

From: "Johnston, Sadhu" <Sadhu.Johnston@vancouver.ca>

To: "Direct to Mayor and Council - DL" <CCDTMACDL@vancouver.ca>

Date: 10/19/2016 8:26:55 PM

Subject: Memo - RTS 11610 - Make CoV a Living Wage Employer - Report back

Attachments: [RTS 11610 - Make CoV a Living Wage Employer - DCM - Memo to Mayor Counc....pdf](#)

Dear Mayor and Council,

Please find the attached memo from Deputy City Manager, Paul Mochrie as a report back to RTS 11610 heard at Council on September 21, 2016.

A few summary points from the memo are as follows:

- Provides additional information on the certifying organization "Living Wage for Families Campaign" (LWFC)
- The living wage rate varies across Canada and is calculated regionally to reflect the cost of living in each community. LWFC determines the living wage for regions across British Columbia through an annual review process, typically conducted between February and April.
- the calculation of the living wage rate incorporates a number of elements outlined in the attached

If you have any further questions or need more information, please do not hesitate to contact Paul Mochrie at 604.873.7666 or paul.mochrie@vancouver.ca

Best
Sadhu

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OFFICE OF THE CITY MANAGER
Deputy City Manager

MEMORANDUM

October 19, 2016

TO: Mayor and Council

CC: Sadhu Johnston, City Manager
Janice MacKenzie, City Clerk
Lynda Graves, Manager, Administration Services, City Manager's Office
Rena Kendall-Craden, Director, Communications
Kevin Quinlan, Chief of Staff, Mayor's Office
Katie Robb, Director, Communications, Mayor's Office
Emma Lee, Director, Community Relations, Mayor's Office
Patrice Impey, CFO and General Manager, Finance
Andrew Naklicki, Chief Human Resources Officer
Nick Kassam, Chief Procurement Officer

FROM: Paul Mochrie, Deputy City Manager

SUBJECT: RTS 11610 - Make CoV a Living Wage Employer -Report back

Dear Mayor and Council,

Following the Living Wage discussion at Council on September 21st, I am writing to provide you with some additional information on the certifying organization, "Living Wage for Families Campaign" (LWFC) and the process by which the living wage figure is derived.

LWFC is a community organization advocating for living wage in British Columbia and is one of several similar organizations across Canada comprising the Living Wage Canada network. LWFC calculates the living wage for British Columbia and certifies employers across BC.

Living Wage Canada supports the national living-wage movement through facilitated learning and information-sharing. It has developed the Canadian Living Wage Framework which provides a consistent living wage definition and calculation methodology, along with a strategy for recognizing corporate and community leadership for organization which commit to passing a living wage policy.

LWFC was formally launched in 2008 and was sponsored and facilitated by the Canadian Centre for Policy Alternatives, an independent, non-partisan research institute concerned with issues of social

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and economic justice, and First Call: BC Child and Youth Advocacy Coalition, a cross-sectoral, non-partisan coalition made up of over 80 provincial and regional organizations that advocates for the well-being of children and youth.

The living wage rate varies across Canada and is calculated regionally to reflect the cost of living in each community. LWFC determines the living wage for regions across British Columbia through an annual review process, typically conducted between February and April. The sources of information reviewed and analyzed to determine the new rate is obtained through many organizations, including Canada Mortgage and Housing Corporation, Canada Revenue Agency and Provincial Health Services Authority. A more detailed calculation guide can be found through the website links below.

In general, the calculation of the living wage rate incorporates the elements outlined below:

Stage 1: Calculating Family Expenses;

Stage 2: Calculating Government Transfers: Canada Child Tax Benefit, Universal Child Care Benefit, GST credits, BC Low Income Climate Action Tax, etc.;

Stage 3: Calculating Government Deductions and Taxes;

Stage 4: Determining the Living Wage Amount;

Stage 5: Calculating the BC Child Care Subsidy; and

Stage 6: Verifying the Calculations.

For more information, the link below will provide access to the following documents:

1. Working for a Living Wage 2008 - Original Full Report
2. Working for a Living Wage 2016 Update
3. Living Wage Calculation Guide 2016
4. Living Wage Calculation Spreadsheet 2016

<https://www.policyalternatives.ca/livingwage2016>

General link to Living Wage Canada:

<http://www.livingwagecanada.ca/>

If you have any further questions or need more information, please do not hesitate to contact me.

Sincerely,



Paul Mochrie
Deputy City Manager

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