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FOR IMMEDIATE RELEASE

Gales Gas Bar Limited Certified as a Living Wage Supporter

The Niagara Poverty Reduction Network is pleased to announce that [Gales Gas Bar Limited](#) has become a certified living wage employer at the Supporter level. This means that all of their full time staff are currently paid at least Niagara's calculated living wage of \$17.99/hour and they have committed to begin implementing a plan to work towards paying all part time employees a living wage.

Family owned and operated for over five decades, Gales Gas Bars Limited is a Niagara region based petroleum company that always has community at heart. They provide service across Niagara with 15 service stations, four convenience stores, wholesale fuel delivery, and home heating fuel delivery. They currently employ 22 full time and 76 part time staff.

"In retail gasoline where the industry standard is to pay minimum wage, we see the need for something more. We have paid over minimum wage since 2018, and became aware of Living Wage in early 2019. Since then we have thoroughly vetted how this will affect Gales. The financial commitment is substantial and must be taken in increments. We are implementing a full benefit package immediately. We are then committed to increasing our frontline employees' wages at regular increments over the next few years in order to meet Niagara's calculated Living Wage. We are proud to be a Living Wage Supporter, and are aiming to become a Living Wage Champion. Gales is committed to a better Niagara – by supporting the community, and supporting our employees. We aim to be one of Niagara's Employers of Choice – an employer that offers a fantastic work culture and environment, attracting and retaining superior employees. This is a huge step in that direction", says Jessica Friesen, Owner/Operator, Gales Gas Bar Limited.

"We are very pleased to have Gales Gas Bar Limited demonstrate commitment to the living wage movement by signing on as Supporters," says Glen Walker, Chair of the Niagara Poverty Reduction Network. "The Ontario Living Wage Network recognizes employers who have made the commitment to pay all employees at least the living wage. However, employers have the opportunity to phase in the implementation of the living wage over time. Employers recognized at the Supporter level pay full-time staff at least the living wage and have committed to raise the wages of their part-time workers."

A living wage reflects what earners need to be paid based on the actual costs of living and being included in the community. A living wage is not the same as the legislated minimum wage. It is a voluntary commitment that employers can make to compensate directly-employed and contract-employed full-time and part-time workers. The 2018 living wage for Niagara region has been calculated to be \$17.99/hour. If an employer's total compensation package includes benefits such as dental and prescription drugs, the living wage can be lowered by about \$1.50/hour. Learn more about Niagara's living wage at www.wipeoutpoverty.ca

Niagara-area employers interested in becoming living wage certified can contact the Ontario Living Wage Network for more information at www.ontariolivingwage.ca

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