

November 20, 2013

Minimum Wage Advisory Panel  
400 University Avenue, 12<sup>th</sup> Floor  
Toronto, ON M7A 1T7

### Minimum Wage Advisory Panel:

The Ontario Chamber of Commerce (OCC) is a network of 160 local chambers of commerce and boards of trade in the province of Ontario, representing 60,000 businesses of all sizes, in all economic sectors and from every region of the province. Collectively, our shared mandate is to advocate public policies that promote business competitiveness in Ontario.

Throughout the summer, this network consulted extensively with employers from across the province. Ontario employers are adamant that the process for setting the minimum wage must be:

- **Predictable:** Employers want a process that provides predictability so that they can plan, grow, and invest with confidence.
- **Transparent:** Employers need a process that is open and de-politicized.
- **Fair:** Employers want a process that considers the impact on employees and employers.
- **Not detrimental to Ontario's competitiveness:** Employers are job creators. Decisions around the minimum wage should not discourage investment, job creation and growth.

Over the past few months you have met with many Chamber leaders and their members at your regional consultation sessions, and heard their perspectives on the process by which the minimum wage should be set. You may have also seen our report *Predictable, Transparent and Fair: The Business Perspective on How to Set Ontario's Minimum Wage*, which calls on government to introduce a new process that would link changes in the minimum wage rate to the Consumer Price Index (CPI), an economic indicator that captures changes in the cost of living. We have attached the original report for your further review.

As you finish your regional consultations and begin forming your recommendations, we urge you to consider the impact that significant and one time hikes in the minimum wage will have on businesses and employment. For all employers—but particularly those in the retail, hospitality, and leisure sectors—a decision to 'make up for lost time' would exacerbate the challenges they face and hinder Ontario's economic recovery.

The issue is of such concern to our membership that the following CEOs have chosen to sign onto this letter as a way of indicating to you the negative impact that a sudden hike in the minimum wage would have on business across the province.

If you have questions or comments or would like to discuss this issue further, please do not hesitate to contact Josh Hjartarson, Vice President, Policy & Government Relations at 416-482-5222 Ext. 2320 or [joshhjartarson@occ.on.ca](mailto:joshhjartarson@occ.on.ca).

Thank you,



Bill Zolis  
Ajax-Pickering Board of Trade



Crystal Kellard  
Alliston & District Chamber of Commerce



Sybil Goruk  
Greater Barrie Chamber of Commerce



Bill Saunders  
Belleville and District Chamber of Commerce



Gerry Rudnick  
Brantford-Brant Chamber of Commerce



Anne MacDonald  
Brockville and District Chamber of Commerce



Keith Hoey  
Burlington Chamber of Commerce



Donna MacDonald  
Carleton Place & District Chamber of Commerce



Roberta Scarrow  
Centre Wellington Chamber of Commerce



Gail Bishop  
Chatham-Kent Chamber of Commerce



Sherry Boyce-Found  
East Kawartha Chamber of Commerce



Jason Small  
Flamborough Chamber of Commerce

Glen Baillie  
Grand Bend & Area Chamber of Commerce

Lloyd Longfield  
Guelph Chamber of Commerce

Keanin Loomis  
Hamilton Chamber of Commerce

Ann Campbell  
Ingersoll District Chamber of Commerce

Rosemary Leu  
Kanata Chamber of Commerce

Matt Hutcheon  
Greater Kingston Chamber of Commerce

Gerry Macartney  
London Chamber of Commerce

Sandy Martin  
Milton Chamber of Commerce

Debra Scott  
Newmarket Chamber of Commerce

Walter Sendzik  
Greater Niagara Chamber of Commerce

Ian Heikoop  
Township of Norwich Chamber of Commerce

Orla Johnston  
Oakville Chamber of Commerce

Allan O'Dette  
Ontario Chamber of Commerce

Bob Malcolmson  
Greater Oshawa Chamber of Commerce

Ian Faris  
Ottawa Chamber of Commerce

Bert Loopstra  
Owen Sound & District Chamber of Commerce

Jill Campbell  
Perth & District Chamber of Commerce

Stuart Harrison  
Greater Peterborough Chamber of Commerce

Suzanne Andrews  
Quinte West Chamber of Commerce

Rory Ring  
Sarnia Lambton Chamber of Commerce

Debbi Nicholson  
Greater Sudbury Chamber of Commerce

Charla Robinson  
Thunder Bay Chamber of Commerce

Suzanne Renken  
Tillsonburg District Chamber of Commerce

Phil Barton  
Timmins Chamber of Commerce

Lorraine MacKenzie  
Upper Ottawa Valley Chamber of Commerce

Matt Marchand  
Windsor-Essex Regional Chamber of Commerce

cc. The Honourable Kathleen Wynne, Premier of Ontario  
The Honourable Yasir Naqvi, Minister of Labour