



UWGT Inclusive Employment - Good Jobs' Rubric

Job Requirements:

Salary

- Pays \$25.05/hour (living wage*) OR clear pathway to \$25.05/hour within 12 months. The # indicated in the table above needs to be modified.
- Starting salary can be no less than \$18/hour.

* <https://www.ontariolivingwage.ca/rates>

Benefits

- Benefits (medical/dental/pension) Accepted reasons for not having it: No employees have benefits, not standard in industry etc., i.e., this should not be the only category of worker in the company without benefits.
- Paid sick days.

Working hours

- Predictable hours
- Scheduling and minimum hours established in contract.
- Advance notice of scheduling.
- Guaranteed minimum hours.
- Consistent work scheduling (e.g., same frequency and duration of shifts week over week)
- Ongoing worker input and control over scheduling.

Training and growth

- Occupation has a pathway for growth and career development.
- Advanced notice of upcoming permanent opportunities
- Full access to internal training and mentorship programs
- Access to cross-training to broaden skillsets and prepare workers for a range of internal or external opportunities.
- Involvement in performance management process

Working Culture

- Business culture that values diversity input from workers.
- Full inclusion in all work-related activities, social events, and communications.
- Participation in planning committees / activities.

Important: Exceptions will be considered for pathways leading to sectors with lower salaries and for pathways serving job seekers who are further from job readiness.