

Mentoring Artists for Women's Art (MAWA) – approved Feb. 22, 2017; revised Feb. 23, 2022

Cost of Living Increase

Policy

The Board of Directors of Mentoring Artists for Women's Art believes in fair compensation for the labour of MAWA staff. As a result, it will endeavor to automatically raise all permanent staff wages annually at the beginning of each fiscal year based on increase in the cost of living.

Procedures

The MAWA Executive Director(s) will present a proposed annual budget to the Board of Directors in advance of the beginning of each fiscal year (May 1) with staff salary increases built in. If the pay increases do not imperil MAWA's day-to-day activities and programming, the Board will approve the proposed budget (including the staff wage increases). The staff wage increases will take effect as of May 1 each year.

The cost of living increase will reflect Manitoba's actual cost of living based on the most recent 12-month data available from Statistics Canada, with a 2.5 % minimum.

This policy does not preclude the Executive Director(s) from increasing (or decreasing) staff wages based on extraordinary circumstances or merit, nor the Board of Directors from increasing (or decreasing) the Executive Director(s) salary based on extraordinary circumstances or merit.