

Alexandria Living Wage Certification Program

Living Wage: the minimum wage a worker must earn to pay for basic necessities, including food and housing, without assistance from others

Background

- Low wages for full-time workers have a negative impact on workers' ability to maintain a basic quality of life.
- The cost of living in Alexandria continues to rise, making it increasingly difficult for families working in low-wage jobs to afford basic necessities like food and housing.
- The current minimum wage in Virginia is \$7.25 per hour whereas the calculated living wage in Alexandria for a single adult is \$15.70.

What is a Living Wage Certification Program?

The political climate in Washington and Richmond is unlikely to support implementation of a living wage. An alternative is to support a grassroots, voluntary Living Wage Certification Program for Alexandria, similar to those in other communities like Richmond, VA and Asheville, NC.

Benefits of Living Wage Certification Programs:

- Raises workers' wages, increasing employees' ability to live locally and maintain a basic quality of life.
- Builds customer loyalty, helping to drive sales and generate revenue.
- Lowers the cost of doing business by attracting top-tier talent and increasing employee retention.



Community members, businesses, social justice & faith leaders identify employers who pay living wages. Employers are encouraged to apply for certification.



Employers receive certification and advertise to customers, the community, and workers that they pay employees a living wage.



Living Wage network leaders publicize listings of living wage employers to encourage community members to support these businesses.

Alexandria's Living Wage Certification Program

Established by a network of Alexandria religious and community leaders in conjunction with the Virginia Theological Seminary and the Virginia Interfaith Center for Public Policy.

- Employers who voluntarily meet a three-tiered living wage standard can become certified as a Living Wage Employer.
- Requires a simple application.
- Living Wage network leaders publicize certified employers throughout the local community and online.

3 tiers of certification
(based on MIT Living Wage Calculator)



GOLD: \$15.70/hour



SILVER: \$14.13/hour



ASPIRATIONAL:
\$11.23/hour

Take Action!

Living Wage network leaders meet regularly to raise awareness about Alexandria's Living Wage Certification Program. Businesses interested in applying for a certification can email alexandrialivingwage@gmail.com, or for general inquiries.