stress associated with low incomes is so readily visible in our community.

It is notable that our estimate of the "living wage" is far in excess of the current statutory minimum wage in Ontario (\$10.25 per hour). This indicates that the minimum wage, despite important increases in recent years, is still far from adequate to provide the basic living requirements of families in Kingston (or elsewhere in Ontario).

Increases in that statutory minimum wage over time are one of the ways in which the incomes of working Ontarians can be boosted closer to the living wage threshold. But other responses are required, as well. Employers must be challenged to provide their employees with a living wage, through moral suasion, community pressure, unionization, and other pressures. Income security programs must be expanded to better support families at a living wage standard when paid work is not an option.

Our ultimate goal is to ensure that all families in Kingston have the resources that are necessary to raise their children, stay healthy, and fully participate in social and community life. Fighting for a living wage in our community labour market, is an important step toward that goal.

Appendix A: Average Nutritious Food Basket Calculation

Male	Age Range	Cost/Week
	14-18	\$52.62
	19-30	\$50.89
	31-50	\$46.09
	51-70	\$44.42
	Total	\$194.02
Weekly Average		\$48.51
Female	Age Range	Cost/Week
	14-18	\$38.73
	19-30	\$39.65
	31-50	\$39.21
	51-70	\$34.93
	Total	\$152.52
Weekly Average		\$38.13
Male Average		\$48.51
Female Average		\$38.13
Combined Average		\$43.32
Boy	Age Range	Cost/Week
	4-8 yr	\$28.80
Girl	Age Range	Cost/Week
	4-8 yr	\$27.99
Boy		\$28.80
Girl		\$27.99
		\$28.40
	Adult	Child
Weekly Average Per Person	\$43.32	\$28.40
Annual Average	\$2,252.51	\$1,476.54
Monthly Average	\$187.71	\$123.05

Appendix B: Childcare Lifecycle Analysis Calculation

As with the calculations done for Toronto and Vancouver, we made arbitrary decisions about the age of the family's children. In this calculation, the children are age four and age seven to ensure that one child would be in school while the other was not.

Childcare costs vary over the life of a child. In our calculation, we have assumed that a child will be cared for at home for the first year and

that each child then proceeds through care according to the fee schedule outlined in the Childcare section.

Based on this analysis, the average monthly childcare expense for this family, averaged over the entire 22-year period during which the family had at least one child 16 years or younger, equals \$717.

Year	Child 1		Child 2		Total
	Cost	Age	Cost	Age	
1	\$ -	-	\$ -		
2	\$ 542.75	1	\$ -		\$ 542.75
3	\$ 1,043.37	2	\$ -		\$ 1,043.37
4	\$ 945.83	3	\$ -		\$ 945.83
5	\$ 890.41	4	\$ -	-	\$ 890.41
6	\$ 890.41	5	\$ 542.75	1	\$ 1,433.16
7	\$ 549.36	6	\$ 1,043.37	2	\$ 1,592.73
8	\$ 549.36	7	\$ 945.83	3	\$ 1,495.19
9	\$ 549.36	8	\$ 890.41	4	\$ 1,439.77
10	\$ 549.36	9	\$ 890.41	5	\$ 1,439.77
11	\$ 549.36	10	\$ 549.36	6	\$ 1,098.72
12	\$ 549.36	11	\$ 549.36	7	\$ 1,098.72
13	\$ 549.36	12	\$ 549.36	8	\$ 1,098.72
14	\$ -	13	\$ 549.36	9	\$ 549.36
15	\$ -	14	\$ 549.36	10	\$ 549.36
16	\$ -	15	\$ 549.36	11	\$ 549.36
17	\$ -	16	\$ -	12	\$ -
18	\$ -	17	\$ -	13	\$ -
19	\$ -	18	\$ -	14	\$ -
20	\$ -	19	\$ -	15	\$ -
21	\$ -	20	\$ -	16	\$ -
22	\$ -	21	\$ -	17	\$ -
					\$ 716.69

Summary of Childcare Costs in Kingston

Childcare Centre	Infant Rate	Toddler Rate	Preschool Rate
From the City of Kingston Child Care Plan 2010: The Average Rate in Kingston Frontenac	\$ 50.50	\$ 42.23	\$ 37.80
Rocking Horse Day Care	\$ 48.20	\$ 43.90	\$ 40.95
Bayridge Drive Child Care Centre		\$ 40.00	\$ 35.50
Corner Clubhouse Daycare Centre	\$ 52.50	\$ 43.50	\$ 39.00
FCCC	\$ 48.00	\$ 43.00	\$ 35.00
Kingston YMCA		\$ 42.00	\$ 37.00
Old MacDonald's DC		\$ 40.50	\$ 37.00
Pladec	\$ 49.00	\$ 47.00	\$ 44.00
Active World Children's Centre	\$ 49.20	\$ 43.00	\$ 37.00
Bay Park Children's Centre		\$ 40.90	\$ 35.90
Limestone Advisory for Child Care Programs	\$ 48.00	\$ 39.50	\$ 34.00
La Garderie	\$ 49.50	\$ 39.00	\$ 37.00
Queen's Day Care Centre	\$ 56.00	\$ 50.00	\$ 43.00
Average daily rates	\$ 50.10	\$ 46.21	\$ 41.10

Appendix C: Summary of Car Ownership Costs

Depreciation Rate	30%				Tax System Rate for Vehicles				
	1	2	3	4	Average				
Depreciation	3433.227	2403.259	1682.281	1177.597	2174.091				
Balance	8010.864	5607.605	3925.323	2747.726					

2004 Impala	Depreciation	\$2,174.09
Acquisition cost, 4-year old Impala	Insurance	\$1,821.00
DEPRECIATION	Gasoline	\$2,500.00
\$ 14,800	Winter Tires	\$235.00
\$ 15,900	Oil changes	\$160.00
\$ 11,800	Registration	\$74.00
\$ 10,950	Street parking	\$178.31
\$ 11,500	Service & repair	\$555.29
\$ 14,995	Total	\$7,697.70
\$ 8,995		
\$ 12,695		
\$ 9,450		
\$ 7,950		
\$ 6,850		

Notes

- 1 See Iglia Ivanova and Seth Klein, *Working for a Living Wage 2011: Making Paid Work Meet Basic Family Needs in Vancouver* (Vancouver: Canadian Centre for Policy Alternatives, 2011), and Hugh Mackenzie and Jim Stanford, *A Living Wage for Toronto* (Ottawa: Canadian Centre for Policy Alternatives, 2009)
- 2 Bringing Minimum Wages Above the Poverty Line, 2007. http://www.policyalternatives.ca/sites/default/files/uploads/publications/National_Office_Pubs/2007/minimum_wage_above_poverty_line.pdf
- 3 Labour Law and the New Inequality, 2009. http://www.justlabour.yorku.ca/volume15/pdfs/11_lynk_press.pdf
- 4 “Ready To Do Better: Report of the Mayor’s Task Force on Poverty, 2007.” <http://www.kingstonpovertyreduction.ca/pdf/Kingston%20Poverty%20Task%20Force%20Report.pdf>
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- 6 City of Kingston, City of Kingston and Kingston Census Metropolitan Area (CMA) Statistical Profile (May 2008), p. 12.
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- 15 Minutes of the Four Hundred and Fourth Regular Meeting of the Board of Governors of St. Lawrence College, September 14, 2010,
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18 Government of Ontario News Release, "Ontario Introduces Electricity Cost Relief," November 18, 2010.

19 www.utilitieskingston.com

20 Kingston City Council Meeting No. 06-2011 Agenda, Tuesday, February 15, 2011.

21 Mikkonen, J and Raphael, D. "Social Determinants of Health: The Canadian Facts." 2010. www.thecanadianfacts.org

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