



SUN **NASHVILLE** **LIVING WAGE**

A living wage is a minimum amount an employee needs to earn in order to afford their basic necessities, without public or private assistance.

IT'S A "MORE JUST" MINIMUM WAGE.

We envision Nashville as a livable community where all workers can not only survive but prosper. We exist to promote a just economy where workers are paid fairly, employers are successful, and our community thrives as a result.

A just economy provides dignity, economic prosperity, and equal employment opportunities.

goodjobsnashville.com



WORKERS

The Nashville living Wage rate is based on the "survival wage" in the ALICE Report from United Way of Tennessee, specific to Davidson County. The 2025 Report determined that a single adult without dependents needs to make at least \$22.50 (or \$20.50 with employer-provided health insurance) to cover the bare-minimum costs of basic necessities. Workers living on the edge of the ALICE threshold know that even a small increase in cost of living greatly impacts financial stability.

EMPLOYERS

Living Wage Certified Employers are part of a growing community of businesses and non-profits across Davidson County with established guiding principles. A commitment to pay a living wage means supporting and retaining employees, positively impacting your industry and the local economy, and amplifying your own values.

COMMUNITY

Each of us can support the mission of Nashville Living Wage. As a conscious consumer, you can: support businesses that are Nashville Living Wage Certified; invite new employers to join our network; consider a financial donation to further our mission; or lend your time as a volunteer. Thank you for helping ensure that people in Nashville can live and thrive where they work.

SUN NASHVILLE LIVING WAGE

Nashville is home to many high-road employers that guarantee fair wages, family-friendly benefits, and a company culture built on mutual respect.

Yet, recruiting and retaining competent workers from Nashville's communities can be a struggle for these employers, even as many diligent Nashvillians fail to secure family-sustaining careers in their city.

THAT'S WHERE GOOD JOBS NASHVILLE COMES IN!

We connect these progressive business partners with accomplished employees, streamlining the recruitment and hiring processes while simultaneously serving as a labor pipeline that combats systemic inequality.

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These resources helped me find a trade that I'm passionate about, where I can continue to learn and grow throughout my career. I've become part of a brotherhood in my union that feels more like a family than coworkers. The career I found gives me the chance for a better life and better opportunities to provide for myself and my family.

Adrian Parish

(Level 1 Apprentice, IBEW Local 429; Graduate, Music City Construction Careers)

