

Effective: January 2016

POLICIES, CULTURE, AND OPERATIONS
Section 3.10.2: Living Wage Commitment

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Bruner/Cott

BCA is committed to providing a minimum Living Wage for all employees. A Living Wage is defined as financial compensation that reflects what individuals need to support themselves and their families above the poverty line, based on the actual costs of living in a specific community. A Living Wage takes into consideration the basic and essential costs of living and helps to provide an adequate standard of living. Living Wage calculations are based on the Poverty in America: Living Wage Calculator for Cambridge, Massachusetts and the Greater Boston-Cambridge-Quincy Area (<http://livingwage.mit.edu/>).

BCA regularly compares its salaries with various salary surveys to maintain industry pay scale parity.