

File No.: 04-1000-20-2023-163 – Phased Release

June 7, 2023

s.22(1)

Dear s.22(1)

Re: Request for Access to Records under the Freedom of Information and Protection of Privacy Act (the “Act”)

I am responding to your request of March 23, 2023 under the *Freedom of Information and Protection of Privacy Act* for:

Record of emails sent and received by the Mayor, Councillors, and City Manager relating to the Living Wage Program at the City. Date range: December 31, 2022 to March 22, 2023.

All responsive records are attached*. Some information in the records has been severed (blacked out) under s.12(3)(b), s.13(1), s.14, s.15(1)(l), and s.22(1) of the Act. You can read or download these sections here:

http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/96165_00.

*Please note, records subject to the ongoing third party review will be provided in a secondary release once the third party review has concluded.

Please also note that the in camera memo attachment referenced on page 1 of 107 of the records has been proactively released, and can be viewed on the City's website here:

<https://council.vancouver.ca/20230131/icre20230131dec.htm>.

In camera decisions and reports are released when they are no longer considered sensitive. Released in camera items may be viewed online here: <https://vancouver.ca/your-government/city-council-meetings-and-decisions.aspx> (select “get agendas and minutes”).

Please note: effective May 25, 2010, new templates and procedures were established in the City of Vancouver for the pro-active release of in camera information, where release of the information has been determined to be no longer sensitive. The new procedures were requested by Council at the June 18, 2009, Standing Committee on City Services and Budgets meeting, in accordance with recommendations from a legal expert regarding improved handling of confidential information.

Under section 52 of the Act, and within 30 business days of receipt of this letter, you may ask the Information & Privacy Commissioner to review any matter related to the City's response to your FOI request by writing to: Office of the Information & Privacy Commissioner,

info@oipc.bc.ca or by phoning 250-387-5629.

If you request a review, please provide the Commissioner's office with: 1) the request number (#04-1000-20-2023-163); 2) a copy of this letter; 3) a copy of your original request; and 4) detailed reasons why you are seeking the review.

Yours truly,

[Signed by Cobi Falconer]

Cobi Falconer, MAS, MLIS, CIPP/C
Director, Access to Information & Privacy
cobi.falconer@vancouver.ca
453 W. 12th Avenue Vancouver BC V5Y 1V4

If you have any questions, please email us at foi@vancouver.ca and we will respond to you as soon as possible. Alternatively, you can call the FOI Case Manager at 604-871-6584.

Encl. (Phased Release Response Package)

:dl

File No.: 04-1000-20-2023-163 – Phased Release 2 of 2

July 26, 2023

s.22(1)

Dear s.22(1)

Re: Request for Access to Records under the Freedom of Information and Protection of Privacy Act (the “Act”)

I am responding to your request of March 23, 2023 under the *Freedom of Information and Protection of Privacy Act* for:

Record of emails sent and received by the Mayor, Councillors, and City Manager relating to the Living Wage Program at the City. Date range: December 31, 2022 to March 22, 2023.

Further to our initial phased release response provided to you on June 7, 2023, all responsive records are attached.

Under section 52 of the Act, and within 30 business days of receipt of this letter, you may ask the Information & Privacy Commissioner to review any matter related to the City’s response to your FOI request by writing to: Office of the Information & Privacy Commissioner, info@oipc.bc.ca or by phoning 250-387-5629.

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Yours truly,

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If you have any questions, please email us at foi@vancouver.ca and we will respond to you as soon as possible. Alternatively, you can call the FOI Case Manager at 604-871-6584.

Encl. (Response Package)

:dl

From: ["Mochrie, Paul" <Paul.Mochrie@vancouver.ca>](mailto:Paul.Mochrie@vancouver.ca)
To: ["Direct to Mayor and Council - DL" s.15\(1\)\(l\)](#)
CC: ["Impey, Patrice" <Patrice.Impey@vancouver.ca>](mailto:Patrice.Impey@vancouver.ca)
["City Manager's Correspondence Group - DL" s.15\(1\)\(l\)](#)
Date: 3/1/2023 11:39:30 AM
Subject: CONFIDENTIAL - Memo to Mayor Council - Living Wage
Attachments: image001.png
CONFIDENTIAL - Memo to Mayor Council - Living Wage.pdf

□

Dear Mayor and Council,

Attached please find a confidential memo regarding the communication of the decisions from the In Camera meeting on Tuesday, January 31, 2023 regarding the City's implementation of the Living Wage program.

Please review this memo as it outlines the timelines and approaches for Council communication of this In camera decision. The information will be public on March 2nd.

Should you have any questions, please feel free to contact me or Patrice Impey.

Best,
Paul

Paul Mochrie (he/him)
City Manager
City of Vancouver
paul.mochrie@vancouver.ca
604.873.7666

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the x^wməθk^wəyəm (Musqueam), S^kwxwú7mesh (Squamish), and səilwətał (Tsleil-Waututh) Nations.

From: ["Missick, Alex" <Alex.Missick@vancouver.ca>](mailto:Alex.Missick@vancouver.ca)
To: ["Kirby-Yung, Sarah"](#)
Date: 3/3/2023 4:30:59 PM
Subject: Daily Media Summary - March 3

TODAY'S CLOSED CALLS

The below table includes the number of inquires broken down by department.

Department	PDS	DBL	ENG	CMO	ACCS	Park Board	REFM	FRS	Referred to outside org
# of closed calls	2	1	1	0	1	1	0	7	1

Zak Vescera – The Tyee – Living Wage (Mar. 2)

How are you? My name is Zak and I'm a reporter at The Tyee. I'm writing about a recent decision from city council to de-certify as a Living Wage Employer. I understand the city has a prepared statement on this that I've seen other reporters share online. I've reached out to Taylor with the mayor's office but haven't heard back. I'm wondering if you can share the statement with me in the interim.

[Living Wage for Families BC \(LWFBC\)](#) is the official certification body which publishes the living wage rates each year and administers the Living Wage program. The City joined the living wage program in 2017.

Recently, the living wage rate for Metro Vancouver set by Living Wage for Families BC (LWFBC) increased 17.35% or to \$24.08 per hour for 2023. The Living Wage rate is calculated annually and has fluctuated both up and down each year. This is difficult to administer in large organizations, particularly those with multi-year collective agreements like the City. Where the annual Living Wage has decreased in the past, the City has not decreased wages and asked service providers to do the same. Due to the immediate impact the new Living Wage rate would have on the pay structure for the rest of the City and the possibility the rate may be reduced in future years, Council made the decision to implement a fair wage approach based on a rolling five-year average of the Living Wage rate. We will continue to use the rate set by Living Wage for Families BC by implementing a rolling five-year average, which will smooth out annual fluctuations. We hope LWFBC will consider this variation in implementation and allow organizations that use this approach to continue to be certified, as we are continuing to use their calculated living wage rate but applying a more practicable approach for large organizations.

All City staff are compensated above B.C. minimum wage (\$15.65 in 2022) and the vast majority are at or above the recently announced 2023 Living Wage rate, as are the majority of our service providers.

Simon Little – Global News– Living Wage (Mar. 2)

We understand that Vancouver City Council voted today to end the city's living wage policy. We're looking to confirm that decision, and get some details on what it means going forward. Will this affect the wages of current city employees, or only new hires? Can the city provide us with a breakdown of the vote on this item?

Living Wage for Families BC (LWFBC) is the official certification body which publishes the living wage rates each year and administers the Living Wage program. The City joined the living wage program in 2017.

Recently, the living wage rate for Metro Vancouver set by Living Wage for Families BC (LWFBC) increased 17.35% or to \$24.08 per hour for 2023. The Living Wage rate is calculated annually and has fluctuated both up and down each year. This is difficult to administer in large organizations, particularly those with multi-year collective agreements like the City. Where the annual Living Wage has decreased in the past, the City has not decreased wages and asked service providers to do the same. Due to the immediate impact the new Living Wage rate would have on the pay structure for the rest of the City and the possibility the rate may be reduced in future years, Council made the decision to implement a fair wage approach based on a rolling five-year average of the Living Wage rate. We will continue to use the rate set by Living Wage for Families BC by implementing a rolling five-year average, which will smooth out annual fluctuations. We hope LWFBC will consider this variation in implementation and allow organizations that use this approach to continue to be certified, as we are continuing to use their calculated living wage rate but applying a more practicable approach for large organizations.

All City staff are compensated above B.C. minimum wage (\$15.65 in 2022) and the vast majority are at or above the recently announced 2023 Living Wage rate, as are the majority of our service providers.

Staff also clarified the vote took place on Jan. 31, 2023 and that the vote breakdown cannot be disclosed.

Lisa Steacy – Bell Media – Living Wage (Mar. 2)

I was wondering if the city could send me its statement on this decision by council – specifically any information on the number of employees impacted and the reason why it was made.

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by Living Wage for Families BC by implementing a rolling five-year average, which will smooth out annual fluctuations. We hope LWFBC will consider this variation in implementation and allow organizations that use this approach to continue to be certified, as we are continuing to use their calculated living wage rate but applying a more practicable approach for large organizations.

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Mike Howell – Glacier Media– Living Wage (Mar. 2)

If anyone gets this email tonight (or early tomorrow morning), could you please send me the statement regarding council's decision to scrap the living wage policy?

Want to know when vote happened, why happened, etc.

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Recently, the living wage rate for Metro Vancouver set by Living Wage for Families BC (LWFBC) increased 17.35% or to \$24.08 per hour for 2023. The Living Wage rate is calculated annually and has fluctuated both up and down each year. This is difficult to administer in large organizations, particularly those with multi-year collective agreements like the City. Where the annual Living Wage has decreased in the past, the City has not decreased wages and asked service providers to do the same. Due to the immediate impact the new Living Wage rate would have on the pay structure for the rest of the City and the possibility the rate may be reduced in future years, Council made the decision to implement a fair wage approach based on a rolling five-year average of the Living Wage rate. We will continue to use the rate set by Living Wage for Families BC by implementing a rolling five-year average, which will smooth out annual fluctuations. We hope LWFBC will consider this variation in implementation and allow organizations that use this approach to continue to be certified, as we are continuing to use their calculated living wage rate but applying a more practicable approach for large organizations.

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The Council decision was made at an in-camera meeting on January 31, 2023.

Kristen Robinson - Global News - 1636 Clark drive & 1321-1395 east 1st avenue (Mar. 2)

We are looking for an update on the large Vancouver detox and social housing project approved by council for the above address on Feb. 21, 2019:

<https://globalnews.ca/news/4990174/vancouver-clark-east-first-detox-social-housing-approved/>. What is the status of the project? Have building permits been approved? If so, when will construction start? If building permits have not been approved, why is that and what is the delay?

Staff advised site challenges have led to delays and recommended reaching out to the developer, BC Housing.

Dan Fumano – Vancouver Sun – Living Wage

Can I please line up a phone interview with someone today to speak with someone about the City of Vancouver to speak about the City moving away from the Living Wage commitment to implementing a 5-year moving average living wage? Would the City's Head of Procurement be able to speak with me today?

Staff were unavailable for an interview, but provided written responses

Does the City have an estimate for how much money this will save the City over the next year, or the next 5 or 10 years?

This cannot really be estimated as the Living Wage rate has increased and decreased over the years. If advocacy with senior government to address affordability is successful, the living wage can be reduced.

Since 2018 through 2022, City staff and contractors have been paid above the published living wage, as the published rate remained below the 2018 rate. The City chose not to request contractors to reduce their staff wages, and City employees are paid above that rate. The Living Wage is increasing in 2023, however we have been advised it will likely decrease in future years. By smoothing the implementation, we may sometimes use a fair wage rate higher than the annual Living Wage and sometimes lower.

Which job categories at the city will be affected by this decision?

Currently those would be auxiliary positions: Rink Attendant, Golf Course Ranger, Food Service Worker, Theatre Attendant I, Cashier, Program Assistant I, Marina Attendant.

How many city employees currently earn the living wage? How many contract employees?

Approximately 180 unionized auxiliary positions (some which are currently vacant due to the work being seasonal in nature) would currently fall below the 2023 Living Wage rate of \$24.08. As contracts are negotiated and hourly rates adjusted, we would expect to see the number of affected positions drop below 100. We currently have 2,609 auxiliary positions across the City, and of those 180 would not meet the 2023 Living Wage rate of \$24.08.

Nine out of the 213 service contract categories (security, janitorial services, traffic control, and graffiti removal) are affected by the living wage program changes. All other contracts earn at or above the current living wage. The minimum rate the City will pay for these contracts under the rolling five-year average in 2023 is \$20.91/hour. The typical hourly wage for these industries is \$15.65.

The Living Wage calculation is comprised of an hourly rate plus other criteria, such as non-mandatory benefits.

Beth Leighton – The Canadian Press – Living Wage Statement

I am looking for a statement from the city regarding its decision to end its participation

in the Living Wage program. The statement is for inclusion in a story about Vancouver's move to a "fair wage" as referenced in the Decision Release from Jan. 31.

Living Wage for Families BC (LWFBC) is the official certification body which publishes the living wage rates each year and administers the Living Wage program. The City joined the living wage program in 2017.

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Kerry Gold – Globe and Mail - STR

I'm working on a column this week about the spike in Airbnb listings, particularly in Vancouver. According to one source, about one-third are unlicensed.

I'd like to know how the city enforces the regulations and also, if you have any numbers on how many of these unlicensed listings have been fined or shut down.

The latest statistics we have can be found on this page: vancouver.ca/short-term-rentals

To operate a STR in Vancouver, an individual must obtain a STR business licence and include the licence number in all online listings and advertising. Only one STR licence is permitted per person. Both owners and tenants alike can obtain a licence if additional criteria such as landlord and/or strata approvals have been met.

Businesses are not permitted to obtain a short-rental licence.

The City has a dedicated short-term rental team that takes a proactive approach to investigate any non-compliance.

- Using a number of sources including, Host Compliance, which captures screenscraper data from multiple listing platforms, and the data provided through the [MOU with Airbnb](#) the team investigates all unlicensed activity and ensures that licensed operators are following all regulations.
- As of February 2, the City's data shows 3,524 active STR listings in Vancouver

and 2,597 STR business licences issued so far in 2023.

- Since the beginning of the enforcement program in 2018, more than 1890 tickets have been issued to illegal operators and more than 200 listings have been referred to prosecution for unlicensed illegal short-term rental activity.

STR operators who do not comply with City bylaws are subject to fines of up to \$1,000 per offence, legal orders, and may be referred to the prosecutor's office for legal action. The regulations are enforced following the general [compliance pathway](#).

The City's STR program has been recognized by the Canada Mortgage and Housing Corporation as a contributing factor to the increased supply of long-term condominium rentals in Vancouver. In the first two years of regulations, more than 2,000 delisted STR listings had not returned to the STR market, and it is estimated that more than 500 of those units were returned to the LTR market. In addition, since the regulations were enacted, there has been a steady increase in the number of LTR business licences issued from the City.

In 2019, the City of Vancouver partnered with strata management companies to create a Prohibited Buildings Program Registry, which restricts the auto-issuance of STR licences for any strata plan address on the registry. This registry also includes buildings that are not permitted to do STR such as Single Room Occupancies and Rental 100 Buildings. In the first year, nearly 6,500 long-term housing units in 18 strata plans were added to the registry and protected from becoming non-compliant short-term rentals. City staff continue to expand this program with more than 90 strata plans on the Prohibited Buildings Registry.

Frank O'Brien - BIV - RHI1 (Updated from Mar. 2)

Can you tell me what the City paid for the Days Inn at 2705 Kingsway in 2021?

At the time the then mayor would not release the price, but said it would be provided at a later date.

The property was purchased through RHI funding and totalled \$25,500,000.

Follow-up question: Are you sure that's the purchase price? The land assessment was 4.4 million.

Yes we are sure that was the purchase price. The assessed value does not have too much to do with the highest and best use of the land, following a re-development of the site, which is how the site was appraised.

Kraig Krause - CTV - Nordstrom closure impact on planning

Reporter looking for a comment from the City of Vancouver in regards to Nordstrom's decision to leave Pacific Centre; how will this impact the city's downtown plans

Staff suggested contacting M&C for comment and provided following statement: It's early days for the planning process for Granville Street, but one of the key objectives of the plan is to support economic stimulus and cultural revitalization for the area.

Staff will be exploring new opportunities for entertainment, dining and tourism, hotel, retail and office space.

Cam Mitchell – CTV – Nordstrom

I'm wondering if Mayor Ken Sim would have a few minutes to clip with us on a couple topics.

We are hoping to talk to him about the closure of Nordstrom downtown and what he thinks that will do to the already difficult downtown business environment. What would

he hope to see in its place, and how this plays into the revitalization of Granville street. As well, we are hoping to ask him about a local business, a brick and mortar store selling things like, coca leaves and LSD.

Staff referred to MO.

Allie Turner – Vancouver is Awesome – Serious assault in Downtown

I am reaching out for more information about an incident that occurred at Nelson and Granville last night.

What was the nature of the "serious assault"? Are the three people in hospital all victims?

Staff referred to VPD.

Tahmina Aziz – CTV – Brown Water

There have been a few Vancouver residents who have reported online that their tap water is coming out brown-tinted.

With that said, I'm wondering if the city is aware of this and if the tap water still safe to drink? Might someone be available for a brief on-camera interview to explain or provide a statement on the matter?

Staff provided the following statement attributed to our Mark Schwark, Director - Water & Utilities Management:

- We are aware that there have been some complaints about brown tap water.
- Tap water can become temporarily discoloured from time to time. The discoloured water is generally caused by iron oxidation inside the water mains and occasionally this sediment can be dislodged causing the water to change color.
- The City of Vancouver has a robust drinking water quality program that includes regularly sampling the water at various sample stations through out the City. All of our results meet the Canadian Drinking Water Guidelines and show that the water is safe to drink. These results are available on our website. https://app.vancouver.ca/EngWaterQuality_Net/Default.aspx
- If residents experience discoloured water there are a few steps they can take. Residents can report drinking water concerns through our Van311 App or by calling 311 directly. Residents can also run their cold water taps until the discolored water clears. When drinking water inquiries are received our water quality team reviews each incident and works with the resident to ensure their drinking water is safe.

Aaron McArthur – Global News – Opioid Crisis Response Tax

Question about the .5 % opioid tax – it was added to the city budget in 2017. Is it still a line item in the 2023 budget? If so, can someone tell me what that money is used for?

The City introduced a 0.5 per cent property tax increase in December 2016 to enhance funding supports for the City's opioid crisis by \$3.5 million. Allocation of funds for 2017 and 2018 can be viewed here: <https://vancouver.ca/files/cov/2018-11-15-opioid-tax-allocation.pdf>

The \$3.5 million in funding is built into the City's base budget and continues to be

allocated toward overdose response in the 2023 budget as shown in the table below.

2019 Budget	2020 Budget	2021 Budget	2022 Budget	2023 Budget	Overd
2,430,000	2,430,000	2,430,000	2,430,000	2,430,000	Perma Comm
370,000	470,000	470,000	470,000	470,000	Opioid
590,000	890,000	890,000	890,000	890,000	Increm
3,390,000	3,790,000	3,790,000	3,790,000	3,790,000	

Here is a breakdown of costs under the “opioid crisis response” category:

2019 Budget	2020 Budget	2021 Budget	2022 Budget	2023 Budget
\$310,000	\$310,000	\$310,000	\$310,000	\$310,000
\$60,000	\$160,000	\$160,000	\$160,000	\$160,000
\$370,000	\$470,000	\$470,000	\$470,000	\$470,000

The \$310,000 allocated to increase DTES staffing includes:

1. Recruitment of a Planner and Planning Analyst to coordinate the City’s response to drug policy, of which the opioid crisis is a key priority. These positions also work closely with Vancouver Coastal Health on opioid crisis response, and convene the Community Action Team (CAT) which comprises of approximately 25 organizations who are working on or are affected by the crisis—including community members, health practitioners, Ambulance Services, VFRS and VPD. (Find out more about the work of the CAT in our [news release](#)).
2. Outreach and engagement through community centre staff, peer support teams and other key City services engaged in the opioid crisis response.
3. Support staff at Oppenheimer Park who prior to the closure of the encampment in summer 2020, worked in partnership with peers and community partners to provide overdose education and naloxone administration. Since the encampment closed, staff have continued outreach and engagement on the opioid crisis through programs and services based out of Carnegie Community Centre.

More detailed information on expenditures and allocations of funds, including street cleaning grants, can be viewed in this Council report:

<https://council.vancouver.ca/20170124/documents/rr1.pdf>

PARK BOARD

John Mackie – Vancouver Sun – Yellow schoolhouse

Hi can I talk to somebody about the looming demolition of the small 1912 schoolhouse

at the Henry Hudson school site in Kitsilano? Does the city of Vancouver heritage department have an opinion on this? Also, has the Vancouver Park Board considered moving this small building to one of three parks nearby (Kits, Hadden and Vanier)? It's a small building, would seem to be easy to relocate for civic use. Plus it's made out of wood, which does well in earthquakes, and even if it did have to be seismically upgraded it would be relatively simple.

As our understanding is that the Vancouver School Board has yet to confirm plans for the yellow schoolhouse at Henry Hudson Elementary, we recommend reaching out to the VSB for further information.

From: ["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)

To: ["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
["Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>](mailto:Rebecca.Bligh@vancouver.ca)
["Dominato, Lisa" <Lisa.Dominato@vancouver.ca>](mailto:Lisa.Dominato@vancouver.ca)
["Klassen, Mike" <Mike.Klassen@vancouver.ca>](mailto:Mike.Klassen@vancouver.ca)
["Zhou, Lenny" <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
["Montague, Brian" <Brian.Montague@vancouver.ca>](mailto:Brian.Montague@vancouver.ca)
["Sim, Ken" <Ken.Sim@vancouver.ca>](mailto:Ken.Sim@vancouver.ca)

Date: 1/31/2023 1:32:20 PM

Subject: Draft Amendment

s.12(3)(b), s.13(1)

Sarah Kirby-Yung, MBA she/her
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: CLRkirby-yung@vancouver.ca
t: 604-873-7247
T: @sarahkirby_yung

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Wanda Bradbury
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t: 604-871-6711

I am humbly thankful that I live and work on the territories of the x^wməθk^wəyəm ([Musqueam](#)), Skwxwú7mesh ([Squamish](#)) and səłwətaʔ / səłwəwəwəłh ([Tsleil-Waututh](#)) Nations.

From: s.22(1)
To: ["Boyle, Christine" <Christine.Boyle@vancouver.ca>](mailto:Christine.Boyle@vancouver.ca)
CC: ["Dominato, Lisa" <Lisa.Dominato@vancouver.ca>](mailto:Lisa.Dominato@vancouver.ca)
["Sim, Ken" <Ken.Sim@vancouver.ca>](mailto:Ken.Sim@vancouver.ca)
["Zhou, Lenny" <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
["Klassen, Mike" <Mike.Klassen@vancouver.ca>](mailto:Mike.Klassen@vancouver.ca)
["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
["Montague, Brian" <Brian.Montague@vancouver.ca>](mailto:Brian.Montague@vancouver.ca)
["Carr, Adriane" <Adriane.Carr@vancouver.ca>](mailto:Adriane.Carr@vancouver.ca)
["Fry, Pete" <Pete.Fry@vancouver.ca>](mailto:Pete.Fry@vancouver.ca)
["Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>](mailto:Rebecca.Bligh@vancouver.ca)
["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)
Date: 3/3/2023 6:16:26 PM
Subject: [EXT] Cancellation of living wage provisions

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Councillor Boyle,

Even if this provision had been retained, a working couple each making \$24.05 per hour, would still not be able to afford to live in the City of Vancouver.

Spending 30% of their income on housing would mean a maximum monthly rent of \$2,345. With current new rentals at \$2,900 (and likely climbing with the latest 10.7% tax increase) the couple would need to make an additional \$22,200 per year. The equivalent hourly rate - almost \$30 an hour.

☐Thanks s.22(1)

From: "Vancouver & District Labour Council" <office@vdlc.ca>
To: "Meiszner, Peter" <Peter.Meiszner@vancouver.ca>
Date: 3/3/2023 3:29:48 PM
Subject: [EXT] City of Vancouver Abandons Living Wage Commitment



[\[click.actionnetwork.org\]](https://click.actionnetwork.org)

Yesterday we were dismayed to learn that the ABC majority mayor and council had made a closed-door decision to walk away from the City of Vancouver's commitment to operate as a living wage employer.

For the past five years, the city has maintained certification as a living wage employer with the Living Wage for Families campaign. The campaign has certified a wide array of employers across British Columbia, including municipalities such as Victoria, Port Coquitlam, the City of North Vancouver, and Quesnel.

Affordability continues to be a crisis for working people and families in Metro Vancouver. This decision will deepen that crisis for those in the city's most precarious and lowest paid jobs.

CLICK HERE [\[click.actionnetwork.org\]](https://click.actionnetwork.org) to take action via an online petition launched by OneCity.

We also ask you to read and share the VDLC's [media advisory](#) [\[click.actionnetwork.org\]](https://click.actionnetwork.org) and Living Wage for Families Campaign's [statement](#) [\[click.actionnetwork.org\]](https://click.actionnetwork.org).

WE ARE A MEMBER OF

Canadian Labour Congress [click.actionnetwork.org]

BC Federation of Labour [click.actionnetwork.org]

604-254-0703

Suite 170 – 111 Victoria Drive

Vancouver, BC, V5L 4C4



[\[click.actionnetwork.org\]](http://click.actionnetwork.org) [\[click.actionnetwork.org\]](http://click.actionnetwork.org) [\[click.actionnetwork.org\]](http://click.actionnetwork.org)

Sent via ActionNetwork.org [click.actionnetwork.org]. To update your email address, change your name or address, or to stop receiving emails from Vancouver and District Labour Council, please [click here](#) [click.actionnetwork.org].

From: s.22(1)
To: "Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>
"Carr, Adriane" <Adriane.Carr@vancouver.ca>
"Boyle, Christine" <Christine.Boyle@vancouver.ca>
"Dominato, Lisa" <Lisa.Dominato@vancouver.ca>
"Fry, Pete" <Pete.Fry@vancouver.ca>
"Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>
"Klassen, Mike" <Mike.Klassen@vancouver.ca>
"Meiszner, Peter" <Peter.Meiszner@vancouver.ca>
"Montague, Brian" <Brian.Montague@vancouver.ca>
"Zhou, Lenny" <Lenny.Zhou@vancouver.ca>
"Sim, Ken" <Ken.Sim@vancouver.ca>
Date: 3/5/2023 10:28:20 PM
Subject: [EXT] Fwd: Urgent: Please reverse your living wage decision

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Mayor and Councillors

I am extremely disappointed in your decision to end the Living Wage program in the City of Vancouver. You are picking on the lowest paid employees and service providers who are the ones least able to absorb the hit. There are not all that many of them but they are an integral part of the City of Vancouver's workforce and cutting their wages to subsidize other City initiatives is cruel and only serves to make our city less equitable and accessible to those who work here.

s.22(1)

Our community centre has Park Board employees and some of them s.22(1) s.22(1) have benefited from the living wage policy. We also have security providers on site and it is possible that they also benefited from the living wage policy.

With the rising costs for essentials such as groceries, our lower paid employees and service providers can ill afford to lose some of their wages. A 5 year average at this time cannot possibly compensate them for the recent inflation in the cost of living that we have experienced. Please do not rob our own employees and service providers of wages that make life in expensive Vancouver more affordable.

s.22(1)

From: ["Anastasia French" <Anastasia_French@vancity.com>](mailto:Anastasia_French@vancity.com)
To: ["Fry, Pete" <Pete.Fry@vancouver.ca>](mailto:Pete.Fry@vancouver.ca)
Date: 3/13/2023 5:33:27 PM
Subject: [EXT] Living Wage follow up

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Hi Pete,

Great to chat with you last week!

You asked me to do a bit of digging on "who's impacted on this decision". As mentioned, I don't know for sure, but based on the staff report for when Living Wage went up to council in 2016 ([Report - Making the City of Vancouver a Living Wage Employer: 2016 Aug 23](#)) I would assume these groups of workers could be affected again.

For direct staff:

- There are 200 casual workers at the Vancouver Police Department
- One group of workers (shelvers) at the Vancouver Public Library who will see a bump in wages as result of the living wage.

For contractors, there were 3 contracts identified:

- Cleaning (\$1.2 million in contracting)
- Security (size of contract not identified)
- Graffiti removal (\$1.2 million in contracting) where hundreds of workers are earning below the living wage.
- The Vancouver Police Department has identified one contract below the living wage
- Vancouver Public Library will be shifting their security contract to a living wage.

It would be good to know who is affected by the decision again, and for this analysis to have an equity lens to it, to understand if the workers affected are disproportionately women, Black Indigenous or People of Color or new immigrants to Canada.

Please do let me know if there's anything else that I can help you with,

Thanks,

Ana

Anastasia French (she/her)
Provincial Manager
Living Wage for Families BC
236 558 2635

Located on the unceded territory of the xʷməθkʷəy̅əm (Musqueam), Skwxwú7mesh (Squamish) and sə́lilwə́təʔ /Selilwitulh (Tsleil-Waututh) Nations.

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From: s.22(1)
To: "Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>
Date: 3/3/2023 10:41:44 PM
Subject: [EXT] Living Wage Policy

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Sarah Kirby-Yung,

I'm writing to urge you and your colleagues at Vancouver City Council to reconsider the decision you took yesterday regarding the Living Wage policy. I was appalled to learn you chose to lower the wages of the city's lowest paid employees in the same week as you announced a property tax increase of 10.7% and in a year when your own salaries increased by more than 7%.

A living wage of \$24.08 amounts to less than \$50,000/year—almost half of what a Vancouver City Councillor earns. Please take a moment to imagine how difficult it is to support a Vancouver family on this, and how their labour keeps the city running smoothly. Please consider the message you are sending to your employees and the effect this decision will not only have on their ability to manage their lives but also on their morale and stress levels.

Consider what your action communicates about our community. It saddens me to think that Vancouver—which for the past five years has been a leader, inspiring other communities to become living-wage employers and providing a model for employers throughout the city—is now choosing to abandon that place of leadership.

Please *do the right thing*, reverse this decision and reinstate the Living Wage—even if it's challenging to administer: choose people over bureaucratic convenience.

Yours sincerely,

s.22(1)

cc. Mayor Ken Sim and Councillors Bligh, Boyle, Carr, Dominato, Fry, Klassen, Meizner, Montague, Zhou

s.22(1)

s.22(1)



From: s.22(1)
To: "Zhou, Lenny" <Lenny.Zhou@vancouver.ca>
Date: 3/3/2023 10:49:02 PM
Subject: [EXT] Living Wage Policy

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Councilor Lenny Zhou,

I'm writing to urge you and your colleagues at Vancouver City Council to reconsider the decision you took yesterday regarding the Living Wage policy. I was appalled to learn you chose to lower the wages of the city's lowest paid employees in the same week as you announced a property tax increase of 10.7% and in a year when your own salaries increased by more than 7%.

A living wage of \$24.08 amounts to less than \$50,000/year—almost half of what a Vancouver City Councillor earns. Please take a moment to imagine how difficult it is to support a Vancouver family on this, and how their labour keeps the city running smoothly. Please consider the message you are sending to your employees and the effect this decision will not only have on their ability to manage their lives but also on their morale and stress levels.

Consider what your action communicates about our community. It saddens me to think that Vancouver—which for the past five years has been a leader, inspiring other communities to become living-wage employers and providing a model for employers throughout the city—is now choosing to abandon that place of leadership.

Please *do the right thing*, reverse this decision and reinstate the Living Wage—even if it's challenging to administer: choose people over bureaucratic convenience.

Yours sincerely,

s.22(1)

cc. Mayor Ken Sim and Councillors Bligh, Boyle, Carr, Dominato, Fry, Kirby-Yung, Klassen, Meizner, Montague

s.22(1)

s.22(1)



From: s.22(1)
To: "[Zhou, Lenny](#)"
Date: 3/3/2023 12:43:55 PM
Subject: [EXT] Living Wage Vote

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Mayor and Council,

I'm writing to express my extreme disappointment in the City's decision to roll back living wage protections. The workers who will be hit hardest by this decision are those who need the protections of a living wage guarantee the most.

The explanation that a rolling five-year average will be used instead does nothing for workers when the costs of living are not comparably averaged. The Living Wage is already a relatively bare-bones calculation, and is a *minimum* that workers need to survive, not a number to be adjusted.

I hope to see Council reverse this decision, rather than passing policy like this that makes this city unlivable for the people who keep it running.

Best regards,
s.22(1)

From: ["Anastasia French" <Anastasia_French@vancity.com>](mailto:Anastasia_French@vancity.com)
To: ["Ralph, Alexander" <Alexander.Ralph@vancouver.ca>](mailto:Alexander.Ralph@vancouver.ca)
CC: ["Sim, Ken" <Ken.Sim@vancouver.ca>](mailto:Ken.Sim@vancouver.ca)
["Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>](mailto:Rebecca.Bligh@vancouver.ca)
["Boyle, Christine" <Christine.Boyle@vancouver.ca>](mailto:Christine.Boyle@vancouver.ca)
["Carr, Adriane" <Adriane.Carr@vancouver.ca>](mailto:Adriane.Carr@vancouver.ca)
["Dominato, Lisa" <Lisa.Dominato@vancouver.ca>](mailto:Lisa.Dominato@vancouver.ca)
["Fry, Pete" <Pete.Fry@vancouver.ca>](mailto:Pete.Fry@vancouver.ca)
["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)
["Klassen, Mike" <Mike.Klassen@vancouver.ca>](mailto:Mike.Klassen@vancouver.ca)
["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
["Montague, Brian" <Brian.Montague@vancouver.ca>](mailto:Brian.Montague@vancouver.ca)
["Zhou, Lenny" <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
Date: 3/14/2023 3:45:24 PM
Subject: [EXT] RE: City of Vancouver - Update on Living Wage for Families BC certification (March 2, 2023)

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Hi Alex,

I'm sorry for the delay in responding to your email – it's been a very busy time, as I'm sure you can imagine. I've copied in Mayor and Council, so that they can understand our perspective on the decision recently taken.

As Canada's largest Living Wage municipality, it's incredibly disappointing to hear that The City of Vancouver will not be continuing as a Living Wage Employer. Over the past 5 years, you and your team have done an incredible job of inspiring other employers to join the program and worked hard to ensure that contracted workers are earning a Living Wage – thank you for that.

By moving ahead with the 5 year rolling average, I'm afraid that the City of Vancouver will have to decertify as a Living Wage Employer. The Living Wage is the amount that people are having to pay right now for essentials. A rolling average does not help people who are struggling with the current affordability crisis of rising rents and growing grocery bills. In addition, over 200 businesses, non-profits and municipalities (including the City of Victoria who have a higher living wage than Vancouver) have stepped up and are paying the new living wage to recertify as a Living Wage Employer. It would not be fair for them if we were to allow the City of Vancouver to stay part of the program when they are not paying their staff and contractors the most recent Living Wage.

I appreciate that the rate increase this year has been substantial, but as this decision is not being driven by "[cost saving" \[bc.ctvnews.ca\]](https://bc.ctvnews.ca) reasons, I hope we can find a way through this. As you identified on the call, this decision has led to a lot of increased work for you and your team, as you amend all your contracts with service providers and change signage to remove mentions of being a Living Wage Employer. We would be happy to work with you and your team to find compromises using the current living wage – for example, an extension so that all

contracts could be brought up using a staged approach over the course of this year. I'd also be happy to connect you with other municipalities and large employers that have managed to find a practical way through the current Living Wage rate increase.

I note the concerns around if the Living Wage was to go down again – we do not know what the Living Wage will be, but we'd be happy to work with you and your team to find a more practical approach should this ever happen again in the future.

I want to sign off with how the Living Wage commitment impacted one of your contractors. Sometimes it can be hard to see what difference a line in a contract can make – but here's some evidence of it:

Sarah* was working for a contractor of the city and she was not earning a living wage. She was living in a basement apartment in Vancouver with her child and partner. The apartment was not safe - it had pests in it and mold on the walls. After contacting us, and working with your team, she got brought up to the Living Wage, and got back pay for the period when she should have been earning a Living Wage but wasn't. As a result of this, she was able to move out of her unsafe apartment into somewhere with light and more space for her child to play in. Sarah was looking forward to having a second child this year but is now reconsidering this because she won't be able to afford it alongside the increased cost of groceries and gas. Sarah described the living wage policy as a "very meaningful difference to my life" and she is "very sad" because of this recent decision.

(* I've changed Sarah's name because she's worried that if it came out that she'd been the one to speak with us then she would be fired. She told me that one of her colleagues was fired in January just for asking when they would be getting their Living Wage pay increase. However, I know your team will be aware of the story and the work we did last year to get this contractor to follow their Living Wage commitments)

Thank you for what you've done in the past, and I hope we'll be able to work together again in the future.

All the best,

Anastasia

From: Ralph, Alexander <Alexander.Ralph@vancouver.ca>

Sent: Thursday, March 2, 2023 3:05 PM

To: Anastasia French <Anastasia_French@vancity.com>

Subject: City of Vancouver - Update on Living Wage for Families BC certification (March 2, 2023)

CAUTION: This Email is from an EXTERNAL source. Ensure you trust this sender before clicking on any links or attachments. Report Phishing to information_security@vancity.com

Good afternoon Anastasia,

I'm writing to you as a partner with the Living Wage for Families BC for the past six years.

We appreciate the work of Living Wage for Families BC (LWFBC) and the benchmarks the organization sets as the City also values fair compensation for City staff that reflects the cost of living in Vancouver.

Due to the immediate impact the new Living Wage rate would have on the pay structure for the City and the possibility the rate may be reduced in future years, Council made the decision to implement a fair wage approach based on a five-year rolling average of the Living Wage rate.

The City will continue to use the rate set by Living Wage for Families BC, and implement a rolling five-year average that will smooth out those annual fluctuations.

The City understands it will no longer qualify for certification as a Living Wage Employer under the current criteria, but hopes your organization will consider this variation in implementation and allow organizations that use this approach to continue to be certified. It is important to us to continue to use your calculated Living Wage rate, but there is a need to apply a more practicable approach which addresses the implementation issues of annual increase and decrease variations for a large organization such as ours.

If you have any questions, please feel free to contact me.

Best,
Alex

Alexander Ralph (he/him)
Chief Procurement Officer & Director of Supply Chain Management
Saving CoV Money (SCM)
Finance, Risk, and Supply Chain Management | City of Vancouver
Tel: 604-829-2092
alexander.ralph@vancouver.ca

I am humbly thankful that I live and work on the territories of the x^wməθk^wəyəm (Musqueam [musqueam.bc.ca]), Skwxwú7mesh (Squamish [squamish.net]), and səliłwətał (Tsleil-Waututh [twnation.ca]) Nations.

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From: "Klassen, Mike" <Mike.Klassen@vancouver.ca>
To: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>
Date: 3/6/2023 2:05:00 PM
Subject: FW: [EXT] Re: [EXT] Wrong way on one way street

Hi Paul. I'm drawing your attention to the email reply below, and a sentence that reads the following:

"In other words, there was broad and diverse support for the Living Wage policy that ABC dismantled, in camera, with no public notice or input, on January 31, 2023."

This leaves me very concerned about the responsibility of council in keeping in camera discussions confidential.

Cheers

Mike Klassen he/him
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: Mike.Klassen@vancouver.ca
t: 604-873-7240
<https://about.me/mikeklassen>

Assistant
Sarah Basi
e: Sarah.Basi@vancouver.ca
t: 604-871-6712

I am humbly thankful that I live and work on the territories of the xʷməθkʷəy̓əm (Musqueam), Sk̓wx̓wú7mesh (Squamish) and səlilwətaʔt / səlilwutlh (Tsleil-Waututh) Nations.

-----Original Message-----

From: s.22(1)
Sent: Monday, March 6, 2023 9:58 AM
To: Klassen, Mike <Mike.Klassen@vancouver.ca>
Cc: Basi, Sarah <sarah.basi@vancouver.ca>
Subject: [EXT] Re: [EXT] Wrong way on one way street

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Hi Mike,

While I appreciate a personal reply, you haven't communicated anything more than the "Office of Vancouver City Council" did in their reply to my initial letter to Council. Nor did the Office of Vancouver City Council's response communicate anything more than the information in their press release, which was faithfully reiterated by most of the media.

While we will never agree that smoothing out the annual fluctuations to LWFBC is fair to those who are not part of the "vast majority compensated at or above the 2023 living wage rate", that premise in itself begs the question: why not fairly compensate the few who remain outside of the "vast majority"?

Neither you nor the Office of Vancouver City Council address a second, equally important issue I raised: your sidelining of democratic process. In 2017, hundreds of people rallied in front of City Hall and dozens spoke in favour of the living wage on the day the motion was debated and passed unanimously. In other words, there was broad and diverse support for the Living Wage policy that ABC dismantled, in camera, with no public notice or input, on January 31, 2023. I do not accept that because this motion dealt with staff compensation, it needed to be in camera. The original 2017 decision also dealt with staff compensation, but was held in a full public assembly. The Vancouver Charter allows that in-camera meetings MAY (my emphasis) be invoked; it is not a necessity.

I remain disappointed and angry at your decision to dismantle Vancouver's Living Wage for Families BC certification. I am appalled by ABC's use of last minute amendments and logistical maneuvering to quash opposition and, ultimately, civic democracy.

s.22(1)



> On Mar 5, 2023, at 9:59 PM, Klassen, Mike <Mike.Klassen@vancouver.ca> wrote:

>

> H s.22(1) . Thanks for your email.

>

> As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

>

> Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen a

significant increase of 17.35%.

>

> The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City.

>

> Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

>

> We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers.

>

> We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

>

> Kind regards.

>

> Mike Klassen he/him

> Councillor – City of Vancouver

> 453 W. 12th Avenue, Vancouver, BC V5Y 1V4

> e: Mike.Klassen@vancouver.ca

> t: 604-873-7240

> [https://urldefense.com/v3/__https://about.me/mikeklassen__;!!E3YeXkmunRgu!w-u12UC0fpup0BHZkDkNMur5AHAnEHPTkS2bbKCL9wwV-](https://urldefense.com/v3/__https://about.me/mikeklassen__;!!E3YeXkmunRgu!w-u12UC0fpup0BHZkDkNMur5AHAnEHPTkS2bbKCL9wwV-KunzSsTaNF4KQ23MlzXw9iA8mDrABFP8IYVnLCB2wNSwmKVwGo$)

> [KunzSsTaNF4KQ23MlzXw9iA8mDrABFP8IYVnLCB2wNSwmKVwGo\\$](https://urldefense.com/v3/__https://about.me/mikeklassen__;!!E3YeXkmunRgu!w-u12UC0fpup0BHZkDkNMur5AHAnEHPTkS2bbKCL9wwV-KunzSsTaNF4KQ23MlzXw9iA8mDrABFP8IYVnLCB2wNSwmKVwGo$)

>

> Assistant

> Sarah Basi

> e: Sarah.Basi@vancouver.ca

> t: 604-871-6712

>

> I am humbly thankful that I live and work on the territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish) and səliłwətaʔt / səliłwitulh (Tsleil-Waututh) Nations.

>

>

> -----Original Message-----

> From s.22(1)
> Sent: Friday, March 3, 2023 1:17 PM
> To: Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Sim, Ken <Ken.Sim@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>
> Subject: [EXT] Wrong way on one way street
>
>
> City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.
>
>

> Dear Mayor and Members of Council:

>
> I am appalled you decided to end Vancouver's Living Wage policy, and livid you did it behind closed doors, with no public input. The Living Wage policy was enacted with full public input, so there is no excuse for ending it without full public input.
>
> A five-year "moving average living wage" does nothing to help the largely non-union contract workers the city uses with the record inflation of this year and the years to follow.
>
> I am ashamed of my mean-spirited city.
>
> I thank Councillors Boyle, Carr and Fry for voting against this motion and wish them strength in the coming deluge of more arrogant, cowardly, elitist ABC decisions.
>

s.22(1)


From: ["Hagiwara, Rosemary" <rosemary.hagiwara@vancouver.ca>](mailto:rosemary.hagiwara@vancouver.ca)
To: ["Council - DL" s.15\(1\)\(l\)](#)
CC: ["Swanston, Denise" <Denise.Swanston@vancouver.ca>](mailto:Denise.Swanston@vancouver.ca)
["Mochrie, Paul" <Paul.Mochrie@vancouver.ca>](mailto:Paul.Mochrie@vancouver.ca)
["Impey, Patrice" <Patrice.Impey@vancouver.ca>](mailto:Patrice.Impey@vancouver.ca)
["Naklicki, Andrew" <andrew.naklicki@vancouver.ca>](mailto:andrew.naklicki@vancouver.ca)
Date: 1/31/2023 1:34:21 PM
Subject: FW: Amendment on Living Wage Report

Amendment.

Rosemary Hagiwara | *she/her*
Chief Election Officer | Acting City Clerk
Office of the City Clerk | City of Vancouver
e: rosemary.hagiwara@vancouver.ca
t: 604.873.7177

We acknowledge and honour the unceded, ancestral and shared territory of the x̱m̱əθḵw̱əy̱əm (Musqueam), Sḵw̱x̱w̱ú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations.

From: Boyle, Christine <Christine.Boyle@vancouver.ca>
Sent: Tuesday, January 31, 2023 1:19 PM
To: Hagiwara, Rosemary <rosemary.hagiwara@vancouver.ca>
Subject: Amendment on Living Wage Report

s.12(3)(b)

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter](#) | [facebook](#) | [e-newsletter](#)

The City of Vancouver is on the unceded territories of the x̱m̱əθḵw̱əy̱əm (Musqueam), Sḵw̱x̱w̱ú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations.

From: ["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
To: ["Rojas, Maria" <Maria.Rojas@vancouver.ca>](mailto:Maria.Rojas@vancouver.ca)
Date: 4/27/2023 1:41:43 PM
Subject: FW: Confidential: media enquiry re in-camera decision

From: O'Connor, Patrick <Patrick.O'Connor@vancouver.ca>
Sent: Thursday, February 23, 2023 2:20 PM
To: Meiszner, Peter <Peter.Meiszner@vancouver.ca>
Cc: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Morphy, Mellisa <Mellisa.Morphy@vancouver.ca>
Subject: RE: Confidential: media enquiry re in-camera decision

I see "Living Wage" on the VPL Board's In Cameral agenda (publicly posted) <https://www.vpl.ca/board-meetings/news/2023/board-meeting-february-2023>

Patrick

From: Meiszner, Peter <Peter.Meiszner@vancouver.ca>
Sent: Thursday, February 23, 2023 1:14 PM
To: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Mochrie, Paul <Paul.Mochrie@vancouver.ca>; Direct to Mayor and Council - DL s.15(1)(l)
Cc: City Manager's Correspondence Group - DL s.15(1)(l)
Subject: RE: Confidential: media enquiry re in-camera decision

Hi all,

This decision was on the agenda last night at Vancouver Public Library board meeting, where the in-camera decision made by council was shared with permission, and was contentious among some of the board members.

Councillor Peter Meiszner (*he/him*)
City of Vancouver
453 W. 12th Ave, Vancouver, B.C., Canada V5L 4Y8
e. peter.meiszner@vancouver.ca
Twitter: [@PeterMeiszner](https://twitter.com/PeterMeiszner)
Links: [Linktree](#): [Facebook](#), [LinkedIn](#), [Instagram](#)

Assistant

Maria Rojas (*she/her*)
City of Vancouver | Mayor & Council Support
604-871-6710 | maria.rojas@vancouver.ca

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh Peoples.

From: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>
Sent: Thursday, February 23, 2023 12:51 PM
To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>; Direct to Mayor and Council - DL s.15(1)(l)
Cc: City Manager's Correspondence Group - DL s.15(1)(l)
Subject: RE: Confidential: media enquiry re in-camera decision

Thank you Paul.

I am concerned and disappointed to hear this.

Can you advise what steps the CMO will be taking with respect to this breach, including in terms of identifying how this happened?

Thank you,

Sarah Kirby-Yung, MBA she/her
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: CLRkirby-yung@vancouver.ca
t: 604-873-7247
T: @sarahkirby_yung

Assistant
Wanda Bradbury
e: Wanda.Bradbury@vancouver.ca
t: 604-871-6711

I am humbly thankful that I live and work on the territories of the x^wməθk^wəyəm ([Musqueam](#)), S^kwx\u817_wú7mesh ([Squamish](#)) and səłəwətaʔt / səłəwəwəwəłhT^sleil-Waututh Nations.

From: Mochrie, Paul <Paul.Mochrie@vancouver.ca>
Sent: Thursday, February 23, 2023 12:44 PM
To: Direct to Mayor and Council - DL s.15(1)(l)
Cc: City Manager's Correspondence Group - DL s.15(1)(l)
Subject: Confidential: media enquiry re in-came
Importance: High

CONFIDENTIAL

Good afternoon Mayor and Council,

This morning, City staff received a media inquiry from the CBC regarding your January 31, 2023 In Camera Council decision regarding the living wage program. The media request was sufficiently detailed to suggest that privileged in camera details had been shared with this outlet, and potentially others.

As you are aware, Council's consideration and decision on this matter remain subject to the confidentiality requirements applicable to in camera proceedings. If you are contacted by the media or other parties, you should refrain from any comment until such time as the material is made public later in March.

We are preparing a more detailed update regarding the communications plan and will share that information well in advance of any public release. We are happy to address any questions regarding that plan.

If you have any immediate concerns, please let me know.

Best,
Paul

Paul Mochrie (he/him)
City Manager
City of Vancouver
paul.mochrie@vancouver.ca
604.873.7666



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətaʔ (Tseil-Waututh) Nations.

From: ["Dominato, Lisa" <Lisa.Dominato@vancouver.ca>](mailto:Lisa.Dominato@vancouver.ca)
To: ["Morphy, Mellisa" <Mellisa.Morphy@vancouver.ca>](mailto:Mellisa.Morphy@vancouver.ca)
["Verrall, Taylor" <Taylor.Verrall@vancouver.ca>](mailto:Taylor.Verrall@vancouver.ca)
CC: ["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)
["Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>](mailto:Rebecca.Bligh@vancouver.ca)
["Zhou, Lenny" <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
["Montague, Brian" <Brian.Montague@vancouver.ca>](mailto:Brian.Montague@vancouver.ca)
["Klassen, Mike" <Mike.Klassen@vancouver.ca>](mailto:Mike.Klassen@vancouver.ca)
["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
Date: 3/3/2023 8:19:05 AM
Subject: Fwd: [EXT] Living wage policy

Mellisa/Taylor - flagging this for you.

Sincerely,

Lisa Dominato, Councillor
City of Vancouver
M: 604-754-7290

Sent from my iPhone

Begin forwarded message:

From: Mike Howell <mhowell@glaciermedia.ca>
Date: March 3, 2023 at 7:05:23 AM PST
To: "Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>, Lisa Dominato
s.22(1), "Dominato, Lisa" <Lisa.Dominato@vancouver.ca>, "Montague, Brian" <Brian.Montague@vancouver.ca>, "Meiszner, Peter" <Peter.Meiszner@vancouver.ca>, Mike Klassen <mike@mikeklassen.net>, "Klassen, Mike" <Mike.Klassen@vancouver.ca>, "Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>, Lenny Zhou s.22(1) "Zhou, Lenny" <Lenny.Zhou@vancouver.ca>, "Verrall, Taylor" <Taylor.Verrall@vancouver.ca>
Subject: [EXT] Living wage policy

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Good morning ABCers,

Writing a story this morning based on Christine Boyle's public comments re living wage policy.

She says she supported it. Fry says so did he and Adrian.

Boyle also said the majority of council voted against. So that would be ABC Vancouver.

Looking for any comment you can provide; yes, have a statement from city comms but like to hear from councillors/mayor.

Deadline: Before noon, or sooner.

Thanks,

Mike Howell
Civic Affairs Reporter
Glacier Media
cell: 778-994-7096
Twitter/@Howellings

From: "Klassen, Mike" <Mike.Klassen@vancouver.ca>
To: "Morphy, Mellisa" <Mellisa.Morphy@vancouver.ca>
"Doherty, Conor" <Conor.Doherty@vancouver.ca>
Date: 3/4/2023 6:41:33 AM
Subject: Fwd: [EXT] Living Wage Policy

Hi. I know s.22(1) Can someone send me our statement on LW from Friday? Cheers

Mike Klassen he/him
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: Mike.Klassen@vancouver.ca
t: 604-873-7240
<https://about.me/mikeklassen>

Assistant
Sarah Basi
e: Sarah.Basi@vancouver.ca
t: [604-871-6712](tel:604-871-6712)

Begin forwarded message:

From: s.22(1)
Date: March 3, 2023 at 10:43:27 PM PST
To: "Klassen, Mike" <Mike.Klassen@vancouver.ca>
Subject: [EXT] Living Wage Policy

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Mike,

I'm writing to urge you and your colleagues at Vancouver City Council to reconsider the decision you took yesterday regarding the Living Wage policy. I was appalled to learn you chose to lower the wages of the city's lowest paid employees in the same week as you announced a property tax increase of 10.7% and in a year when your own salaries increased by more than 7%.

A living wage of \$24.08 amounts to less than \$50,000/year—almost half of what a Vancouver City Councillor earns. Please take a moment to imagine how difficult it is to support a Vancouver family on this, and how their labour keeps the city running smoothly. Please consider the message you are sending to your employees and the effect this decision will not only have on their ability to manage their lives but also on their morale and stress levels.

Consider what your action communicates about our community. It saddens me to think that Vancouver—which for the past five years has been a leader, inspiring other communities to become living-wage employers and providing a model for employers throughout the city—is now choosing to abandon that place of leadership.

Please *do the right thing*, reverse this decision and reinstate the Living Wage—even if it's challenging to administer: choose people over bureaucratic convenience.

Yours sincerely,

s.22(1)

cc. Mayor Ken Sim and Councillors Bligh, Boyle, Carr, Dominato, Fry, Kirby-Yung, Meizner, Montague, Zhou

s.22(1)

s.22(1)

From:
Date:
Subject:
Attachments: Interview - s.22(1) [REDACTED] with Councillor Fry.ics

From:

Subject: Interview - s.22(1) with Councillor Fry

Location: City Hall - 435 W. 12th Ave - Councillor's Office 3rd Floor

When: 3/10/2023 4:00:00 PM - 4:30:00 PM

Interview - s.22(1) with Councillor Fry

Interview with s.22(1)

From: ["Pavone, Connie" <connie.pavone@vancouver.ca>](mailto:connie.pavone@vancouver.ca)
To: ["Pavone, Connie" <connie.pavone@vancouver.ca>](mailto:connie.pavone@vancouver.ca)
Date: 4/24/2023 4:07:46 PM
Subject: Living Wage - Mar 20/23 (Myer Leech)

From: Mayor's Office (COV) <Mayor's.Office@vancouver.ca>
Sent: Monday, March 20, 2023 2:01 PM
To: s.22(1)
Subject: PR - Living Wage - Mar 20/23 s.22(1)

Dear s.22(1)

Thank you for your email regarding the living wage in the City of Vancouver. We appreciate you taking the time to offer your thoughts and suggestions and for highlighting your concerns to our office.

As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen an increase of 17.35%.

The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City.

Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers.

We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

Thank you for making your voice heard and contributing to this important civic discussion.

Regards,

Conor Doherty (he/him) | Research Manager
Office of the Mayor | City of Vancouver

From s.22(1)

Sent: Monday, February 27, 2023 10:24 AM

To: Sim, Ken <Ken.Sim@vancouver.ca>

Subject: [EXT] Living Wage

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Your Worship,

The article on the CBC British Columbia page (<https://www.cbc.ca/news/canada/british-columbia/vancouver-living-wage-employer-1.6758102> [cbc.ca]) regarding the possibility of Vancouver not continuing to be a “living wage” city for workers employed by the city is most distressing to me.

The fact that for five years we have, as a community, made this commitment is a source of pride for me, and I am horrified by the possibility of reneging on this responsibility.

As a person who has more than enough of this world’s goods, so that I live comfortably in a very expensive city, paying taxes is, to me, a moral responsibility. But if city government is going to misuse my tax dollars in the name of some kind of false ‘economy,’ I will have a much harder time recognizing the city in which I chose to live as an immigrant and in which, as a citizen of Canada, I vote.

Please do what is right and just in this matter - even if the commitment was made by politicians with points-of-view that differ from your own. Justice does not belong to any party; it is, rather, an imperative for all citizens and their governments.

Most sincerely,

s.22(1)

s.22(1)

From: ["Pavone, Connie" <connie.pavone@vancouver.ca>](mailto:connie.pavone@vancouver.ca)
To: ["Pavone, Connie" <connie.pavone@vancouver.ca>](mailto:connie.pavone@vancouver.ca)
Date: 4/24/2023 4:06:42 PM
Subject: Living Wage s.22(1)

From: Mayor's Office (COV) <Mayor's.Office@vancouver.ca>
Sent: Thursday, March 16, 2023 12:31 PM
To: s.22(1)
Subject: PR: Case #201000436850 Living Wage s.22(1)

Dear s.22(1)

Thank you for your email regarding the living wage in the City of Vancouver. We appreciate you taking the time to offer your thoughts and suggestions and for highlighting your concerns to our office.

As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen an increase of 17.35%.

The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City.

Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers.

We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

Thank you for making your voice heard and contributing to this important civic discussion.

Regards,

Conor Doherty (he/him) | Research Manager
Office of the Mayor | City of Vancouver

From s.22(1)
Sent: Monday, March 6, 2023 3:32 PM
To: Sim, Ken <Ken.Sim@vancouver.ca>
Subject: Case #201000436850 Living Wage

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Mayor Sim,

I write as a resident of Vancouver with regard to the City of Vancouver's decision- reportedly without consultation- to withdraw from being a Living Wage Employer.

I am both infuriated and disgusted by this decision. That your party, ironically named "A Better City," would turn their backs on the working poor in most expensive city to live in North America, is disturbing. Hurting the working poor will not make Vancouver a Better City, it will simply create more "have nots."

Please Do Better.

s.22(1)



From: ["Mochrie, Paul" <Paul.Mochrie@vancouver.ca>](mailto:Paul.Mochrie@vancouver.ca)

To: ["Direct to Mayor and Council - DL"](#) s.15(1)(l)

Date: 2/28/2023 10:04:38 AM

Subject: Living Wage certification

Good morning Mayor and Council,

I am writing in follow up to a number of questions we have received regarding the status of the above-referenced issue and the scope for public comment by members of Council.

In response to the recent CBC story, we are accelerating our plan for communication of the approach that the City will be provide a living wage for staff and contractors going forward. That plan involves a number of dimension and contact with many stakeholders; we will provide you with a more detailed overview shortly.

s.13(1)

s.13(1)

s.14

If you have any other immediate questions or concerns, please let me know.

Best,
Paul

From: ["Klassen, Mike" <Mike.Klassen@vancouver.ca>](mailto:Mike.Klassen@vancouver.ca)
To: ["Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>](mailto:Rebecca.Bligh@vancouver.ca)
["Dominato, Lisa" <Lisa.Dominato@vancouver.ca>](mailto:Lisa.Dominato@vancouver.ca)
["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)
["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
["Montague, Brian" <Brian.Montague@vancouver.ca>](mailto:Brian.Montague@vancouver.ca)
["Zhou, Lenny" <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
CC: ["Verrall, Taylor" <Taylor.Verrall@vancouver.ca>](mailto:Taylor.Verrall@vancouver.ca)
["Doherty, Conor" <Conor.Doherty@vancouver.ca>](mailto:Conor.Doherty@vancouver.ca)
Date: 3/6/2023 1:06:09 PM
Subject: LW policy response

To all – here is the verbiage I've used for the LW policy response.

Hi _____.

As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen a significant increase of 17.35%. The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City. Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers. We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

Kind regards.

From: ["Boyle, Christine" <Christine.Boyle@vancouver.ca>](mailto:Christine.Boyle@vancouver.ca)
To: ["Mochrie, Paul" <Paul.Mochrie@vancouver.ca>](mailto:Paul.Mochrie@vancouver.ca)
CC: ["Hagiwara, Rosemary" <rosemary.hagiwara@vancouver.ca>](mailto:rosemary.hagiwara@vancouver.ca)
["Connell, Francie" <francie.connell@vancouver.ca>](mailto:francie.connell@vancouver.ca)
Date: 2/16/2023 12:36:00 PM
Subject: Questions: Living Wage & In Camera Decisions

Hi Paul, Rosemary and Francie

I have a few questions:

1. When do we anticipate the Living Wage decision will become public? Are we working proactively on putting out a comment, or just waiting until the campaign realizes we haven't re-applied?
2. When that does become public, will the in camera minutes be released as well?
3. More broadly (but related to the above) I'm hoping to get clarification about what Councillors can and can't say about an in camera issue once the decision is public?

I assume I can say that I support the living wage and that I disagree with the decision, but can't say how anyone else voted? But just want to clarify where those boundaries are. I asked this broad question to the Integrity Commissioner too, who suggested asking Clerks and Legal.

Thanks!
Christine

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter](#) | [facebook](#) | [e-newsletter](#)

The City of Vancouver is on the unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwx̱w̱ú7mesh (Squamish), and səlilwataʔ (Tsleil-Waututh) Nations.

From: ["Boyle, Christine" <Christine.Boyle@vancouver.ca>](mailto:Christine.Boyle@vancouver.ca)
To: s.22(1)
Date: 3/6/2023 2:49:00 PM
Subject: RE: [EXT] Living Wage Policy

Thanks s.22(1)

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter](#) | [facebook](#) | [e-newsletter](#)

The City of Vancouver is on the unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwx̱w̱ú7mesh (Squamish), and salilwataʔ (Tseil-Waututh) Nations.

From s.22(1)
Sent: Friday, March 3, 2023 10:34 PM
To: Boyle, Christine <Christine.Boyle@vancouver.ca>
Subject: [EXT] Living Wage Policy

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Christine, I know you voted against this motion, but wanted you to see the letter I'm sending to the Mayor and all the Councillors. Thanks for all you're doing. Warmest wishes, s.22(1)

=====

Dear Mayor Sim,

I'm writing to urge you and your colleagues at Vancouver City Council to reconsider the decision you took yesterday regarding the Living Wage policy. I was appalled to learn you chose to lower the wages of the city's lowest paid employees in the same week as you announced a property tax increase of 10.7% and in a year when your own salaries increased by more than 7%.

A living wage of \$24.08 amounts to less than \$50,000/year—almost half of what a Vancouver City Councillor earns. Please take a moment to imagine how difficult it is to support a Vancouver family on this, and how their labour keeps the city running smoothly. Please consider the message you are sending to your employees and the effect this decision will not only have on their ability to manage their lives but also on their morale and stress levels.

Consider what your action communicates about our community. It saddens me to think that Vancouver—which for the past five years has been a leader, inspiring other communities to become living-wage employers and providing a model for employers throughout the city—is now choosing to abandon that place of leadership.

Please *do the right thing*, reverse this decision and reinstate the Living Wage—even if it's challenging to administer: choose people over bureaucratic convenience.

Yours sincerely,

s.22(1)

cc. Councillors Bligh, Boyle, Carr, Dominato, Fry, Kirby-Yung, Klassen, Meizner, Montague, Zhou

s.22(1)

-

s.22(1)

From: "Boyle, Christine" <Christine.Boyle@vancouver.ca>
To: s.22(1)
Date: 3/3/2023 2:41:00 PM
Subject: RE: [EXT] Living Wage Vote

Thanks s.22(1)

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter](#) | [facebook](#) | [e-newsletter](#)

The City of Vancouver is on the unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwx̱w̱ú7mesh (Squamish), and səliwətaʔ (Tsleil-Waututh) Nations.

From: s.22(1)
Sent: Friday, March 3, 2023 12:43 PM
Subject: [EXT] Living Wage Vote

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Mayor and Council,

I'm writing to express my extreme disappointment in the City's decision to roll back living wage protections. The workers who will be hit hardest by this decision are those who need the protections of a living wage guarantee the most.

The explanation that a rolling five-year average will be used instead does nothing for workers when the costs of living are not comparably averaged. The Living Wage is already a relatively bare-bones calculation, and is a *minimum* that workers need to survive, not a number to be adjusted.

I hope to see Council reverse this decision, rather than passing policy like this that makes this city unlivable for the people who keep it running.

Best regards,
s.22(1)

From: "Boyle, Christine" <Christine.Boyle@vancouver.ca>
To: "Audrey Guay" s.22(1)
"Lucy Everett" <lucy@metvanalliance.org>
Date: 3/10/2023 12:11:00 PM
Subject: RE: [EXT] MVA and Living Wage

Looking forward to it!

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter](#) | [facebook](#) | [e-newsletter](#)

The City of Vancouver is on the unceded territories of the x̱m̱əθḵʷəy̱əm (Musqueam), Sḵwx̱̓̓w̱̓̓ w̱̓̓7mesh (Squamish), and salilwataʔ (Tseil-Waututh) Nations.

From: Audrey Guay s.22(1)
Sent: Friday, March 10, 2023 9:55 AM
To: Lucy Everett <lucy@metvanalliance.org>; Boyle, Christine <Christine.Boyle@vancouver.ca>
Subject: [EXT] MVA and Living Wage

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Hi Councillor Boyle,

Thanks for reaching out to talk about MVA and the Living Wage. We are looking forward to our conversation next Thursday, March 16 at 11am. I will follow up with a calendar invitation.

Here is a zoom link for our call:

Audrey Guay is inviting you to a scheduled Zoom meeting.

Topic: MVA & Christine Boyle
Time: Mar 16, 2023 11:00 AM Pacific Time (US and Canada)

Join Zoom Meeting

s.15(1)(l)

Meeting ID: s.15(1)(l)

Passcode: s.15(1)(l)

Best regards,
Audrey Guay

From: ["Fry, Pete" <Pete.Fry@vancouver.ca>](mailto:Pete.Fry@vancouver.ca)
To: [s.22\(1\)](#)
["Emmerson, Julie" <Julie.Emmerson@vancouver.ca>](mailto:Julie.Emmerson@vancouver.ca)
["Fung, Davin" <Davin.Fung@vancouver.ca>](mailto:Davin.Fung@vancouver.ca)
Date: 3/7/2023 9:55:10 PM
Subject: Re: [EXT] Re: [EXT] Interview Request

Great- CCing my assistants for scheduling
See you Friday 4:00 - security in lobby can bring you up to third floor

Sent from my iPhone

Pete Fry | City Councillor
City of Vancouver | [453 W 12th Avenue](#)
[Vancouver | BC V5Y 1V4](#)
[604.873.7246](tel:604.873.7246) | Pete.fry@vancouver.ca
Twitter: @PtFry

On Mar 7, 2023, at 8:57 PM, [s.22\(1\)](#) wrote:

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Thanks for answering! Friday at 4:00pm works for me.

Hi [s.22\(1\)](#)

In person is a bit stickier, but I could do 9:00 on Thursday, or 4:00 on Friday at City Hall.
Otherwise, we are on Spring Break the following week and I am less available.

Pete Fry | City Councillor
City of Vancouver | 453 W 12th Avenue
Vancouver | BC V5Y 1V4
[604.873.7246](tel:604.873.7246) | Pete.fry@vancouver.ca
Twitter: @PtFry



From s.22(1)
Sent: Tuesday, March 7, 2023 5:11 PM
To: Fry, Pete <Pete.Fry@vancouver.ca>
Subject: [EXT] Interview Request

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Good Evening, Councillor Fry

I'm s.22(1) I'm working on a story about the city's decision to abandon the Living Wage Program. I would like to know more about your position on this matter. Can we meet for an in-person interview sometime this week? The interview should take only 10 mins. s.22(1)
s.22(1) Thank you for taking the time to read this email.
Please let me know if you have any questions.

s.22(1)

s.22(1)

From: "Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>
To: "Montague, Brian" <Brian.Montague@vancouver.ca>
"Klassen, Mike" <Mike.Klassen@vancouver.ca>
"Dominato, Lisa" <Lisa.Dominato@vancouver.ca>
"Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>
"Meiszner, Peter" <Peter.Meiszner@vancouver.ca>
"Zhou, Lenny" <Lenny.Zhou@vancouver.ca>
CC: "Ford, Trevor" <Trevor.Ford@vancouver.ca>
"Morphy, Mellisa" <Mellisa.Morphy@vancouver.ca>
Date: 3/6/2023 1:36:16 PM
Subject: RE: [EXT] Re: [EXT] Wrong way on one way street

Totally agree Brian. s.12(1)

Councillor Rebecca Bligh
CITY OF VANCOUVER
453 W. 12 Ave., Vancouver, BC V5Y 1V4
E: CLRbligh@vancouver.ca P: 604-873-7249
Twitter @rebeccaleeblich

Assistant
Julie Emmerson
E: julie.emmerson@vancouver.ca
T: 604-871-6714

-----Original Message-----

From: Montague, Brian <Brian.Montague@vancouver.ca>
Sent: Monday, March 6, 2023 3:33 PM
To: Klassen, Mike <Mike.Klassen@vancouver.ca>; Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>
Cc: Ford, Trevor <Trevor.Ford@vancouver.ca>; Morphy, Mellisa <Mellisa.Morphy@vancouver.ca>
Subject: RE: [EXT] Re: [EXT] Wrong way on one way street

s.12(1)

s.12(1)

Councillor Brian Montague
City of Vancouver
453 W. 12th Ave, Vancouver, B.C., Canada V5L 4Y8 brian.montague@vancouver.ca

Assistant

Wanda Bradbury
e: wanda.bradbury@vancouver.ca
t: 604.871.6711

-----Original Message-----

From: Klassen, Mike <Mike.Klassen@vancouver.ca>
Sent: Monday, March 6, 2023 12:07 PM
To: Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>
Subject: FW: [EXT] Re: [EXT] Wrong way on one way street

Sharing someone's response to the LW changes FYI.

Mike Klassen he/him
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: Mike.Klassen@vancouver.ca
t: 604-873-7240
<https://about.me/mikeklassen>

Assistant
Sarah Basi
e: Sarah.Basi@vancouver.ca
t: 604-871-6712

I am humbly thankful that I live and work on the territories of the xʷməθkʷəy̓əm (Musqueam), Sk̓wx̓wú7mesh (Squamish) and səlilwətaʔ / səlilwutlh (Tsleil-Waututh) Nations.

-----Original Message-----

From: s.22(1)
Sent: Monday, March 6, 2023 9:58 AM
To: Klassen, Mike <Mike.Klassen@vancouver.ca>
Cc: Basi, Sarah <sarah.basi@vancouver.ca>
Subject: [EXT] Re: [EXT] Wrong way on one way street

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Hi Mike,

While I appreciate a personal reply, you haven't communicated anything more than the "Office of Vancouver City Council" did in their reply to my initial letter to Council. Nor did the Office of Vancouver City Council's response communicate anything more than the information in their press release, which was faithfully reiterated by most of the media.

While we will never agree that smoothing out the annual fluctuations to LWFBC is fair to those who are not part of the "vast majority compensated at or above the 2023 living wage rate", that premise in itself begs the question: why not fairly compensate the few who remain outside of the "vast majority"?

Neither you nor the Office of Vancouver City Council address a second, equally important issue I raised: your sidelining of democratic process. In 2017, hundreds of people rallied in front of City Hall and dozens spoke in favour of the living wage on the day the motion was debated and passed unanimously. In other words, there was broad and diverse support for the Living Wage policy that ABC dismantled, in camera, with no public notice or input, on January 31, 2023. I do not accept that because this motion dealt with staff compensation, it needed to be in camera. The original 2017 decision also dealt with staff compensation, but was held in a full public assembly. The Vancouver Charter allows that in-camera meetings MAY (my emphasis) be invoked; it is not a necessity.

I remain disappointed and angry at your decision to dismantle Vancouver's Living Wage for Families BC certification. I am appalled by ABC's use of last minute amendments and logistical maneuvering to quash opposition and, ultimately, civic democracy.

s.22(1)



> On Mar 5, 2023, at 9:59 PM, Klassen, Mike <Mike.Klassen@vancouver.ca> wrote:
>
> Hi s.22(1) Thanks for your email.

>

> As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

>

> Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen a significant increase of 17.35%.

>

> The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City.

>

> Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

>

> We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers.

>

> We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

>

> Kind regards.

>

> Mike Klassen he/him
> Councillor – City of Vancouver
> 453 W. 12th Avenue, Vancouver, BC V5Y 1V4
> e: Mike.Klassen@vancouver.ca
> t: 604-873-7240
> [https://urldefense.com/v3/__https://about.me/mikeklassen__;!!E3YeXkmunRgu!w-u12UC0fpup0BHZkDkNMur5AHAnEHPtkS2bbKCL9wwV-KunzSsTaNF4KQ23MlzXw9iA8mDrABFP8IYVnLCB2wNSwmKVwGo\\$](https://urldefense.com/v3/__https://about.me/mikeklassen__;!!E3YeXkmunRgu!w-u12UC0fpup0BHZkDkNMur5AHAnEHPtkS2bbKCL9wwV-KunzSsTaNF4KQ23MlzXw9iA8mDrABFP8IYVnLCB2wNSwmKVwGo$)

>

> Assistant
> Sarah Basi
> e: Sarah.Basi@vancouver.ca
> t: 604-871-6712

>
> I am humbly thankful that I live and work on the territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səlilwətaʔt / səlilwítulh (Tsleil-Waututh) Nations.
>
>
> -----Original Message-----
> From: s.22(1)
> Sent: Friday, March 3, 2023 1:17 PM
> To: Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Sim, Ken <Ken.Sim@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>
> Subject: [EXT] Wrong way on one way street
>
>
> City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.
>
>

> Dear Mayor and Members of Council:
>
> I am appalled you decided to end Vancouver's Living Wage policy, and livid you did it behind closed doors, with no public input. The Living Wage policy was enacted with full public input, so there is no excuse for ending it without full public input.
>
> A five-year "moving average living wage" does nothing to help the largely non-union contract workers the city uses with the record inflation of this year and the years to follow.
>
> I am ashamed of my mean-spirited city.
>
> I thank Councillors Boyle, Carr and Fry for voting against this motion and wish them strength in the coming deluge of more arrogant, cowardly, elitist ABC decisions.
>
> s.22(1)
>
>
>

From: ["Boyle, Christine" <Christine.Boyle@vancouver.ca>](mailto:Christine.Boyle@vancouver.ca)
To: s.22(1)
Date: 3/6/2023 2:48:00 PM
Subject: RE: [EXT] Response to the Update on Living Wage for Families BC certification

I totally agree – thanks for the email s.22(1)

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter](#) | [facebook](#) | [e-newsletter](#)

The City of Vancouver is on the unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwx̱u817_wú7mesh (Squamish), and salilwataʔ (Tseil-Waututh) Nations.

From: s.22(1)
Sent: Monday, March 6, 2023 8:09 AM
To: Sim, Ken <Ken.Sim@vancouver.ca>; Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>
Subject: [EXT] Response to the Update on Living Wage for Families BC certification

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Mayor and Council,

I'm writing to express my extreme disappointment in the City's decision to roll back living wage protections. The workers who will be hit hardest by this decision are those who need the protections of a living wage guarantee the most.

The explanation that a rolling five-year average will be used instead does nothing for workers when the costs of living are not comparably averaged. The Living Wage is already a relatively bare-bones calculation and is a minimum that workers need to survive, not a number to be adjusted.

I hope to see Council reverse this decision, rather than passing policy like this that makes this city unliveable for the people who keep it running.

Best regards,

s.22(1)

s.22(1)

s.22(1)

s.22(1)

From: ["Mayor's Office \ \(COV\)" <Mayor's.Office@vancouver.ca>](mailto:Mayor's.Office@vancouver.ca)
To: s.22(1)
CC: ["Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>](mailto:Rebecca.Bligh@vancouver.ca)
["Dominato, Lisa" <Lisa.Dominato@vancouver.ca>](mailto:Lisa.Dominato@vancouver.ca)
["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)
["Klassen, Mike" <Mike.Klassen@vancouver.ca>](mailto:Mike.Klassen@vancouver.ca)
["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
["Montague, Brian" <Brian.Montague@vancouver.ca>](mailto:Brian.Montague@vancouver.ca)
["Zhou, Lenny" <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
Date: 3/7/2023 6:57:22 PM
Subject: RE: Case #201000435591 Urgent: Please reverse your living wage decision

Dear s.22(1)

On behalf of the Mayor and the undersigned Councillors, thank you for your email regarding the living wage in the City of Vancouver. We appreciate you taking the time to offer your thoughts and suggestions and for highlighting your concerns to our office.

As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen an increase of 17.35%.

The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City.

Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers.

We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

Thank you for making your voice heard and contributing to this important civic discussion.

Regards,

Conor Doherty (*he/him*) | Research Manager
Office of the Mayor | City of Vancouver

CC: Mayor Ken Sim

Clr. Rebecca Bligh
Clr. Lisa Dominato
Clr. Sarah Kirby-Yung
Clr. Mike Klassen
Clr. Peter Meiszner
Clr. Brian Montague
Clr. Lenny Zhou

From: s.22(1)

Sent: Sunday, March 5, 2023 10:34 PM

To: Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>; Sim, Ken <Ken.Sim@vancouver.ca>

Subject: Case #201000435591 Urgent: Please reverse your living wage decision

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Mayor and Councillors

I am extremely disappointed in your decision to end the Living Wage program in the City of Vancouver. You are picking on the lowest paid employees and service providers who are the ones least able to absorb the hit. There are not all that many of them but they are an integral part of the City of Vancouver's workforce and cutting their wages to subsidize other City initiatives is cruel and only serves to make our city less equitable and accessible to those who work here.

s.22(1)

Our

community centre has Park Board employees and some of them s.22(1)

s.22(1)

have benefited from the living wage policy. We also have security providers on site and it is possible that they also benefited from the living wage policy.

With the rising costs for essentials such as groceries, our lower paid employees and service providers can ill afford to lose some of their wages. A 5 year average at this time cannot possibly compensate them for the recent inflation in the cost of living that we have

experienced. Please do not rob our own employees and service providers of wages that make life in expensive Vancouver more affordable.

s.22(1)

A large rectangular area of the document is redacted with a solid grey fill, obscuring the text underneath.

From: ["Mayor's Office \ \(COV\)" <Mayor's.Office@vancouver.ca>](mailto:Mayor's.Office@vancouver.ca)
To: s.22(1)
CC: ["Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>](mailto:Rebecca.Bligh@vancouver.ca)
["Dominato, Lisa" <Lisa.Dominato@vancouver.ca>](mailto:Lisa.Dominato@vancouver.ca)
["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)
["Klassen, Mike" <Mike.Klassen@vancouver.ca>](mailto:Mike.Klassen@vancouver.ca)
["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
["Montague, Brian" <Brian.Montague@vancouver.ca>](mailto:Brian.Montague@vancouver.ca)
["Zhou, Lenny" <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
Date: 3/7/2023 6:48:38 PM
Subject: RE: Case #201000436251 Response to the Update on Living Wage for Families BC certification

Dear s.22(1)

On behalf of the Mayor and the undersigned Councillors, thank you for your email regarding the living wage in the City of Vancouver. We appreciate you taking the time to offer your thoughts and suggestions and for highlighting your concerns to our office.

As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen an increase of 17.35%.

The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City.

Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers.

We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

Thank you for making your voice heard and contributing to this important civic discussion.

Regards,

Conor Doherty (*he/him*) | Research Manager
Office of the Mayor | City of Vancouver

CC: Mayor Ken Sim

Clrr. Rebecca Bligh
Clrr. Lisa Dominato
Clrr. Sarah Kirby-Yung
Clrr. Mike Klassen
Clrr. Peter Meiszner
Clrr. Brian Montague
Clrr. Lenny Zhou

From: s.22(1)

Sent: Monday, March 6, 2023 8:09 AM

To: Sim, Ken <Ken.Sim@vancouver.ca>; Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>

Subject: Case #201000436251 Response to the Update on Living Wage for Families BC certification

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Mayor and Council,

I'm writing to express my extreme disappointment in the City's decision to roll back living wage protections. The workers who will be hit hardest by this decision are those who need the protections of a living wage guarantee the most.

The explanation that a rolling five-year average will be used instead does nothing for workers when the costs of living are not comparably averaged. The Living Wage is already a relatively bare-bones calculation and is a minimum that workers need to survive, not a number to be adjusted.

I hope to see Council reverse this decision, rather than passing policy like this that makes this city unliveable for the people who keep it running.

Best regards,

s.22(1)

--

s.22(1)

s.22(1)

s.22(1)

From: "Zhou, Lenny" <Lenny.Zhou@vancouver.ca>
To: "Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>
"Mochrie, Paul" <Paul.Mochrie@vancouver.ca>
"Direct to Mayor and Council - DL" s.15(1)(l)
CC: "City Manager's Correspondence Group - DL" s.15(1)(l)
Date: 2/23/2023 1:27:50 PM
Subject: RE: Confidential: media enquiry re in-camera decision

Thanks Paul. I am also seriously concerning the confidential info leaking to media. I hope a thorough investigation and ensure we have a confidential environment that we are able to express our opinions.

Lenny

Lenny Zhou, MMOR his/him
Vancouver City Councillor
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
Email: lenny.zhou@vancouver.ca
Twitter: @LennyNanZhou

Assistant
Wanda Bradbury
Email: wanda.bradbury@vancouver.ca



The City of Vancouver acknowledges that it is situated on the traditional, ancestral and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətaʔ (Tsleil-Waututh) Nations.

From: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>
Sent: Thursday, February 23, 2023 12:51 PM
To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>; Direct to Mayor and Council - DL s.15(1)(l)
Cc: City Manager's Correspondence Group - DL s.15(1)(l)
Subject: RE: Confidential: media enquiry re in-camera decision

Thank you Paul.

I am concerned and disappointed to hear this.

Can you advise what steps the CMO will be taking with respect to this breach, including in terms of identifying how this happened?

Thank you,

Sarah Kirby-Yung, MBA she/her
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: CLRkirby-yung@vancouver.ca
t: 604-873-7247
T: @sarahkirby_yung

Assistant
Wanda Bradbury
e: Wanda.Bradbury@vancouver.ca
t: 604-871-6711

I am humbly thankful that I live and work on the territories of the x^wməθk^wəyəm ([Musqueam](#)), Skwxwú7mesh ([Squamish](#)) and səlwətaʔ / səlwituh ([Sleil-Waututh](#)) Nations.

From: Mochrie, Paul <Paul.Mochrie@vancouver.ca>
Sent: Thursday, February 23, 2023 12:44 PM
To: Direct to Mayor and Council - DL **s.15(1)(l)**
Cc: City Manager's Correspondence Group - DL **s.15(1)(l)**
Subject: Confidential: media enquiry re in-camera decision
Importance: High

CONFIDENTIAL

Good afternoon Mayor and Council,

This morning, City staff received a media inquiry from the CBC regarding your January 31, 2023 In Camera Council decision regarding the living wage program. The media request was sufficiently detailed to suggest that privileged in camera details had been shared with this outlet, and potentially others.

As you are aware, Council's consideration and decision on this matter remain subject to the confidentiality requirements applicable to in camera proceedings. If you are contacted by the media or other parties, you should refrain from any comment until such time as the material is made public later in March.

We are preparing a more detailed update regarding the communications plan and will share that information well in advance of any public release. We are happy to address any questions regarding that plan.

If you have any immediate concerns, please let me know.

Best,
Paul

Paul Mochrie (he/him)
City Manager
City of Vancouver

paul.mochrie@vancouver.ca

604.873.7666



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliwətał (Tseil-Waututh) Nations.

From: ["Mochrie, Paul" <Paul.Mochrie@vancouver.ca>](mailto:Paul.Mochrie@vancouver.ca)
To: ["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
Date: 2/23/2023 1:23:57 PM
Subject: Re: Confidential: media enquiry re in-camera decision
Attachments: image001.png

Many thanks for that, Peter. That is very helpful to understand.

Paul

On Feb 23, 2023, at 1:14 PM, Meiszner, Peter <Peter.Meiszner@vancouver.ca> wrote:

□

Hi all,

This decision was on the agenda last night at Vancouver Public Library board meeting, where the in-camera decision made by council was shared with permission, and was contentious among some of the board members.

Councillor Peter Meiszner (*he/him*)

City of Vancouver

453 W. 12th Ave, Vancouver, B.C., Canada V5L 4Y8

e. peter.meiszner@vancouver.ca

Twitter: [@PeterMeiszner](https://twitter.com/PeterMeiszner)

Links: [Linktree](#): [Facebook](#), [LinkedIn](#), [Instagram](#)

Assistant

Maria Rojas (*she/her*)

City of Vancouver | Mayor & Council Support

604-871-6710 | maria.rojas@vancouver.ca

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh Peoples.

From: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>

Sent: Thursday, February 23, 2023 12:51 PM

To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>; Direct to Mayor and Council - DL s.15(1)(l)

Cc: City Manager's Correspondence Group - DL s.15(1)(l)

Subject: RE: Confidential: media enquiry re in-camera decision

Thank you Paul.

I am concerned and disappointed to hear this.

Can you advise what steps the CMO will be taking with respect to this breach, including in terms of identifying how this happened?

Thank you,

Sarah Kirby-Yung, MBA she/her
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: CLRkirby-yung@vancouver.ca
t: 604-873-7247
T: @sarahkirby_yung

Assistant
Wanda Bradbury
e: Wanda.Bradbury@vancouver.ca
t: 604-871-6711

I am humbly thankful that I live and work on the territories of the x^wməθk^wəyəm ([Musqueam](#)), Sk̓wx̓wú7mesh ([Squamish](#)) and səl̓l̓wətaʔ / səl̓l̓wítulh̓ ([Tsleil-Waututh](#)) Nations.

From: Mochrie, Paul <Paul.Mochrie@vancouver.ca>
Sent: Thursday, February 23, 2023 12:44 PM
To: Direct to Mayor and Council - DL **s.15(1)(l)**
Cc: City Manager's Correspondence Group - DL **s.15(1)(l)**
Subject: Confidential: media enquiry re in-came
Importance: High

CONFIDENTIAL

Good afternoon Mayor and Council,

This morning, City staff received a media inquiry from the CBC regarding your January 31, 2023 In Camera Council decision regarding the living wage program. The media request was sufficiently detailed to suggest that privileged in camera details had been shared with this outlet, and potentially others.

As you are aware, Council's consideration and decision on this matter remain subject to the confidentiality requirements applicable to in camera proceedings. If you are contacted by the media or other parties, you should refrain from any comment until such time as the material is made public later in March.

We are preparing a more detailed update regarding the communications plan and will share that information well in advance of any public release. We are happy to address any questions regarding that plan.

If you have any immediate concerns, please let me know.

Best,
Paul

Paul Mochrie (he/him)
City Manager
City of Vancouver
paul.mochrie@vancouver.ca
604.873.7666

<image001.png>

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the x^wməθk^wəyəm (Musqueam), Sḵw̓x̓wú7mesh (Squamish), and səliłwətəł (Tseil-Waututh) Nations.

From: "O'Connor, Patrick" <Patrick.O'Connor@vancouver.ca>
To: "Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>
CC: "Meiszner, Peter" <Peter.Meiszner@vancouver.ca>
"Morphy, Mellisa" <Mellisa.Morphy@vancouver.ca>
"O'Connor, Patrick" <Patrick.O'Connor@vancouver.ca>
Date: 2/23/2023 3:26:22 PM
Subject: RE: Confidential: media enquiry re in-camera decision

s.13(1)

Patrick

From: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>
Sent: Thursday, February 23, 2023 3:20 PM
To: O'Connor, Patrick <Patrick.O'Connor@vancouver.ca>
Cc: Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Morphy, Mellisa <Mellisa.Morphy@vancouver.ca>
Subject: Re: Confidential: media enquiry re in-camera decision

s.13(1)

Peter do you want I follow up with Paul and Christina on this? Or should I?

Sarah Kirby-Yung, MBA she/her
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: CLRKirby-yung@vancouver.ca
t: 604-873-7247
T: @sarahkirby_yung

Assistant
Maria Rojas
e: Maria.Rojas@vancouver.ca
t: 604-871-6711

I am humbly thankful that I live and work on the territories of the x^wməθk^wəyəm ([Musqueam](#)), Skwxwú7mesh ([Squamish](#)) and səłwətaʔ / səłwəwəłt ([Sleil-Waututh](#)) Nations.

On Feb 23, 2023, at 2:20 PM, O'Connor, Patrick <Patrick.O'Connor@vancouver.ca> wrote:

I see "Living Wage" on the VPL Board's In Cameral agenda (publicly posted) <https://www.vpl.ca/board-meetings/news/2023/board-meeting-february-2023>

Patrick

From: Meiszner, Peter <Peter.Meiszner@vancouver.ca>
Sent: Thursday, February 23, 2023 1:14 PM
To: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Mochrie, Paul <Paul.Mochrie@vancouver.ca>; Direct to Mayor and Council - DL s.15(1)(l)
Cc: City Manager's Correspondence Group - DL s.15(1)(l)
Subject: RE: Confidential: media enquiry re in-camera decision

Hi all,

This decision was on the agenda last night at Vancouver Public Library board meeting, where the in-camera decision made by council was shared with permission, and was contentious among some of the board members.

Councillor Peter Meiszner (*he/him*)
City of Vancouver
453 W. 12th Ave, Vancouver, B.C., Canada V5L 4Y8
e. peter.meiszner@vancouver.ca
Twitter: [@PeterMeiszner](https://twitter.com/PeterMeiszner)
Links: [Linktree](#): [Facebook](#), [LinkedIn](#), [Instagram](#)

Assistant

Maria Rojas (*she/her*)
City of Vancouver | Mayor & Council Support
604-871-6710 | maria.rojas@vancouver.ca

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From: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>
Sent: Thursday, February 23, 2023 12:51 PM
To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>; Direct to Mayor and Council - DL s.15(1)(l)
Cc: City Manager's Correspondence Group - DL s.15(1)(l)
Subject: RE: Confidential: media enquiry re in-camera decision

Thank you Paul.

I am concerned and disappointed to hear this.

Can you advise what steps the CMO will be taking with respect to this breach, including

in terms of identifying how this happened?

Thank you,

Sarah Kirby-Yung, MBA she/her
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: CLRKirby-yung@vancouver.ca
t: 604-873-7247
T: @sarahkirby_yung

Assistant
Wanda Bradbury
e: Wanda.Bradbury@vancouver.ca
t: 604-871-6711

I am humbly thankful that I live and work on the territories of the x^wməθk^wəyəm (Musqueam), Skwxwú7mesh (Squamish) and səłwətaʔ / səłwətułh (Tsleil-Waututh) Nations.

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Sent: Thursday, February 23, 2023 12:44 PM

To: Direct to Mayor and Council - DL s.15(1)(l)

Cc: City Manager's Correspondence Group - DL s.15(1)(l)

Subject: Confidential: media enquiry re in-camera decision

Importance: High

CONFIDENTIAL

Good afternoon Mayor and Council,

This morning, City staff received a media inquiry from the CBC regarding your January 31, 2023 In Camera Council decision regarding the living wage program. The media request was sufficiently detailed to suggest that privileged in camera details had been shared with this outlet, and potentially others.

As you are aware, Council's consideration and decision on this matter remain subject to the confidentiality requirements applicable to in camera proceedings. If you are contacted by the media or other parties, you should refrain from any comment until such time as the material is made public later in March.

We are preparing a more detailed update regarding the communications plan and will share that information well in advance of any public release. We are happy to address any questions regarding that plan.

If you have any immediate concerns, please let me know.

Best,
Paul

Paul Mochrie (he/him)
City Manager
City of Vancouver
paul.mochrie@vancouver.ca
604.873.7666



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From: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>
To: "Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>
CC: "Direct to Mayor and Council - DL" s.15(1)(l)
Date: 3/3/2023 3:47:27 PM
Subject: RE: In Camera Items approved for Release

Good afternoon Sarah,

There was some miscommunication amongst staff regarding the timing for posting this decision on the City's website. However, it is available to the public <https://council.vancouver.ca/20230131/icre20230131dec.htm>

Sorry for any confusion.

Paul

From: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>
Sent: Friday, March 03, 2023 9:23 AM
To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>
Subject: Fwd: In Camera Items approved for Release

Paul, good morning,

I'm wondering why this decision has been removed from the website?

Thanks

Sarah Kirby-Yung, MBA she/her
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: CLRkirby-yung@vancouver.ca
t: 604-873-7247
T: @sarahkirby_yung

Assistant
Maria Rojas
e: Maria.Rojas@vancouver.ca
t: 604-871-6711

I am humbly thankful that I live and work on the territories of the x^wməθk^wəyəm (Musqueam), Skwxwú7mesh (Squamish) and səlwətaʔ / səlwituh (Seil-Waututh) Nations.

Begin forwarded message:

From: "Hildebrandt, Tina" <tina.hildebrandt@vancouver.ca>
Date: March 2, 2023 at 9:47:07 AM PST
To: Council - DL s.15(1)(l), "Sim, K" s.15(1)(l)

Cc: Mayor's Office Staff - DL s.15(1)(l) CC Mayor and Council Support -
DL s.15(1)(l) City Manager's Office - DL s.15(1)(l)
"Connell, Francie" <francie.connell@vancouver.ca>, "Pontikis, Maria"
<Maria.Pontikis@vancouver.ca>, CC Meeting Coordinators - DL
s.15(1)(l)

Subject: In Camera Items approved for Release

Good morning Mayor Sim and members of Council -
In Camera items approved for release can be viewed at the following links.

Date of meeting	RTS & Title	Link
January 31, 2023	RTS 15469 - Living Wage Employer Certification	https://council.vancouver.ca/20230131/icre20230131dec.htm

Kind regards,
Tina Hildebrandt | Meeting Coordinator
City Clerk's Office | CITY OF VANCOUVER
tina.hildebrandt@vancouver.ca | 604.873.7268

From: ["Boyle, Christine" <Christine.Boyle@vancouver.ca>](mailto:Christine.Boyle@vancouver.ca)
To: ["Christine Bro" <cbro@seiulocal2.ca>](mailto:cbro@seiulocal2.ca)
CC: ["Jorge Villatoro" <jvillatoro@seiulocal2.ca>](mailto:jvillatoro@seiulocal2.ca)
["Basi, Sarah" <sarah.basi@vancouver.ca>](mailto:sarah.basi@vancouver.ca)
Date: 3/7/2023 7:13:00 PM
Subject: RE: Living Wage - SEIU- J4J

Hi Christine, and great to meet you Jorge!

The week of March 20th should work. I'm cc-ing Sarah Basi who can help find a time.

Looking forward to chatting with you all more,
Christine

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter](#) | [facebook](#) | [e-newsletter](#)

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From: Christine Bro <cbro@seiulocal2.ca>
Sent: Tuesday, March 7, 2023 2:01 PM
To: Boyle, Christine <Christine.Boyle@vancouver.ca>
Cc: Jorge Villatoro <jvillatoro@seiulocal2.ca>
Subject: [EXT] Living Wage - SEIU- J4J

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Hi Christine, thank you for your email – this is indeed an important issue and we were not happy to hear about the announcement last week.

The Living Wage specifically affects our 175 YVR members and I'm copying the rep for YVR, Jorge, to this email. As you may be aware, YVR agreed to be a living wage employer but with this announcement, it could have jeopardize a wage increase we are hoping to get for them soon.

Our capacity is not that great at the moment as we are focused on central bargaining happening this Spring, which will include about 2000 janitors, however I think this issue is very important and I will discuss this with the SEIU exec and set up a call with you. Either way, it won't be until two weeks because Jorge is on vacation this week and the Secretary-Treasurer is gone the week of the 13th and both of them would need to be involved in this.

How does your availability look the week of March 20 or 27 for a call?

Thank you!

Christine Bro | Union Representative | **SEIU Local 2**
705-850 Hastings Street West | Vancouver, BC V6C 1E1
T: 604-540-7774 ext 207 | F: 604-540-7779

From: Boyle, Christine <Christine.Boyle@vancouver.ca>
Sent: March 7, 2023 12:47 PM
To: Christine Bro <cbro@seiulocal2.ca>
Subject: RE: Justice for Janitors Picnic June 4

Hi Christine,

How are you?

I'm doing some organizing and outreach around the Living Wage in Vancouver, and am wondering if you and/or others at SEIU might be up for a call? I'd love to hear if/how the Living Wage impacts your members, and if you have any capacity to be involved in advocacy to get the City of Vancouver back on track as a living wage employer.

Thanks!
Christine

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter \[twitter.com\]](https://twitter.com/chrboyle) | [facebook \[facebook.com\]](https://facebook.com/chrboyle) | [e-newsletter \[oncityvancouver.ca\]](https://oncityvancouver.ca)

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From: Boyle, Christine
Sent: Tuesday, May 17, 2022 11:10 AM
To: Christine Bro <cbro@seiulocal2.ca>
Subject: RE: Justice for Janitors Picnic June 4

Thank you for this invite. I would have LOVED to s.22(1) I hope it goes well. Please invite me to a future event!

Christine

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4

[twitter \[twitter.com\]](#) | [facebook \[facebook.com\]](#) | [e-newsletter \[onacityvancouver.ca\]](#)

The City of Vancouver is on the unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwx̱w̱ú7mesh (Squamish), and salilwataʔ (Tseil-Waututh) Nations.

From: Christine Bro <cbro@seiulocal2.ca>
Sent: Wednesday, May 11, 2022 4:15 PM
To: Boyle, Christine <Christine.Boyle@vancouver.ca>
Subject: [EXT] Justice for Janitors Picnic June 4

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Councilor Christine Boyle, it would be great if you can attend our annual J4J picnic this year on Saturday June 4. You have been very supportive of this campaign and it would be great you can come out and meet some of the union members. See details below and let me know please if you can make it and what time you plan to be there.



JUSTICE FOR JANITORS

Justice for Janitors Picnic is Back!

Saturday, June 4th, 2022
12:00 pm to 5:00 pm
Burnaby Central Park
Picnic Area #2

[Click for Map \[goo.gl\]](#)



Food, snacks, and soft drinks provided!

Many raffle prizes to be won!

Games for kids!

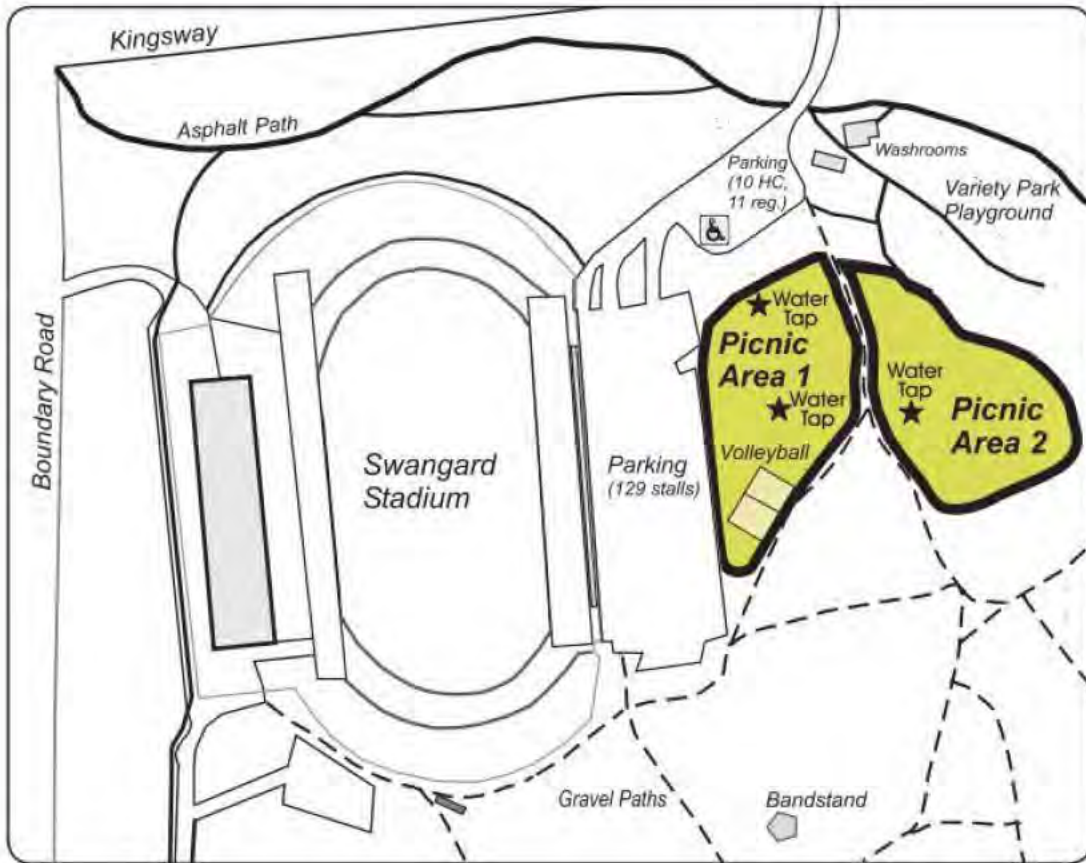


Come celebrate some of the important wins we have made over the last three years in our Justice for Janitors campaign across BC!

SEIU Local 2 will be providing all the food and drinks. The menu will include tacos – a variety of meats, vegetarian and vegan options, refreshments and dessert. Please email cbro@seiulocal2.ca to RSVP.

Location

We will be at **Picnic Area 2** in Burnaby Central Park. Look for the Justice for Janitors banner! It's only a 10 minute walk from Patterson Skytrain Station [Visit Google Maps for directions \[goo.gl\]](#).



Follow us on Facebook [[facebook.com](https://www.facebook.com)] for updates or **visit our website** [[justiceforjanitors.ca](https://www.justiceforjanitors.ca)] for more information on the justice for janitors campaign.

In solidarity,

\u-257 ?Christine Bro

778-996-4008

justiceforjanitors.ca



SEIU 2 - Head Office

303 Waverley Street
Ottawa, ON K2P 0V9
P 613-587-3528
F 613-567-0924

572 Arthur Street West, POB 32001
Thunder Bay, Ontario P7E 0A1
Toll 1-888-887-5343
P 807-473-9851
F 807-473-3632

2600 Skyway Ave, Unit 2, Suite 200,
Mississauga, ON L4W 5B2
Toll 1-800-863-6841
P 905-602-7477
F 905-602-7478
sejlocal2.ca

163 Wyse Road
Dartmouth, NS B3A 1M5
Toll 1-800-563-1095
P 902-455-1095
F 902-455-1855

7128 Gilley Ave.
Burnaby, B.C. V5J 4X2
P 604-510-7774
F 604-540-7779

From: "Carr, Adriane" <Adriane.Carr@vancouver.ca>
To: "Boyle, Christine" <Christine.Boyle@vancouver.ca>
"Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>
"Mochrie, Paul" <Paul.Mochrie@vancouver.ca>
"Pontikis, Maria" <Maria.Pontikis@vancouver.ca>
CC: "Direct to Mayor and Council - DL" s.15(1)(l)
Date: 2/27/2023 8:52:26 AM
Subject: RE: Living Wage

I am seeking clarification on all the questions that Christine asked as well. It's important before we hear from speakers on the budget.

Thanks,
Adriane

Adriane Carr | City Councillor

City of Vancouver | 453 W 12th Avenue
Vancouver | BC V5Y 1V4
604.873.7245 | adriane.carr@vancouver.ca
Twitter: @AdrianeCarr

Assistant to Councillors

Julie Emmerson (she/her)
e: julie.emmerson@vancouver.ca
t: 604-871-6714



I am grateful to live and work on the traditional territories of the Coast Salish Peoples - the Musqueam (x^wməθk^wəyəm), Squamish (Skwxwú7mesh Úxwumixw) and Tsleil-Waututh (səlɪlwətaʔt) Nations.

From: Boyle, Christine <Christine.Boyle@vancouver.ca>
Sent: Monday, February 27, 2023 8:47 AM
To: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Mochrie, Paul <Paul.Mochrie@vancouver.ca>; Pontikis, Maria <Maria.Pontikis@vancouver.ca>
Cc: Direct to Mayor and Council - DL s.15(1)(l)
Subject: RE: Living Wage

I'd also appreciate some clarification about what our comms plan on this is. What I heard on the radio this morning is that we are still discussing it.

Is there a plan for proactively saying more, and when?

And then can staff clarify what Cllrs can say on the subject? Obviously we can't say who voted how, but presumably we can speak to our overall opinion on the living wage more broadly? Some clarity of the limits here would be helpful.

Thanks,
Christine

Councillor Christine Boyle (she/her)
CITY OF VANCOUVER
phone 604-873-7242 email CLRboyle@vancouver.ca
address 453 W 12 Ave Vancouver, BC V5Y 1V4
[twitter](#) | [facebook](#) | [e-newsletter](#)

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From: Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>
Sent: Monday, February 27, 2023 6:51 AM
To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>; Pontikis, Maria <Maria.Pontikis@vancouver.ca>
Cc: Direct to Mayor and Council - DL s.15(1)(l)
Subject: Living Wage

Good morning Paul and Maria,

Hearing news lineup on CBC Radio this am mention that unlike other cities like Victoria, that Vancouver has inquired with Living Wage about a rolling average vs the annual commitment. Quotes from LW that's not an option and from.

Wondering our media response on this? Has Comms been contacted? And do we plan responsive or proactive messaging on this? Or not to comment?

Now that this is being discussed in public after VPL published it's in camera agenda topics online and it appears directors may have discussed it further, IF the publication of the news didn't come from Council in camera.

Thanks, would appreciate being apprised.

Sarah Kirby-Yung, MBA she/her
Councillor – City of Vancouver
453 W. 12th Avenue, Vancouver, BC V5Y 1V4
e: CLRkirby-yung@vancouver.ca
t: 604-873-7247
T: @sarahkirby_yung

Assistant
Maria Rojas
e: Maria.Rojas@vancouver.ca

t: [604-871-6711](tel:604-871-6711)

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From: ["Doherty, Conor" <Conor.Doherty@vancouver.ca>](mailto:Conor.Doherty@vancouver.ca)
To: ["Bligh, Rebecca" <Rebecca.Bligh@vancouver.ca>](mailto:Rebecca.Bligh@vancouver.ca)
["Dominato, Lisa" <Lisa.Dominato@vancouver.ca>](mailto:Lisa.Dominato@vancouver.ca)
["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)
["Klassen, Mike" <Mike.Klassen@vancouver.ca>](mailto:Mike.Klassen@vancouver.ca)
["Meiszner, Peter" <Peter.Meiszner@vancouver.ca>](mailto:Peter.Meiszner@vancouver.ca)
["Montague, Brian" <Brian.Montague@vancouver.ca>](mailto:Brian.Montague@vancouver.ca)
["Zhou, Lenny" <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
CC: ["Verrall, Taylor" <Taylor.Verrall@vancouver.ca>](mailto:Taylor.Verrall@vancouver.ca)
["Morphy, Mellisa" <Mellisa.Morphy@vancouver.ca>](mailto:Mellisa.Morphy@vancouver.ca)
Date: 3/7/2023 4:45:17 PM
Subject: RE: Living Wage Correspondence

Hi all,

Taylor has confirmed the statement needs no edits! Thanks Mike for sharing the retooled copy.

See the copy below for MO replies to those flagged in your folders, and please flag any issues.

Best,

Conor

"On behalf of the Mayor and the undersigned Councillors, thank you for your email regarding the living wage in the City of Vancouver. We appreciate you taking the time to offer your thoughts and suggestions and for highlighting your concerns to our office.

As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen an increase of 17.35%.

The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City.

Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers.

We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

Thank you for making your voice heard and contributing to this important civic discussion.

Regards,

Conor Doherty (*he/him*) | Research Manager
Office of the Mayor | City of Vancouver

CC: Mayor Ken Sim

Cllr. Rebecca Bligh
Cllr. Lisa Dominato
Cllr. Sarah Kirby-Yung
Cllr. Mike Klassen
Cllr. Peter Meiszner
Cllr. Brian Montague
Cllr. Lenny Zhou

“

From: Doherty, Conor

Sent: Tuesday, March 7, 2023 12:14 PM

To: Bligh, Rebecca <rebecca.bligh@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>

Cc: Verrall, Taylor <Taylor.Verrall@vancouver.ca>; Morphy, Mellisa <Mellisa.Morphy@vancouver.ca>

Subject: Living Wage Correspondence

Hi folks,

Just wanted to flag that I will be working with Taylor this afternoon on correspondence copy to respond to living wage emails that is a retooled version of Ken's statement. You can expect to see that copy by the end of the day.

Best,

Conor Doherty (*he/him*) | Research Manager
Office of the Mayor | City of Vancouver

From: ["Missick, Alex" <Alex.Missick@vancouver.ca>](mailto:Alex.Missick@vancouver.ca)
To: ["Kirby-Yung, Sarah" <Sarah.Kirby-Yung@vancouver.ca>](mailto:Sarah.Kirby-Yung@vancouver.ca)
Date: 3/13/2023 9:50:20 AM
Subject: TODAY'S HEADLINES - March 13, 2023

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TODAY'S HEADLINES - March 13, 2023

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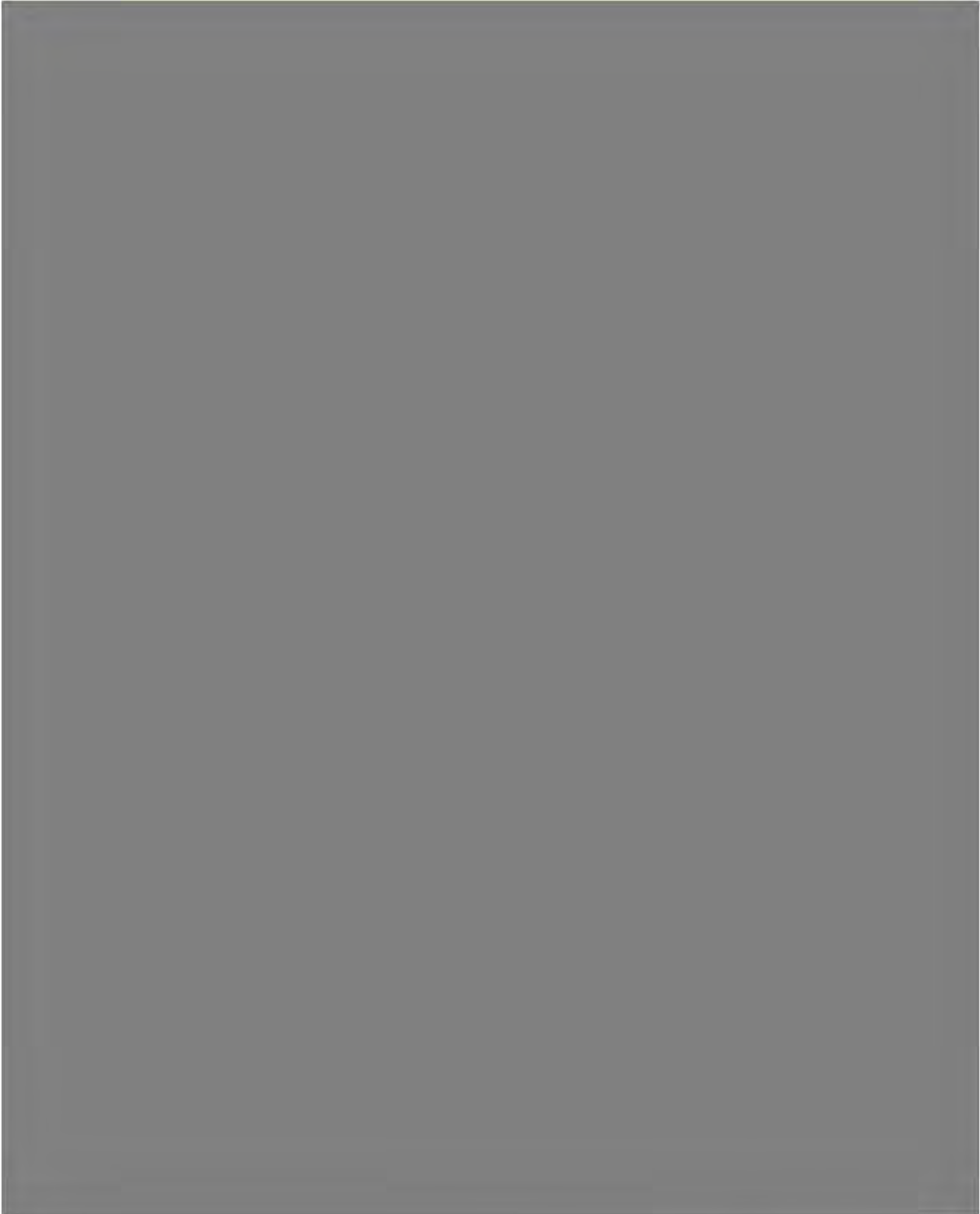
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From: ["Pavone, Connie" <connie.pavone@vancouver.ca>](mailto:connie.pavone@vancouver.ca)
To: ["Pavone, Connie" <connie.pavone@vancouver.ca>](mailto:connie.pavone@vancouver.ca)
Date: 4/24/2023 4:08:06 PM
Subject: What is there to review about a living wage? - Mar 20/23 s.22(1)

From: Mayor's Office (COV) <Mayor's.Office@vancouver.ca>
Sent: Monday, March 20, 2023 2:02 PM
To: s.22(1)
Subject: PR - What is there to review about a living wage? - Mar 20/23 s.22(1)

Dear s.22(1)

Thank you for your email regarding the living wage in the City of Vancouver. We appreciate you taking the time to offer your thoughts and suggestions and for highlighting your concerns to our office.

As one of fourteen local governments in B.C. that have adopted living wage policies, we not only value the contributions of our staff, we are also focused on ensuring that our compensation rates are fair and that they reflect the cost of living in Vancouver.

Based on an updated methodology applied by Living Wage for Families BC (LWFBC), which sets the annual rate, the living wage rate for 2023 has seen an increase of 17.35%.

The living wage rate has fluctuated both up and down each year since 2017, when the City first joined the living wage program. Council was advised that this annual rate fluctuation has proven difficult for large organizations to administer, particularly those with multi-year collective agreements like the City.

Due to the immediate impact the new living wage rate calculation would have on the pay structure for the rest of the City, and the possibility the rate may be reduced in future years, Council decided to implement a fair wage approach based on a five-year rolling average of the Living Wage rate, which will smooth out annual fluctuations for workers and contract employees. Like other major Canadian cities, such as the City of Toronto, the City of Vancouver will remain committed to fair compensation policies for all employees.

We are fully committed to the principle of fairly compensating the employees of the City and the City's service providers. We also value the important work of LWFBC and the benchmarks the organization sets. The vast majority of City staff are already compensated at or above the 2023 living wage rate announced by Living Wage for Families BC, as are the majority of the City's service providers.

We remain hopeful that LWFBC will continue to engage with the City on this issue and take variations in rate implementation into consideration in its annual calculations to allow organizations that use this more practicable approach to continue to be certified.

Thank you for making your voice heard and contributing to this important civic discussion.

Regards,

Conor Doherty (*he/him*) | Research Manager
Office of the Mayor | City of Vancouver

From: s.22(1)
Sent: Monday, February 27, 2023 12:28 PM
To: Sim, Ken <Ken.Sim@vancouver.ca>
Subject: [EXT] What is there to review about a living wage?

City of Vancouver security warning: Do not click on links or open attachments unless you were expecting the email and know the content is safe.

Dear Mayor Ken Sim,

For our city government to have the nerve to actually admit they are "reviewing" a living wage is embarrassing for those on the council. What is there to review? Are those workers and families not worthy of living above the poverty line? The people that care for our city are not worthy of a wage that allows them to live and enjoy this place? s.22(1) I see the everyday effects of 'wage poverty' and what that means for children and families.

A true leader considers everyone. Please be a leader that stands for the people of this city, all the people.

Best,
s.22(1)

Date Received	Comments	Attachment	Name	Email	Case ID
February 27, 2023	Another year, a new Mayor and Council, but no change in the lack of respect paid to resident taxpayers. Every year the City of Vancouver raises taxes more than the inflation rate. A proposed 9.7% increase for 2023 is disgusting! We need a Mayor and Council that exercises responsible fiscal management. The City needs to live within its means, the same way private companies and families have to. Increasing productivity of city workers is needed. All full time city employees need to work a full 5 day week, be paid at market rates, no more living wages, earn vacation, sick days and other days leave in line with private sector workers. The city pension scheme needs to be brought in line with the private sector, no more defined benefit pension schemes. Every employee needs to be accountable for their performance. The balance of power with the employee unions needs to be put back in the hands of City management, Mayor and Council, that's your job. Please respect City of Vancouver tax payers! Thank you.		s.22(1)	s.22(1)	201000420364
February 27, 2023	Hello, So, we have a bunch of extra costs because of more police, and potentially more costs because of extra nurses. You all (in the majority) campaigned on this, and shouted on the rooftops that you wouldn't cut services to do so. Now is the time to put your money where your mouth is. Vancouver has low taxes, far too low, if you want to have toys, you have to pay for them, so raise taxes to make it clear how much your toys costed, and don't do it on the back of people making a living wage. Do not eliminate the living wage provision. Do not cut services. Do raise taxes. Pay for your toys. Be honest that your toys cost money. Be honest that 100 police do not come free. Regards s.22(1)		s.22(1)	s.22(1)	201000420550
February 27, 2023	Hello, I'm emailing you to let you know that I am not in favor of cutting city services or making so city staff no longer earn a living wage. I much rather we raise our taxes, they're the lowest in north america, theres room to grow them! Cheers, s.22(1)		s.22(1)	s.22(1)	201000420718
February 27, 2023	Dear Mayor Sim and Council, I was dismayed and saddened to hear that the Council is considering cancelling the City's existing commitment to paying city employees a living wage. Instead of being a leader of fairness and equity the Vancouver City Council is considering becoming a leader in rolling back progressive policies that support employees to be paid a fair wage. Is this really what you want and what the ABC party stands for? I hope you will reconsider. Not only in terms of your political legacy but in terms of doing the right thing to pay City employees a wage that allows people to pay their rent and get groceries and to minimize the financial burden that comes from living in Vancouver. I wonder if cutting salaries during a time of great financial hardship for most is what is meant by giving Vancouver "swagger". If Vancouver City Council does make these cuts then at least your priorities and values will be transparent to the voting public.		s.22(1)	s.22(1)	201000422899
March 2, 2023	That Mayor and Council did not have the decency nor courage to have a discussion open to the public about maintaining paying City Employees a living wage speaks volumes. This is a shameful decision and a sad legacy .				201000430696
March 3, 2023	Not paying city workers a living wage is embarrassing and shameful. Attempting to dress it up as a 'fair wage' is disingenuous and broadcasts that it is somehow 'fair' to not pay someone a living wage. The Mayor and City Councillors are setting the example to others municipalities and businesses that they also aren't morally obligated to pay a living wage. With income disparities being so pronounced, this is the City's opportunity to address that. The recent tax hike was significant... make it bigger for those who can afford it. That probably include me. We must pay people to be able to live in this city. Do better. s.22(1)		s.22(1)	s.22(1)	201000430781
March 3, 2023	I was appalled to learn that the City of Vancouver is abandoning the living wage policy. As a tax payer I expect the city to show leadership in every aspect of how it deal with its employees and citizens. Abandoning the living wage policy is an affront to the most financially challenged city employees; the deserve better.		s.22(1)	s.22(1)	201000430941
March 3, 2023	I just read you people are suspending the Living Wage program. Because you held the deciding meeting behind closed doors we don't have all the information, which is as you wanted, yes? It's difficult to formulate a position without information, but it isn't difficult to ascertain the reason's behind the closed door meeting. Nice that you have decided unilaterally to reach into the lives of many people and be a disruptive force. Nice you can hide your disgraceful behaviour from all of us while you decide to step backwards. The interesting part of this all is the part we're missing and that's your motivations. But, honestly, your execrable behaviour is most likely meant to provide funds for something else, isn't that so? If we extrapolate and use the similar behaviour patterns demonstrated by your ilk across the continent, we see that, at some point, you are all going to get raises, isn't that so? Or some form of perq that will be paid, in part, by the money you no longer use to support the Living Wage program. I'd be delighted to find out I'm wrong, but this statement: "... establish a revised approach to support the living wage program, implementing a five-year moving average living wage to be used as the standard." tells me you will do what politicians have been doing forever and that's benefitting from the discomfort of those you claim to assist. I'm appalled but in no way surprised, your kind has been a parasitic burden on the communities you purport to serve and support for as long as I can remember. Prove me wrong. No, I won't be holding my breath.				201000431194

<p>March 3, 2023</p>	<p>-----Original Message----- From: s.22(1) Sent: Thursday, March 2, 2023 3:39 PM To: Sim, Ken <Ken.Sim@vancouver.ca> Subject: [EXT] Living Wage betrayal</p> <p>Mr. Sim, You have yet again demonstrated your allegiance to the B.C. Liberal way of governing. The betrayal of a living wage for all city employees following an 11% tax increase is disgusting. Your party is demonstrating a full scale elitist bias and shows the true colours of your attitude to the marginalized.</p> <p>s.22(1)</p> <p>Sent from my iPhone</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000431598</p>
<p>March 3, 2023</p>	<p>-----Original Message----- From: s.22(1) Sent: Thursday, March 2, 2023 10:30 PM To: Sim, Ken <Ken.Sim@vancouver.ca> Subject: [EXT] Wealthy and Sucks</p> <p>Why are you moving away from 'living wage' is it because you and other rich businessmen realize you will have to pay up? Do you have offshore bank accounts? What are you doing about money laundering economic terrorism and drug genocide perpetrated against people living in Vancouver? And what about tax avoidance by the very wealthy rich people who have come to Vancouver to play as apposed to work?</p> <p>How are you working with the provincial and federal governments to freeze their bank accounts and confiscate all their real estate holdings, million dollar cars and luxury goods? They did it to the Russians, why not Asian criminals? There is billions and billions to be made there, you wouldn't need to raise the taxes. And, our streets would be safe from these Asian criminals and other horrify immoral criminal people. Did you're good conversation with Trudeau included going after these criminals for revenue?</p> <p>Did your friend Trudeau offer you a job? And, stop using that filthy word SUCKS Trudeau stupidly used. It's disgusting. And how is it that rich people like you have so much time to volunteer? Better to concentrate on fixing Vancouver's huge problems with criminals. One thing rich people know how to do and that's hire people with brains to do the heavy lifting. Hopefully, you have hired some brains to help you run city hall, because I think there are more than a few people out there who are questioning why you are bilking taxpayers and putting a bandied on these serious problems is going to help. Be transparent don't be a "Trudeau". I think you need to think outside the box instead of looking to the honest taxpayers to foot the bill. Try going after the dishonest nonpaying criminals. Now that's thinking outside the box. You took the job after all.</p> <p>Sent from my iPhone</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000431913</p>
<p>March 3, 2023</p>	<p>From s.22(1) Sent: Friday, March 3, 2023 12:43 PM Subject: [EXT] Living Wage Vote</p> <p>Dear Mayor and Council,</p> <p>I'm writing to express my extreme disappointment in the City's decision to roll back living wage protections. The workers who will be hit hardest by this decision are those who need the protections of a living wage guarantee the most.</p> <p>The explanation that a rolling five-year average will be used instead does nothing for workers when the costs of living are not comparably averaged. The Living Wage is already a relatively bare-bones calculation, and is a minimum that workers need to survive, not a number to be adjusted.</p> <p>I hope to see Council reverse this decision, rather than passing policy like this that makes this city unlivable for the people who keep it running.</p> <p>Best regards, s.22(1)</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000432126</p>

March 3, 2023	<p>-----Original Message----- From: s.22(1) Sent: Friday, March 3, 2023 1:17 PM To: Blich, Rebecca <Rebecca.Blich@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Sim, Ken <Ken.Sim@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca> Subject: [EXT] Wrong way on one way street</p> <p>Dear Mayor and Members of Council:</p> <p>I am appalled you decided to end Vancouver's Living Wage policy, and lived you did it behind closed doors, with no public input. The Living Wage policy was enacted with full public input, so there is no excuse for ending it without full public input.</p> <p>A five-year "moving average living wage" does nothing to help the largely non-union contract workers the city uses with the record inflation of this year and the years to follow.</p> <p>I am ashamed of my mean-spirited city.</p> <p>I thank Councillors Boyle, Carr and Fry for voting against this motion and wish them strength in the coming deluge of more arrogant, cowardly, elitist ABC decisions.</p> <p>s.22(1)</p>		s.22(1)	s.22(1)	201000432134
March 3, 2023	<p>I am very disappointed that council voted to not pay staff an actual living wage, especially with our >10% increase in property taxes. A rolling living wage means one cant afford to live and work here. This appears as elitism and classism by the right leaning ABC party members. How do you expect staff to feel respected and valued given this action? This will impact work culture, staff morale and "swagger".</p>		s.22(1)	s.22(1)	201000432550
March 3, 2023	<p>I am extremely disappointed to see that you've ceased to be a living wage employer while also giving council a nice pay rise. Disappointed, but not surprised. ABC can say they aren't a conservative party, but actions speak louder than words</p>		s.22(1)	s.22(1)	201000432595
March 3, 2023	<p>Reference Number: 201000432134 Further to your staff response to my comments on council's recent change to its Living Wage policy, I reiterate my anger and disgust at the unfair process. Policies that were enacted with—and often as a result of—public input, should not be rescinded with out equal opportunity for public input. I remain 100% dissatisfied with both council's process and decision..</p>		s.22(1)	s.22(1)	201000432689
March 3, 2023	<p>As a living-wage employer, Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. I'm calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running.</p> <p>It was particularly disgusting to find out that this decision was made behind closed doors, in blatant disregard of public opinion and the democratic process.</p> <p>I am very disappointed in your actions and hope this is repealed.</p> <p>Sincerely, s.22(1)</p>		s.22(1)	s.22(1)	201000432856
March 3, 2023	<p>Hello,</p> <p>My name is s.22(1) and I live in Vancouver. I am frankly disheartened by the decision of council to move away from being a living wage employer. It's bizarre and the wrong decision.</p> <p>People who rely on the fact that Vancouver is a living wage employer are paid, for Vancouver, just enough to get by. How does council expect people to work and live in this community when they're not guaranteed enough to get by? I understand this as a way to get workers who live in lower cost of living areas to come do work for Vancouver. I would prefer that the people who do work for the city are able to live in this city. It makes sense that people in our community work for the city - they have a vested interest.</p> <p>Please reconsider this decision. It sends a terrible message to municipal employees and contractors. I understand we want to move away from the previous municipal government but this is not the way to do it.</p> <p>Thank you, s.22(1)</p>		s.22(1)	s.22(1)	201000432903
March 3, 2023	<p>I applaud ABC for abandoning the "living wage" guarantee. If someone is unhappy with their wage, they need to do like the rest of us, WORK HARDER or change your job.</p>				201000432916
March 3, 2023	<p>Dear Mayor and Council,</p> <p>I am disgusted that Vancouver City Council has voted behind closed doors to stop being a living-wage employer.</p> <p>It's urgent that you reverse this decision.</p> <p>Regards, s.22(1)</p>				201000432924

March 3, 2023	<p>Dear Mayor Sim and Vancouver City Council Members,</p> <p>I was shocked to hear on the news today that you have decided to stop being a living wage employer.</p> <p>This is a mistake for several reasons:</p> <p>The city depends on its workers, both the well paid ones and the lower paid ones. Their work is essential to us and we want to keep them. The cost of living is so high in Vancouver that lowering wages means that some of our established work force will need to move to places that have less expensive housing.</p> <p>This policy is/was an admired policy for many inside of Vancouver and outside of Vancouver. Cancelling it says that this city doesn't care about its workforce - blot on our reputation. A five-year-rolling average is a cut in wages. Costs have been going up and up. No one's rent or groceries have prices set at a five-year-rolling average. This is not protecting wages; this is ensuring a cut in wages.</p> <p>Not all workers will leave the city's workforce. However, they will all come to work knowing that their employer does not value them or their work, creating an atmosphere that does not encourage enthusiastic, dedicated work.</p> <p>Is it really true that you took this vote at a closed meeting? Do you not know that this makes you look cowardly? I don't remember this being a part of your very recent election campaign. Your level of trustworthiness is declining.</p> <p>This decision needs to be rescinded! Don't let it fester and create ill will as well as misery for city staff.</p> <p>s.22(1)</p> <p>Cc. The Vancouver Sun</p>				201000432943
March 3, 2023	<p>I am beyond shocked and appalled that in addition to the complete disrespect shown to myself and other Vancouver residents by passing a draft budget without allowing the customary week for input by voters, the ABC majority council has decided to end Vancouver being a living wage employer. As a living-wage employer, Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. Obviously this means nothing to the ABC majority. Being caring and compassionate and concerned with creating a city that works for everyone is obviously not on your agenda.</p> <p>At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. It displays contempt and complete disregard for the employees that our city relies on. But hey, they are mostly poor and immigrants, so why should you care about them? This decision, combined with the decision to raise property taxes by over 10% to fund more police, a clear indication that the interest of the ABC majority is to keep citizens fearful and obedient, plus not providing a budget item for Sue Big Oil allows me to see very clearly who the ABC majority council represents, and it isn't me, or other Vancouverites concerned about the high cost of living and the ravages to our infrastructure from climate change. Rather than have the polluters pay, you decide to raise taxes.</p> <p>I'm calling on Council to reverse this decision to cancel the living wage, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running. It behooves those in public office to have some empathy for the individuals that will be affected by this decision, individuals that you have so cruelly cast aside, sending a very clear message about who you are and what you stand for.</p>				201000432980
March 3, 2023	<p>I am horrified that you cut wages for your employees in order to give EVEN more \$\$ to the bloated VPD.</p>				201000433008
March 3, 2023	<p>I'm not surprised that the way the majority of the ABC Vancouver Council intend to preserve their promise to limited tax increases is by slashing the livable wage of Vancouver City workers. As a living-wage employer, Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. But, I'm sure eliminating the \$ 0.25 disposable cup cost is really going to help those workers who can no longer afford to live in the city they work for, get your priorities straight. I'm calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running. I look forward to following all the changes you make to make Vancouver an exclusionary city by not helping working people so that I can be more involved in the next round of municipal elections.</p>				201000433013
March 3, 2023	<p>It is incredibly shameful that city council has chosen to stop paying City of Vancouver employees a living wage. We are all at the mercy of your decisions when it comes to the currently disastrous affordability crisis in this city. Choosing to scale back what you are paying your own employees is not only horrible optics but really makes voters like me absolutely lose faith in any notion that city council understands the economic plight of the majority of people in this city. How are we supposed to trust you to make decisions to improve this city when you can't even do the right thing for your own employees? The councillors who voted for this pay reduction should be deeply ashamed of this horrible decision. Why don't we try making this city better for the people who live here for a change? How much do you earn as city councillors and mayor? Why are you so much more important than the other human beings who help this city operate?</p>				201000433048
March 3, 2023	<p>As a living-wage employer, Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. I'm calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running.</p>				201000433055
March 3, 2023	<p>Dear mayor & council,</p> <p>I am alarmed and disappointed to hear the news that Vancouver's elected council has chosen to abandon its commitment to being a living wage employer.</p> <p>Vancouver over the past five years has been an example, providing a model for employers in the city & beyond. With the cost of living and inflation rising so sharply over the past few years, this decision reflects an embarrassing abdication of leadership.</p> <p>I'm calling on Council to reverse this decision and reaffirm Vancouver's commitment to paying a living wage to everyone who keeps this city running.</p> <p>All the best,</p> <p>s.22(1)</p>				201000433074
March 3, 2023	<p>I would like to hear from those Councillors who voted down the living wage policy whether they will voluntarily renounce their own wages to below the living wage level.</p> <p>Or will the burdens be thrown only on the poorest and most vulnerable of those who toil on behalf of the City.</p> <p>s.22(1)</p>				201000433086

March 3, 2023	I am deeply disappointed that you've decided to scrap the living wage policy at the City. If you can't attempt to create a work environment in which your staff are valued at the basic minimum that ensures they can survive in Vancouver, who else could be expected to? This is tragicomic given the state of the economy and the pressures that everyday people are facing. Please reverse this decision.. it makes a mockery of people trying to make a living here.				201000433098
March 3, 2023	I have been proud of the example Vancouver has set by committing to pay their workers a living wage. To take this away, in a meeting without consultation behind closed doors no less, is reprehensible. I believe you think you are doing the right thing. But Vancouver should not sacrifice our lowest paid workers when times get tough. Continuing to pay a living wage based on the real inflation of the cost of living each year is the right and admirable thing to do. I'm calling on Council to reverse this decision and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running.	s.22(1)	s.22(1)		201000433137
March 4, 2023	Hello, It's not too late for Council to look again at your recent decision around paying a living wage to all employees doing work with and for the City. The mayor can use his authority to bring that decision back for reconsideration. I'm proud of the City's leadership over the past 5+ years in paying a living wage. I also believe that ABC is trying to do good things in the city. I understand the imperative of keeping costs down for the average taxpayer, many of whom are facing tight situations themselves. However, this is not an area of expense that should be targeted for cost cutting. Showing great respect for your/our workers is the cornerstone of any good government and it is essential to have this policy in place in order to achieve excellence in public service. Best wishes to you, with my greatest hopes and gratitude for considering this request, s.22(1)	s.22(1)	s.22(1)		201000433151
March 4, 2023	I was disheartened to hear that the City of Vancouver will no longer be committed to maintaining a living wage for all employees. I agree that a large increase from year to year can put stress on the city's budgets, however the reason it went up that much is because it is *expensive* to live here. Instead of focusing on making the city's budgets look a bit better, consider this: what actions would mayor and council need to take so that the lower wage *is* the living wage? Housing is a major cost in the living wage calculation, and the vacancy rate in Vancouver is around 1% per the CMHC, making it incredibly challenging to find rentals that meet the needs for families. I won't even get started on buying housing, the costs are so far out of reach for lower income families to be irrelevant here. Council should be pushing for more housing volume on all fronts, making the necessary investments in infrastructure to facilitate multiplexes in all neighbourhoods, and focusing on larger buildings, including towers, near transit hubs. It isn't fair to ask staff to work for our city, and then refuse to make the required changes to zoning laws that would permit them to live in the city they work for. Thank you for your consideration.	s.22(1)	s.22(1)		201000433177
March 4, 2023	As a living-wage employer, Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. I'm calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running.	s.22(1)	s.22(1)		201000433190
March 4, 2023	Dear Mayor and Council Members, I am appalled at the Council's decision to terminate Vancouver's commitment to paying a living wage. This is a truly regressive step that will hurt the most vulnerable of workers who provide the city with services that we all benefit from. At a time when inflation remains high and wages have already eroded significantly, the decision unfairly punishes the very people we should be supporting such that they can afford to live in our wonderful city. Please do the right thing and reverse this decision s.22(1)	s.22(1)	s.22(1)		201000433194
March 4, 2023	I was very disappointed to learn that Council had decided to stop the living wage for city employees and use a different formula. At this time, with inflation, this move gives the wrong message about care for our most vulnerable workers. Vancouver was seen as a beacon for other cities pointing the way to a better remuneration formula: living wage. Please reconsider.	s.22(1)	s.22(1)		201000433195
March 4, 2023	I am very concerned about the recent decision to begin underpaying Vancouver staff. As a living-wage employer, Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. I'm calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running. In a time when unemployment is so low, it does not even make business sense. The best employees will move to employment where they are adequately compensated. Please reconsider,	s.22(1)	s.22(1)		201000433270
March 4, 2023	I WILL REMEMBER AT NEXT ELECTION. "Council decided to drop the living wage commitment for its lowest-paid workers the same month that a 7.3 per cent pay hike took effect for the mayor and council."	s.22(1)	s.22(1)		201000433289
March 4, 2023	Vancouver Mayor Ken Sim and his ABC party ran and won last year on a platform of finding "efficiencies" in the city's budget. A lot of people were unhappy to learn this week at least some of those efficiencies will come from the pockets of the city's lowest-paid workers. The mayor and city councillors wages go up but the lowest paid workers will go down ! I am not impressed with this and I'm now questioning my vote .	s.22(1)	s.22(1)		201000433293
March 4, 2023	Although I don't live in Vancouver I am appalled that a seemingly progressive, compassionate and caring municipality like yours would vote to rescind the living wage policy at a time when so many are struggling to make ends meet. Shame on you. Please reverse your decision. Thank you for your consideration. s.22(1)	s.22(1)	s.22(1)		201000433303
March 4, 2023	As a living-wage employer, Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. I'm calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running."				201000433341
March 4, 2023	I write today regarding the recent decision to abandon being a living wage employer. For the past five years, Vancouver has led by example as a living wage employer, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. I'm calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running. Sincerely, s.22(1)	s.22(1)	s.22(1)		201000433354

March 4, 2023	<p>I read this morning in the CBC that Vancouver city council voted to walk away from its years-long commitment to pay workers a living wage following a vote in a council meeting that was closed to the public. I find this action to be below an acceptable moral standard and am extremely disappointed by this decision.</p> <p>I am lucky enough to be born into a great deal of privilege and received an excellent education. Still, as a young person I worked a number of jobs where I was making less than a living wage. The stress and the number of hours that I had to work were horrible for my mental and physical health. I ended up s.22(1) where I experienced not living paycheck to paycheck for the first time. I truly believe that working poverty has enormous fiscal implications for social programs, health care costs, education, employment, and criminality. The city of Vancouver should set the working standards for the rest of the city. This decision is simply setting the standard beneath the dignity of the people you represent.</p> <p>I strongly urge the city council of Vancouver to revisit this decision.</p>		s.22(1)	s.22(1)	201000433363
March 4, 2023	<p>We were appalled to read about Council's decision to abandon the City's policy to be a living-wage employer. This is a huge step backward, especially at a time when the cost of living has risen so sharply. People who work for the City of Vancouver should be able to live in the City of Vancouver. We are calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage.</p> <p>Respectfully s.22(1)</p>				201000433428
March 4, 2023	<p>People who work for Vancouver should earn a living wage. Anything else is unconscionable and immoral. I'm appalled that you have dropped this principle. You're raising taxes by 9% and dropping the wages of vulnerable people as rents and food prices rise, as the cost of living continues to go up. Shame.</p>		s.22(1)	s.22(1)	201000433572
March 4, 2023	<p>To the Mayor and council,</p> <p>As a living-wage employer, Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, abandoning that record is a terrible abdication of leadership. I'm calling on Council to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep this city running.</p> <p>Respectfully, s.22(1)</p>		s.22(1)	s.22(1)	201000433600
March 4, 2023	<p>I am extremely disappointed in your recent decision to abandon the city's living wage policy, especially at a time when the cost of living has risen so sharply on account of an inflation rate driven by massive and unprecedented corporate profits.</p> <p>Workers' wages are what keep our local economies going. I call on you to reverse this decision, and reaffirm Vancouver's commitment to paying a living wage to everyone who helps keep our city running.</p>		s.22(1)	s.22(1)	201000433857
March 4, 2023	<p>I am most disappointed by the council's decision NO LONGER to pay a living wage to the city's employees. This is a very unjust decision and a step back from what has been achieved. It embraces inequality. This does not auger well for our collective future</p> <p>Sincerely, s.22(1)</p>		s.22(1)	s.22(1)	201000433875
March 4, 2023	<p>I think this change is deplorable and saying it's not so bad because most do make a living wage is even worse. It was good to have a city council that was modeling an important pay standard for other employers in the city.</p>				201000433912
March 5, 2023	<p>https://vancouver.citynews.ca/2023/03/03/vancouver-ends-living-wage-policy/ I feel this article proves how much you all are dedicated to the improvement of our city and having the staff that works for you actually being able to afford to live in the city you all rule over with an iron fist. If this does pass as I assume it has I hope you end up with massive work action by all the staff that has been negatively affected. Keep up the good work from your ivory tower of wealth and opulence. Can't wait for the next civic election to give you all the boot.</p>				201000434083
March 5, 2023	<p>Dear City Council,</p> <p>As a citizen of Vancouver, I'm writing to urge you to reverse your decision to rescind Vancouver's Living Wage Policy.</p> <p>I used to feel so good that in this world of injustices, at least in my city, our City Council, in our names, paid a living wage to the people who work for us.</p> <p>We benefit every day from so much injustice: the food we eat, the clothes we wear, the technology we use — most if not all produced by workers living in substandard or worse circumstances. So many of these things out of our control. But at least we used to be able to say, "Here, in the place I am so fortunate to live, my city workers are paid a living wage. My City Council, on my behalf, has acted toward creating a better world."</p> <p>And you, dear Counsellors, who voted to rescind Vancouver's Living Wage Policy, if you are thinking that the work city workers do isn't worth the money a living wage would pay, consider how quickly the quality of your lives would degenerate if that work wasn't done. Consider how many lawyers could disappear from the face of Vancouver without the fabric of your lives being affected one iota. Contrast this with how many cleaners. Does this change your understanding of how valuable their work is?</p> <p>Consider this. Do you feel that the people who work for Vancouver City are somehow lesser than you because they are your employees and work at jobs possibly more menial than yours? I posit surely not. Do you think they are less deserving to enjoy the beauties of the the wonderful city you love no more than they do? Surely not. Does your respect for people depend on how much money they make or on their position in the hierarchy of our society? Surely not if you give it a moment's thought. I know this because I know you are all decent people.</p> <p>Vancouver is such a wealthy city. So many of us live in such bounty. This is not a question about what we can or cannot afford. The question is how you, in your capacity to represent us, choose to behave.</p> <p>Thank you for reading so far. Thank you in advance for reassessing and reversing your decision to rescind the Living Wage Policy.</p> <p>Sincerely, s.22(1)</p>		s.22(1)	s.22(1)	201000434154
March 6, 2023	<p>I am from Vancouver and I wanted to say: Vancouver City Council should continue to pay a Living Wage to its City Workers. Paying Wages on a Five-Year Rolling Average Wage is an insult to the City Workers and it should be condemned. The Mayor already insulted the People of Vancouver by adopting the IHRA definition of Antisemitism and now the City Workers are going to be insulted again with the Five-Year Rolling Average Wage. Inflation is going up all the time and a Living Wage is needed!</p>		s.22(1)	s.22(1)	201000434926

<p>March 6, 2023</p>	<p>-----Original Message----- From: s.22(1) Sent: Friday, March 3, 2023 6:16 PM To: Boyle, Christine <Christine.Boyle@vancouver.ca> Cc: Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Sim, Ken <Ken.Sim@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca> Subject: [EXT] Cancellation of living wage provisions</p> <p>Councillor Boyle,</p> <p>Even if this provision had been retained, a working couple each making \$24.05 per hour, would still not be able to afford to live in the City of Vancouver.</p> <p>Spending 30% of their income on housing would mean a maximum monthly rent of \$2,345. With current new rentals at \$2,900 (and likely climbing with the latest 10.7% tax increase) the couple would need to make an additional \$22,200 per year. The equivalent hourly rate - almost \$30 an hour.</p> <p>👍 Thanks, s.22(1)</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000435025</p>
<p>March 6, 2023</p>	<p>From: s.22(1) Sent: Friday, March 3, 2023 10:27 PM To: Sim, Ken <Ken.Sim@vancouver.ca> Subject: [EXT] Living Wage Policy</p> <p>Dear Mayor Ken Sim,</p> <p>I'm writing to urge you and your colleagues at Vancouver City Council to reconsider the decision you took yesterday regarding the Living Wage policy. I was appalled to learn you chose to lower the wages of the city's lowest paid employees in the same week as you announced a property tax increase of 10.7% and in a year when your own salaries increased by more than 7%.</p> <p>A living wage of \$24.08 amounts to less than \$50,000/year—almost half of what a Vancouver City Councillor earns. Please take a moment to imagine how difficult it is to support a Vancouver family on this, and how their labour keeps the city running smoothly. Please consider the message you are sending to your employees and the effect this decision will not only have on their ability to manage their lives but also on their morale and stress levels.</p> <p>Consider what your action communicates about our community. It saddens me to think that Vancouver—which for the past five years has been a leader, inspiring other communities to become living-wage employers and providing a model for employers throughout the city—is now choosing to abandon that place of leadership.</p> <p>Please do the right thing, reverse this decision and reinstate the Living Wage—even if it's challenging to administer: choose people over bureaucratic convenience.</p> <p>Yours sincerely,</p> <p>s.22(1)</p> <p>cc. Councillors Bly, Boyle, Carr, Dominato, Fry, Kirby-Yung, Klassen, Meizner, Montague, Zhou</p> <p>s.22(1)</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000435105</p>
<p>March 6, 2023</p>	<p>Dear Mayor Sim and Vancouver Council,</p> <p>I am writing to share my deep concern about Council's abrupt, and somewhat secretive, decision to no longer provide the current Metro Vancouver Living Wage to contractor employees who do work for the City.</p> <p>This is a depressing and sad decision, especially in light of the high rates of inflation facing local families.</p> <p>I am discouraged that the City of Vancouver has decided to target lower wage workers such as contract cleaners or security guards by ensuring their wages do not keep pace with the recent sharp rise in costs. This is already an extremely expensive community for working people to try to live or raise a family. Vancouver Council's decision directly targets the lowest paid providers of service to our community. Shameful really.</p> <p>Please reconsider and rescind this decision. Please make sure Vancouverites can once again take pride in the fact that their municipal government is a Living Wage Employer.</p> <p>Thank you.</p> <p>s.22(1)</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000435341</p>

<p>March 6, 2023</p>	<p>From: s.22(1) Sent: Sunday, March 5, 2023 10:34 PM To: Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>; Sim, Ken <Ken.Sim@vancouver.ca> Subject: [EXT] Fwd: Urgent: Please reverse your living wage decision</p> <p>Dear Mayor and Councillors</p> <p>I am extremely disappointed in your decision to end the Living Wage program in the City of Vancouver. You are picking on the lowest paid employees and service providers who are the ones least able to absorb the hit. There are not all that many of them but they are an integral part of the City of Vancouver's workforce and cutting their wages to subsidize other City initiatives is cruel and only services to make our city less equitable and accessible to those who work here.</p> <p>s.22(1) Our community centre has Park Board employees and some of them in s.22(1) have benefited from the living wage policy. We also have security providers on site and it is possible that they also benefited from the living wage policy.</p> <p>With the rising costs for essentials such as groceries, our lower paid employees and service providers can ill afford to lose some of their wages. A 5 year average at this time cannot possibly compensate them for the recent inflation in the cost of living that we have experienced. Please do not rob our own employees and service providers of wages that make life in expensive Vancouver more affordable.</p> <p>s.22(1)</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000435591</p>
<p>March 6, 2023</p>	<p>We all know that the cost of living has risen so much in recent months/years, the city 's decision to stop committing to being a living wage employer shows terrible leadership where they should be setting an example. You need city employees to be able to afford to live in their city. This will be unattainable. I'm calling on council to reverse this decision!</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000435765</p>
<p>March 6, 2023</p>	<p>From s.22(1) Sent: Monday, March 6, 2023 8:09 AM To: Sim, Ken <Ken.Sim@vancouver.ca>; Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca> Subject: Response to the Update on Living Wage for Families BC certification</p> <p>Dear Mayor and Council,</p> <p>I'm writing to express my extreme disappointment in the City's decision to roll back living wage protections. The workers who will be hit hardest by this decision are those who need the protections of a living wage guarantee the most.</p> <p>The explanation that a rolling five-year average will be used instead does nothing for workers when the costs of living are not comparably averaged. The Living Wage is already a relatively bare-bones calculation and is a minimum that workers need to survive, not a number to be adjusted.</p> <p>I hope to see Council reverse this decision, rather than passing policy like this that makes this city unliveable for the people who keep it running.</p> <p>Best regards, s.22(1)</p> <p>s.22(1)</p> <p>s.22(1)</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000436251</p>
<p>March 6, 2023</p>	<p>Good Afternoon Mayor and Council,</p> <p>Please see the attached letter regarding the living wage decertification by the City of Vancouver.</p> <p>Vancouver and District Labour Council</p>	<p>Yes</p>	<p>Elizabeth Buckham</p>	<p>office@vdlc.ca</p>	<p>201000436586</p>

March 6, 2023	<p>From s.22(1)</p> <p>Sent: Monday, March 6, 2023 3:32 PM To: Sim, Ken <Ken.Sim@vancouver.ca> Subject: Living Wage</p> <p>Mayor Sim,</p> <p>I write as a resident of Vancouver with regard to the City of Vancouver's decision- reportedly without consultation- to withdraw from being a Living Wage Employer.</p> <p>I am both infuriated and disgusted by this decision. That your party, ironically named "A Better City," would turn their backs on the working poor in most expensive city to live in North America, is disturbing. Hurting the working poor will not make Vancouver a Better City, it will simply create more "have nots."</p> <p>Please Do Better.</p> <p>s.22(1)</p>		s.22(1)	s.22(1)	201000436850
March 6, 2023	<p>As someone who has lived and worked in this city for over a decade, I am calling on the Council to reverse their decision to no longer pay their employees a living wage.</p> <p>By choosing to pay their employees less than the cost of living, the City Council fails to "provide the vision and direction for the future of Vancouver" - a statement boldly asserted on the City of Vancouver website. They are failing to invest in the future of this city, and they are failing as representatives of a struggling populace.</p> <p>Before you tell us it is difficult to implement a living wage in a "large organization," recall that it is your duty as representatives to lead by example. Recall that large organizations in particular are the ones who have the greatest influence, and therefore the greatest obligation to uphold the standards for economic well-being. Your "5-year rolling average" ignores the current reality for many of the citizens you claim to represent. They need to pay rent and buy groceries today. You know this. This ignorance is not naivety or delusion, but a deliberate decision to abandon responsibility.</p> <p>BC Fed has said it well: "To any councillor who believes the living wage should be based on a 'five-year rolling average,' we invite them to find a single landlord, grocery store, dentist or pharmacy prepared to offer working people those same terms.</p> <p>Vancouver has led by example for the past five years, providing a model for employers throughout the city and beyond. At a time when the cost of living has risen so sharply, this is a breathtaking abdication of leadership. With tough economic times on the horizon, these councillors have cast votes in favour of deliberately increasing poverty."</p> <p>I am calling on you to uphold your duties to improve the standards of living in this city.</p>		s.22(1)	s.22(1)	201000436991
March 7, 2023	I'm so disappointed in Ken Sim and ABC for having a closed door meeting to roll back the living wage commitment. Families are struggling and many workers who support the city can't afford to live in it. It was a cowardly way to make this change. Shame on you.				201000438548
March 7, 2023	I'm concerned about the City Council rejecting the policy of a living wage.		s.22(1)	s.22(1)	201000439400
March 7, 2023	As having been an employer that valued their employees enough to pay them fairly, the City of Vancouver has recently led by example for other employers. The cost of living has risen such that people cannot afford to work & live in Vancouver. Council needs to reverse their decision, and reaffirm the City of Vancouver's commitment to paying a living wage to ALL who help keep the city running. Don't increase the wage gap...pay a fair wage & cut corners another way if you must.		s.22(1)	s.22(1)	201000439705
March 8, 2023	<p>Honorable Mayor and Council,</p> <p>This seems to me exactly the wrong time for the City of Vancouver to stop leading by example on the issue of providing a living wage. Being a living wage employer sets a standard for other employers to follow, especially when the cost of living is rising so much. Turning away from this commitment is turning your backs on those who make this city a great place to live.</p> <p>I strongly urge the Council to reverse this decision. Vancouver needs to renew a commitment to paying a living wage to everyone who helps keep this city running.</p>				201000440339
March 8, 2023	I am deeply disappointed by council's decision to remove its living wage policy. This decision is a huge step backwards and contradiction of the city's values. In a time of severe cost of living increases and severe scarcity of affordable housing, paying a living wage should be the bare minimum. By repealing this policy, the city is not just hurting its own hard working staff, but setting the bar lower for all employers. I urge you to reconsider this decision.		s.22(1)	s.22(1)	201000441070
March 8, 2023	FOR SHAME your ditching of the Living Wage for employees and contract workers! FOR SHAME, FOR SHAME, FOR SHAME! Reference Number: 201000434154				201000441994
March 8, 2023	<p>Thanks for your response to my email regarding my distress that my City Council has rescinded its Living Wage Policy.</p> <p>I'm no expert, and I can see that Vancouver being a large organization would be hard to administer. Still, I'm ashamed that my City has chosen no longer to take the trouble to do the right thing in this circumstance. Victoria manages. Port Coquitlam. Quesnel.</p> <p>I also want to let you know that your bringing up that City staff are paid above BC's minimum wage really stirred me up. You know, you know there are people in Vancouver working full time at minimum wage jobs living in their cars, or couch surfing or still at home with their parents with no prospect of future improvement. Is this the kind of world you want to foster? It goes without saying we should be paying more than the minimum wage. Vancouver is so wealthy.</p> <p>I don't know what good it does for me to write you again, but here I am saying what I said before. To abandon a Living Wage Policy brings shame on your citizens.</p> <p>Please please reconsider.</p> <p>Thanks for reading this far.</p>		s.22(1)	s.22(1)	201000442279

<p>March 14, 2023</p>	<p>From: Anastasia French <Anastasia_French@vancity.com> Sent: Tuesday, March 14, 2023 3:45 PM To: Ralph, Alexander <Alexander.Ralph@vancouver.ca> Cc: Sim, Ken <Ken.Sim@vancouver.ca>; Bligh, Rebecca <Rebecca.Bligh@vancouver.ca>; Boyle, Christine <Christine.Boyle@vancouver.ca>; Carr, Adriane <Adriane.Carr@vancouver.ca>; Dominato, Lisa <Lisa.Dominato@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Kirby-Yung, Sarah <Sarah.Kirby-Yung@vancouver.ca>; Klassen, Mike <Mike.Klassen@vancouver.ca>; Meiszner, Peter <Peter.Meiszner@vancouver.ca>; Montague, Brian <Brian.Montague@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca> Subject: RE: City of Vancouver - Update on Living Wage for Families BC certification (March 2, 2023)</p> <p>Hi Alex,</p> <p>I'm sorry for the delay in responding to your email – it's been a very busy time, as I'm sure you can imagine. I've copied in Mayor and Council, so that they can understand our perspective on the decision recently taken.</p> <p>As Canada's largest Living Wage municipality, it's incredibly disappointing to hear that The City of Vancouver will not be continuing as a Living Wage Employer. Over the past 5 years, you and your team have done an incredible job of inspiring other employers to join the program and worked hard to ensure that contracted workers are earning a Living Wage – thank you for that.</p> <p>By moving ahead with the 5 year rolling average, I'm afraid that the City of Vancouver will have to decertify as a Living Wage Employer. The Living Wage is the amount that people are having to pay right now for essentials. A rolling average does not help people who are struggling with the current affordability crisis of rising rents and growing grocery bills. In addition, over 200 businesses, non-profits and municipalities (including the City of Victoria who have a higher living wage than Vancouver) have stepped up and are paying the new living wage to recertify as a Living Wage Employer. It would not be fair for them if we were to allow the City of Vancouver to stay part of the program when they are not paying their staff and contractors the most recent Living Wage.</p> <p>I appreciate that the rate increase this year has been substantial, but as this decision is not being driven by "cost saving" [bc.ctvnews.ca] reasons, I hope we can find a way through this. As you identified on the call, this decision has led to a lot of increased work for you and your team, as you amend all your contracts with service providers and change signage to remove mentions of being a Living Wage Employer. We would be happy to work with you and your team to find compromises using the current living wage – for example, an extension so that all contracts could be brought up using a staged approach over the course of this year. I'd also be happy to connect you with other municipalities and large employers that have managed to find a practical way through the current Living Wage rate increase.</p>		<p>Anastasia French</p>	<p>anastasia_french@vancity.com</p>	<p>201000452604</p>
<p>March 16, 2023</p>	<p>Dear Mayor and Council</p> <p>I wish to register my dismay at Vancouver Council's recent decision to rescind the city's Living Wage Policy and to urge you to reinstate it as soon as possible.</p> <p>Though current inflation affects us all, it affects those who are less wealthy proportionately more. A living wage is by definition the least amount required to live a healthy, decent life. Less than a living wage means suffering.</p> <p>Your decision is a huge step backwards and contradiction of the city's values. In a time of severe cost of living increases and extreme scarcity of affordable housing, paying a living wage should be the bare minimum. By repealing this policy, the city is not just hurting its own hard-working staff, but setting the bar lower for all employers.</p> <p>I urge you to reconsider this decision</p>		<p>s.22(1)</p>	<p>s.22(1)</p>	<p>201000456440</p>