

## Living Wage Policy

Douglas Sollows Architect Inc. believes in all employees should receive, at a minimum, a Living Wage. "...A living wage reflects what earners in a family need to bring home based on the actual costs of living in a specific community (Living Wage Canada, 2013)."

Providing a Living Wage contributes to a vibrant community and ensures a certain quality-of-life, which allows families to provide for their basic needs and be equal and active members of society.

**Edmonton's current Living Wage is: \$17.36/hour** (Living Wage Canada, 2013)

Douglas Sollows Architect is committed to establishing a baseline salary that reflects an hourly wage of **20.85/hour**, which is **20% beyond Edmonton's Living Wage**.

### References

Living Wage Canada. (2013). *Living Wage Communities: Alberta*. Retrieved from Living Wage Canada: <http://livingwagecanada.ca/index.php/living-wage-communities/alberta/>

Living Wage Canada. (2013). *What is a Living Wage?* Retrieved from Living Wage Canada: <http://livingwagecanada.ca/index.php/about-living-wage/what/>