



Canadian Restaurant
and Foodservices
Association

Association canadienne
des restaurateurs
et des services
alimentaires

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News Release

Communiqué de Presse

FOR IMMEDIATE RELEASE

March 16, 2011

Gratuity wage softens blow of massive minimum wage increase

Vancouver – British Columbia's fragile restaurant industry received more bad news today as the provincial government announced a 28 per cent increase in the province's general minimum wage over the next 14 months. The three scheduled wage increases will cost the restaurant industry an estimated \$295 million in additional payroll costs.

Restaurant sales in B.C. have been dropping for three straight years and the industry has recently been hit with two public policies -- HST and the new drinking driving penalties -- that have resulted in further lost sales.

"The restaurant industry creates thousands of job opportunities in communities across the province, but many operators are now stepping on the brakes," says Mark von Schellwitz, Vice President Western Canada with the Canadian Restaurant and Foodservices Association (CRFA). "Imposing these massive wage increases and eliminating the training wage at a time when sales are declining and food costs are increasing will hurt the very people this announcement is intended to help. Restaurant owners will be forced to cut hours to control their costs and employees will end up earning less."

British Columbia's 2009 Throne Speech stated: *"Now is not the time to impose hundreds of millions in new costs on small businesses through an increased minimum wage that will mean more job losses, will depress job creation and will hurt those it purports to help."* This is as true today as it was in 2009.

The only positive news in today's announcement is that the government listened to recommendations from CRFA and other business groups to implement a gratuity wage differential.

"A gratuity wage will help soften the blow by recognizing the fact that liquor servers are in fact not minimum wage earners," says von Schellwitz. "This new differential will help somewhat to protect the hours of work and tip income for servers who rely on receiving those hours to earn their gratuities. However, the licensed restaurant employers are still faced with a 12.5% increase in server wages."

British Columbia's restaurant industry directly employs more than 160,000 people, including more than 75,000 youth, making it one of the largest job creators in the province.

-30-

CONTACT: Mark von Schellwitz, VP Western Canada, 1-866-300-7675, cell 604-809-5719 or mark@crfa.ca; or Jill Holroyd, SVP Marketing and Communications, 1-800-387-5649, ext. 4217 or 416-738-7134 or jholroyd@crfa.ca



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British Columbia's Restaurant & Foodservice Industry

British Columbia's restaurant and foodservice industry **directly employs 162,700 people, generates \$10 billion in annual sales and accounts for 5% of the provincial economy.** Restaurants indirectly employ an additional 38,200 people who provide the wide range of products and services required by this diverse industry.

Every one million dollars in restaurant sales creates nearly 27 jobs, making these innovative entrepreneurs one of the top four job creators in British Columbia.

More than two-thirds of British Columbia's restaurants are locally owned and operated by independent entrepreneurs. These businesses are uniquely positioned to contribute to economic recovery and growth in every community across British Columbia.

British Columbia's 11,600 restaurants, cafeterias, coffee shops and bars are gathering spots for people from all walks of life. The rejuvenation of neighbourhoods is often led by the entrepreneurial restaurant and bar scene. The infusion of new activity into neighbourhoods is critical for every community to thrive.

British Columbia restaurants are a place to gather to celebrate, do business, talk politics, and spend time with family and friends. Restaurants are also one of the top three reasons for tourists to make B.C. their chosen destination. Tourism generates 18% of all B.C. foodservice sales.

Every dollar spent at a restaurant generates an additional \$1.85 in spending in the rest of the economy – well above the average for all industries. And the benefits are felt in every community, not just in major centres.

Since 1995 British Columbia's restaurant industry created one out of every sixteen jobs created in British Columbia – that's more than agriculture, forestry, fishing, mining and finance combined. The foodservice industry is currently tied with manufacturing as British Columbia's third largest private sector employer.

More than 71,000 young British Columbians work in foodservice, representing nearly one in five jobs for youth. One in three British Columbians' first job was in the hospitality industry. The restaurant industry builds future leaders.

Restaurant operators also open doors for new Canadians as they seek to establish themselves in a new country and gain experience and contacts in British Columbia's job market. In foodservice, it really is possible for a motivated employee to grow from washing dishes in the kitchen to cooking up deals in the boardroom.

Restaurateurs are proud of the opportunities they create for youth and new Canadians whether they're with their business for a year, or a career.

If governments truly want to help the restaurant industry to grow and prosper, it must make it a top priority through which the various tax and regulatory policies are filtered.

VANCOUVER

WINNIPEG

TORONTO

MONTREAL

HALIFAX

Original Message-----

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:44 AM

To:

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Wednesday, March 16, 2011 6:35 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name s.22

Email Address s.22

Message: A 30% increase in the minimum wage over 15 months is simply irresponsible. Politicians seem to forget that if your lowest wage earners get a 30% wage increase you have to offer some sort of increase to higher earners - all with out any increase in productivity. At my work, this increase will probably result in our special needs and work experience employees being laid off as we will no longer be able Afford to be generous to any category of people who can\'t produce at optimum levels.

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 6:34 pm

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:46 AM

To s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Wednesday, March 16, 2011 5:51 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name s.22

Email Address: s.22

Message: Dear Premier Clark. We own s.22 , and I just have to communicate how concerned we are about the huge increases in minimum wage. The whole restaurant industry is in grave danger. s.22

s.22 . The triple whammy of the economy, the HST, and the new drinking drive law that we have faced over the last two years has been killing the restaurant industry. We personally have seen our business drop by 25% over that period of time. We have been in business for 18 years, and employ over 40 people, and we have never been in such a precarious position. Wages already account for over 32% of our cost of doing business. Food costs are going through the roof and there really aren't any margins to spare. Currently, the only people in our restaurant who make minimum wage are servers, but they earn substan!

tial tips on top of their wages. Unfortunately, we cannot just raise the minimum wage earners, when their wages go up, everyone else in the organization expects a raise too. There is no money to spare. The cost of restaurant meals has been raised 7% by the HST. Business is so bad the option of raising our prices any more is just not there, it would be suicide. The only way to cover the added costs will be to reduce staff by laying people off. More than half our staff have families, and many have been with us for years. Perhaps exemptions for gratuity earning segments of the industry could be applied, and thought could be given to exempting restaurant meals from the HST, to stimulate business until such time as our industry recovers.

We are personally very pleased you have been elected leader, and trust you will be working for all businesses as well as families, because ours is a family business.

Regards

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 5:50 pm

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:46 AM

To s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Wednesday, March 16, 2011 5:37 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: \$10.25 an hour? in May... TWENTY-TWELVE?! Too little, too late, Christy. \$10.25/hour would have been acceptable back in 2001 when the original school/work walk-outs were. Yes, 2001. I was 13 when there was a \"6 Bucks Sucks\" protest as well as protesting \$8/hr as being too low. I'm now 22. That was NINE YEARS AGO. \$10/hr would have been good in 2001. The minimum wage should be at LEAST \$12/hr in BC. I want to see some radical. PLEASE show me some real leadership, not just fulfilling a 10-year-overdue obligation. Too little too late. Let's see some REAL change.

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 5:36 pm

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:47 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Wednesday, March 16, 2011 4:15 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name s.22

Email Address: s.22

Message: Dear Christy Clark,

I am hoping you will re think your strategy of this proposed minimum wage increase. The additional .75 now with a further increase to \$10.25 within the next 14 months, is NOT what we need to get this still struggling economy back on it's feet. I, as most retailers in the province, DO NOT pay minimum wage currently and in fact pay significantly more than minimum wage, HOWEVER the expectation of the rank and file staff is that they too will get to ride this \$2.25 increase, something retailers in BC can ill afford.

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 4:14 pm

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:48 AM

To: S22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Wednesday, March 16, 2011 4:11 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Bad news raising the minimum wage. I cant wait to vote you out at the next election can you not see that businesses are struggling and now you are raising the wage with little notice. Hours will be cut to make up for the increase in labour!!!! Enjoy your short time in office as the voters will get there say

Captcha code: s.15

User IP Address s.22

Date Submitted: Mar-16-2011 4:11 pm

Original Message-----

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:48 AM

To: ' s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Wednesday, March 16, 2011 3:21 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address s.22

Message: Your decision to raise minimum wage to \$10.25 in 13 months is a desperate move for votes. Unfortunately, as a business owner in Vancouver, facing escalating retail/commercial lease rates, increasing tenant improvement costs, increasing advertising cost and increasing raw material and production costs you have most likely just signed the Termination of Employment notice for a good portion of my staff. I will make sure to give you the credit.

You will also have to find one more vote as I will be abstaining from the next election over this issue.

Try to remember you have not been voted in by the general public and you should not be making any decisions of this magnitude until such time as you are.

Regards

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 3:21 pm

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

From: Minister, LCTZ CITZ:EX
Sent: Monday, March 28, 2011 8:58 AM
To: LBR, Labour Division LSC:EX
Subject: PO, S22 - Info File - E / FW: New Message from Christy Clark Premier website

Kara Ross
Administrative Assistant to the
Honourable Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government
Phone: 250-952-7623 Fax: 250-952-7628
Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX
Sent: Friday, March 25, 2011 9:10 AM
To: s.22
Cc: Minister, LCTZ CITZ:EX; Minister, FIN FIN:EX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email related to the effect on your business of the recently announced rise in the minimum wage and the HST. We appreciate that you have sent your concerns.

Due to the subject of your email, we have shared it with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, as well as the Honourable Kevin Falcon, Minister of Finance and Deputy Premier, so that they can include your comments in their ongoing discussions with their staff on these matters.

Again, thank you for your candid submission.

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

From: s.22
Sent: Wednesday, March 16, 2011 11:28 PM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Re: Increase to Minimum Wage

s.22

s.22 Our costs have gone up significantly with the HST because much of our packaging was PST exempt and is now subject to HST. In addition, our suppliers have increased prices due to high fuel costs. Our food, packaging and office products have all risen in price significantly. We also pay huge insurance costs because our vehicles are used to deliver food.

I understand the importance of paying a reasonable living wage. However, I\m not sure my business can remain profitable in the face of all these cost increases. I currently pay above minimum wage, but \$10.25 as a minimum is not sustainable for me. I employ 11 staff and may now have to lay some of them off. In the face of the decision to increase minimum wage, please reconsider the HST because these decisions have had or will have a significantly negative impact on my business.

I am not a political person and have never contacted a politician before, but I am angry. I feel that I have followed all the rules and am being run out of business with all this government intervention. Thank you for your time,

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 11:28 pm

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:37 AM

To: ' s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: minimum wage

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

From: s.22

Sent: Thursday, March 17, 2011 1:30 PM

To: OfficeofthePremier, Office PREM:EX

Subject: minimum wage

Raising the minimum wage will put those who are most vulnerable at risk. Raising the minimum will lead to unemployment among the unskilled, and lead to bankruptcy for companies that rely on unskilled labour.

Not Responsive

Kind regards,

s.22

Original Message-----

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:37 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From s.22

Sent: Thursday, March 17, 2011 8:43 AM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: I will be laying off some of my staff by the time the minimum wage hike is completed.

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 8:42 am

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:36 AM

To: ' s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Thursday, March 17, 2011 4:03 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name s.22

Email Address: s.22

Message: Min wage:

pushing all labour up by 20% in BC is certainly not going to create any new jobs here. but how many will it cost? Not to mention the inflation that will follow as businesses have to increase prices to maintain profitability. Not a good start.

Captcha code: s.15

User IP Address s.22

Date Submitted: Mar-17-2011 4:03 pm

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

From: OfficeofthePremier, Office PREM:EX
Sent: Monday, March 28, 2011 1:34 PM
To: s.22
Cc: Minister, LCTZ CITZ:EX; Minister, HLTH HLTH:EX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email related to the raise to the minimum wage announced on March 16th and the wage for paramedics.

We have noted your comments regarding compensation for paramedics and want to assure you that we have shared them with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, and the Honourable Michael de Jong, Minister of Health, so that they can be included in any related discussions.

Again, thank you for your input.

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

From: s.22
Sent: Thursday, March 17, 2011 4:33 PM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: While many British Columbians are happy to hear about the increase in minimum wage, do you have plans for the paramedics in this province? We were legislated back to work and are continuing to fight a losing battle. I am a part time paramedic who loves my job, but am forced to commute 2 hours away from my home, my husband and young children for days at a time to earn \$2.00/hour. As bad as it seems, I pray for people to get hurt or sick and require our service so that I can make ends meet. I don\\\'t expect you to fix the system that is far beyond repair, but maybe you and your team will be able to find a way to help us out a little.

Congratulations on becoming Premier.

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 4:32 pm

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:36 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Thursday, March 17, 2011 5:13 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Honourable Premier

I felt compelled to write to you with regards to the recently announced minimum wage increase. My wife and I operate a small grocery store. We employ 15 people, many of whom are students and this is their first job while in high school.

In our business the margins are very small and the profitability even smaller.

The impact of this wage hike when compounded with other payroll costs will mean a 25 % increase in our staffing costs. We are unable to operate a financially viable business under this scenario. It may well mean all of these people no longer will have a job, or worse yet, someone who takes over our business pays these people '\under the table\''. Either way we all lose.

I have been a long time Liberal supporter in this province; sadly this sudden change in small business support has significantly impacted my opinion on the new Liberal government.

The impact of this wage hike when compounded with other payroll costs will mean a 25 % increase in our staffing costs. We are unable to operate a financially viable business under this scenerio. It may well mean all of these people no longer will have a job, or worse yet, somone who takes over our business pays these people '\under the table\''. Either way we all lose.

There must be a happy medium to ensure that employers who have people trying to support their families get paid a fair wage, and those who are working with kids in their first job can earn some money without ruining a the business environment.

I have been a long time Liberal supporter in this province, sadly this sudden change in small business support has significantly impacted my opnion on the new Liberal government.

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 5:12 pm

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

From: OfficeofthePremier, Office PREM:EX

Sent: Monday, March 28, 2011 1:24 PM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your candid email expressing concern over the announcement of a raise in the minimum wage.

As is stated in the news release, stakeholders and economic experts were consulted prior to this decision. A copy of the release and its backgrounder has been sent as an attachment to this email for your convenience and review.

Please be assured that we have shared your correspondence with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information and inclusion in any related discussions.

Again, thank you for sharing your thoughts and we hope this will be helpful to you.

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

From: s.22

Sent: Thursday, March 17, 2011 5:10 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: I am so very upset to see the minimum wage raised with absolutely no information pieces or educational pieces around the issue. I, as a business person have been given no opportunities to have input or gather information. I specifically asked you what you would do about minimum wage and consultation was your main response. I in no way disagree that the wage needed to be raised but you have done it with no apparent thought to how the public perceives the issue. I have already heard more than six comments on the radio that it is not enough, and why do people think this? Because the government has again acted on something major with virtually no educational piece or supporting information. I am so very disappointed to have elected someone I believed would not do exactly what you have done. I thought we would see open consultation. As of May I will now have to raise every one of my 60 employees at a time when cash flow is gone, the economy is hurting me more than I have hurt in 10 years and I have barely survived the last quarter.

I could go on and on but I am too frustrated and disappointed. This was the right decision at the wrong time and the wrong way. Sound familiar? (Oh yeah-HST)
A faithful but now very disappointed Liberal wondering if things will ever change.

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 5:10 pm

From: OfficeofthePremier, Office PREM:EX
Sent: Monday, March 28, 2011 1:21 PM
To: 'Shannon Renault'
Cc: Minister, LCTZ CITZ:EX
Subject: RE: Victoria Chamber Perspective on Minimum Wage Increase

Thank you for forwarding the Greater Victoria Chamber of Commerce's perspective on the recent minimum wage announcement. We have shared your correspondence with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information as well.

Thanks again.

From: Shannon Renault [mailto:srenault@GVCC.ORG]
Sent: Thursday, March 17, 2011 4:04 PM
To: OfficeofthePremier, Office PREM:EX
Subject: Victoria Chamber Perspective on Minimum Wage Increase

Good Afternoon,

Just a note to bring the Victoria Chamber perspective to the table on the increase in minimum wage. Please feel free to forward this to the appropriate people.



IMMEDIATE RELEASE
March 17, 2011

Minimum Wage Increase Reflects Province's Reality says Victoria Chamber

Victoria, BC – The Greater Victoria Chamber of Commerce supports the announcement to increase the minimum wage by Premier Clark, noting it is important to let the rest of the country know that the province is serious about attracting and retaining employees at all levels of the work continuum.

The Victoria Chamber surveyed members in the fall of 2010 and found that 85% of respondents supported a minimum wage increase, with most indicating it should go to \$10. "For the most part, business supports paying more than minimum wage, and in fact most respondents pay in excess of the minimum wage as it is," says Bruce Carter, CEO of the Chamber. "The challenges are primarily in the food and beverage industry where their profit margins are thinner than some other businesses and where they are dealing with a number of economic factors and policy changes that impact their business. We were very pleased to see the wage differential for liquor primary businesses to address that concern."

Details of the chamber's survey illustrate that entry wages of less than \$10 an hour are predominately represented in retail and food and beverage positions. Over half of the respondents have an entry level wage of \$12 an hour or more.

"It is important to recognize that a wage increase at this level will result in an increase in economic activity in the community," says Carter. "These wage earners are consumers who spend the greatest portion of income here at home, so while there is clearly an adjustment period for some businesses, the overall affect on the community is likely to be positive."

The Greater Victoria Chamber of Commerce has close to 1500 members and is the voice of business for the Greater Victoria region. The Greater Victoria Chamber has received Accreditation with Distinction from the Canadian Chamber of Commerce.

Shannon Renault
Manager Policy Development and Communications
"The Voice of Business"
Greater Victoria Chamber of Commerce
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Phone: (250) 383-7191 ext 208 Fax: (250) 385-3552
www.victoriachamber.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Monday, March 28, 2011 1:29 PM

To: s.22

Cc: Minister, LCTZ CITZ:EX; Minister, HLTH HLTH:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email related to the raise to the minimum wage announced on March 16th and the wage for paramedics.

We have noted your comments regarding compensation for paramedics and want to assure you that we have shared them with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, and the Honourable Michael de Jong, Minister of Health, so that they can be included in any related discussions.

Again, thank you for your input.

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

From: s.22

Sent: Friday, March 18, 2011 7:33 AM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Good job in the increase on the minimum wage.

As a Paramedic who is making \$2hr, what are your plans for addressing this issue?

s.22

Thanks

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-18-2011 7:33 am

From s.22
Sent: Monday, March 21, 2011 5:34 PM
To: OfficeofthePremier, Office PREM:EX
Subject: Views

Dear Ms. Clark

Congratulations on becoming BC's Premier. I am very happy and as a woman, very proud. I am also very excited on your decision to raise the minimum wage, however I would like to bring an issue to your attention regarding eliminating the 6.00/hour wage for first time youth workers. I live s.22
s.22. The staff we have to choose from is limited as the area becomes more and more developed with high paying mining jobs. Our business hires mainly youth and women which we pay above the current minimum wage except for a group of young workers 12-16 who want to work but do not have the maturity mentally, socially or physically to produce what the older teen/adult workforce has to offer.

In s.22 here is very little for these kids to do with only an arena in town (just recently opened). Parents are excited that their kids are able to fill their evenings working rather than out on the streets that are full of drugs and alcohol. Being so isolated the options are so limited and the employment options are even more limited. I would like to appeal to you to consider continuing with this wage for children under 16 so we can afford to continue to offer this option to the kids in s.22. I am sure that other communities are facing the same thing with younger children wanting to work. Without this option, we will not be able to afford to keep these kids on staff. We are using the opportunity to teach good work ethics at a young age and once they are producing at a level that warrants higher pay, we are offering this. The lower wage gives us the opportunity to teach the staff not only the job but also how to work and it was a good avenue to do this.

I hope you will think about this and hopefully be able to come up with an option for the younger kids in the province and the business owners trying to make ends meet. I also hope this option will be fair and not promote child labour which is not what our intention is.

Thank you for your time and all the best in your new position. I also hope that if you ever venture up to s.22 you will visit us.

Sincerely,

s.22

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

From: OfficeofthePremier, Office PREM:EX
Sent: Thursday, March 24, 2011 3:18 PM
To: s.22
Cc: MINISTER, LCIZ CLIZ:EX
Subject: RE: new minimum wage and - etown halls / social media

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information so that she may include them in any related discussions.

Thanks again for taking the time to write.

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

From: s.22
Sent: Thursday, March 17, 2011 8:07 PM
To: OfficeofthePremier, Office PREM:EX
Subject: new minimum wage and - etown halls / social media

It was good to see that you are working on help for low income people. If possible, it would help if you could potentially focus on tax credits for them as it focuses the money and assistance to those that really need it.

When I was younger, I definitely did not need that high and hourly rate when I was living at home with a part time job in high school. I am also quite concerned for the small business owners especially restaurants and licensed establishments where this may be their 4th strike and most are out after 3 strikes.

The idea to help low income families and individuals, who are on their own is very good and noble, BUT from the other perspective paying high school students that are living at home this much does not help the low income families and individuals. Higher minimum wage also provides a disincentive for some kids from finishing school. We really do need more educated people. Have a look at India, Japan and China. We are falling behind, I think.

As you know, many of us are also concerned of the ripple effect, for example here is a potential scenario, the bus boys & girls make minimum wage, the waiters and waitresses make minimum +\$2. and the head waiters make minimum + \$5. The restaurant owner either has to have bus boys and girls same as waiters and waitresses or put his whole budget up. With tax breaks, only those requiring the help would get it.

Why not have an e-Townhall and a conversation on ... for these topics!! This gets buy-in on the great ideas and also lets you fine tune them. We have all of

this great social media technology, much of it was used in the leadership campaign, let's use it for government, please!

as always, thanks for listening, and continued good luck!! Please involve us if you can. The solutions get more buy-in.

Regards

s.22

PS. if you want some help setting using social media, I expect that you would get lots of volunteers. I would help.

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:51 AM

To: ' s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Friday, March 18, 2011 5:32 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Your minimum raise initiative has erased 16 years of private sector incentive-based wage policy for my small business. We employ three tiers of employees: qualified professionals, college educated entry-level managers, and highschool educated entry-level sales representatives and warehouse clerks. To attract a trainable level of entry-level employee we've always offered a training wage \$1.50 above minimum wage, a base-line (post initial training) wage \$2.00 +, and then wage differentials up to \$3+ for skill development and resulting added responsibilities. This has been both a competitive advantage to us in attracting employees who have the basic skills AND in building long-term commitment from our entry labour force. Not everyone has the aptitude to gain an assistant management level job but in our business those people can build a career in retail services. You just wiped out our competitive advantage. Not only with this particular service employee-sector provide!

no return for their state-imposed wage increase, they'll now see no reason to gain more skills, a higher education, or provide more day to day effort since they have essentially received a raise for doing nothing. Higher labour costs during these training stages (the per dollar base wage plus source deductions) can only result in less labour at the entry level and even higher unemployment in the under-25 year old age bracket. The lower minimum wage was working by allowing the private sector to adjust to incentive based, sound, personnel policy to value add while recognizing that there is a sector of the work force that is almost unemployable, and will only be invested in if the cost of that investment is kept down. It costs \$3000 to recruit and train a suitable entry level employee yet many people in that age group (and lower skill set) quit their jobs at a whim - parents are paying for a vacation, a rock concert they have to attend, their "only chance" at travel, etc. !

These are the realities the private sector faces in searching for empl

oyees at the entry level. BC's economy has, since the early 80's, required that employment base. Your policy will prolong the recession in the consumer service sector. If we end up with the HST being repealed, on top of this state-imposed wage increase, expect to lose employers permanently.

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-18-2011 5:32 pm

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

From: OfficeofthePremier, Office PREM:EX

Sent: Thursday, March 31, 2011 3:23 PM

To s.22

Cc: Minister, LCTZ CITZ:EX; Minister, AVED AVED:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding the recent announcement concerning the minimum wage in British Columbia.

We have shared your concerns with the Honourable Stephanie Cadieux, Minister of labour, Citizens' Services and Open Government, for her information as well. We encourage you to take a look at the attached news release and its backgrounder which may be of interest in this regard.

You have also called for lowering of tuition fees for postsecondary students. You may be interested in the factsheet at http://www.gov.bc.ca/yourbc/tuition_assistance/ta_students.html?src=/students/ta_students.html on the matter of tuition. We want to assure you as well that we have shared your comments with the Honourable Naomi Yamamoto, Minister of Advanced Education, so that she is also aware of your views.

Again, thank you for taking the time to write.

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

From: s.22

Sent: Tuesday, March 22, 2011 4:42 PM

To: OfficeofthePremier, Office PREM:EX; shane.mills@leg.bc.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address s.22

Message: Minimum wage needs to be increased for ALL British Columbians, including alcohol servers. And BC student loans need to have lowered interest rates. Try no interest rates, other provinces have it, we have the revenue, its time to stop charging students fresh out of university and college (6 months doesn\'t mean we\'re earning our full potential). Also, lower tuition. Students are poor because WE ARE NOT WORKING. Taking full-time classes IS our job, but we don\'t get paid for it and in today\'s society if your youth are uneducated your future adults will be too. Lower tuition now or pay more in welfare later and low-income support later.

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-22-2011 4:41 pm

From: OfficeofthePremier, Office PREM:EX
Sent: Tuesday, March 29, 2011 9:49 AM
To: s.22
Cc: Minister, LCTZ CITZ:EX
Subject: RE: Views

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:45 AM

To: s.22

CC: MINISTER, LCIZ CITIZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

From: OfficeofthePremier, Office PREM:EX
Sent: Tuesday, March 29, 2011 9:33 AM
To: s.22
Cc: Minister, LCTZ CITZ:EX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22
Sent: Thursday, March 17, 2011 11:37 PM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Hello Christy,

Like many, I own and operate a full service restaurant. This is a fiercely competitive industry as you know and now with the minimum wage increase it appears that my margins may shrink to the point where my servers may actually be earning more than me. As a restaurant owner, and a fan I ask you to please enlighten me so that I can sleep easier at night knowing that this change is ultimately going to have a positive trickle effect on restaurant owners too.

Regards, s.22

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 11:37 pm

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:32 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject:RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Friday, March 18, 2011 2:40 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below

are the details.

Name: s.22

Email Address: s.22

Message: Raising the minimum wage, Bad Idea.

As a British Columbian I must express my disapproval for the raising of the minimum wage. I agree with the notation of helping those with families but I feel that doing so through raising the minimum wage sends the wrong message. By doing so I feel that you are singling out the lower class earners and making them your priority. I am a middle class earner and have a family am I to expect a raise in wage? Certainly not a \$2.25/hr or 28% increase in my hourly wage. As a government employee in the public service sector, in the last year of their contract I certainly hope that the Liberal party and yourself will remember to take care of my family through a generous raise in the coming year contract negotiations.

Regards,

s.22

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-18-2011 2:40 pm

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

From: OfficeofthePremier, Office PREM:EX
Sent: Monday, March 28, 2011 1:31 PM
To: s.22
Cc: Minister, LCTZ CITZ:EX; Minister, HLTH HLTH:EX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email related to the raise to the minimum wage announced on March 16th and the wage for paramedics.

We have noted your comments regarding compensation for paramedics and want to assure you that we have shared them with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, and the Honourable Michael de Jong, Minister of Health, so that they can be included in any related discussions.

Again, thank you for your input.

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

From: s.22
Sent: Friday, March 10, 2011 3:14 AM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address s.22

Message: Dear Mrs. Clark

In light of your current changes to the minimum wage in British Columbia I felt obliged to request your opinion on the matter of British Columbia's Ambulance Service.

It has come to my attention that the issue's surrounding the service are numerous. A few key points that I believe deserve your attention are:
Not having adequate ambulances available, which in turn results in many crews having to cross cover area's of high municipal call volume.
Not keeping the employees of BCAS properly compensated with cost of living raises, being paid the lowest wages of emergency services when the call volumes are higher than most firehalls.
Ambulance stations that are well below the acceptable standard for police or fire.

I sincerely hope that you will be able to see some of the issues as major problems within a system that is already stretched very thin. Furthermore, if not dealt with by our government very soon as the retirement rate increases and the population of BC ages perhaps you will have issues getting people interested in becoming and continuing to be Paramedics.

Please remember who you call when your having a terrible day and support our Paramedics.

Sincerely,

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-18-2011 3:14 am

523831

s.22

March 20, 2011

Premier Christy Clark

Dear Premier,

I want to thank you for two recent announcements. The increase in minimum wage is long over due and it is wonderful that you are making this one of the first things you do. I hope and encourage you to index the minimum wage to the cost of living.

Also, the increase in school funding is wonderful. I wish we could get back to funding only public schools and funding them well. I doubt that will happen, but we could fund public schools a lot better.

I hope these announcements are a sign of continuing efforts by your government to build a strong social framework for all our citizens.

Sincerely,

s.22

P.S. I was just horrified to learn that liquor servers are excluded. There is no justice in discriminating against one group of people. I ask that you end this. In hopes of justice

s.22



Ministry of Labour, Citizens' Services and Open Government
Minister's Office
RECEIVED
APR 07 2011
☐ MO Response
☐ DMO Response
CC: _____
OTHER: _____
☒ INFO FILE

April 6, 2011

s.22

Dear s.22

Thank you for your letter regarding the March 16th announcement of a raise to the minimum wage in British Columbia.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

A copy of the news release and its backgrounder has been attached to this email for your convenience.

Thanks again for taking the time to write.

Sincerely,

Christy Clark
Premier

Encl.

pc: Honourable Stephanie Cadieux (w/o encl.)

March 21, 2011

523832

Hon. Chucky Clarke
Victoria, B.C.

Dear Mrs. Clark,

I am writing to thank you for raising the
minimum wage in B.C. Any increase will
be of assistance to lower income peoples.

Sincerely,



Ministry of Labour, Citizens' Services and Open Government	
Minister's Office	
RECEIVED	
APR 07 2011	
<input type="checkbox"/> MO Response	<input checked="" type="checkbox"/> INFO FILE
<input type="checkbox"/> DMO Response	
CC:	
OTHER:	

April 6, 2011

s.22

Dear s.22

Thank you for your letter regarding the March 16th announcement of a raise to the minimum wage in British Columbia.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

Thanks again for taking the time to write.

Sincerely,

Christy Clark
Premier

pc: Honourable Stephanie Cadieux



s.22

Dear Premier Clark,
I applaud your taking
immediate action in raising
the minimum wage! I
also applaud your emphasis
on families. Hopefully your
leadership will restore
meaning to the term LIBERAL!

I enclose several
articles of interest, one show-
ing help & support for young
people & two indicating
the need for government
help & support for families
& their children.
Yours sincerely,

s.22



Ministry of Labour, Citizens' Services and Open Government	
Minister's Office	
RECEIVED	
APR 07 2011	
<input type="checkbox"/> MO Response	<input checked="" type="checkbox"/> INFO FILE
<input type="checkbox"/> DMO Response	
CC:	
OTHER:	

April 6, 2011

s.22

3

Dear s.22

Thank you for your letter regarding the March 16th announcement of a raise to the minimum wage in British Columbia and the enclosed news clippings related to services for children.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, and the Honourable Mary McNeil, Minister of Children and Family Development, so that they can include your comments in any related discussions.

Thanks again for taking the time to write. I am pleased to receive your thoughts.

Sincerely,

Christy Clark
Premier

pc: Honourable Stephanie Cadieux
Honourable Mary McNeil

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:38 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From s.22

Sent: Thursday, March 17, 2011 1:59 AM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address s.22

Message: This raising of the minimum wage show is another example of the total failure of this government. If you want people to make higher wages, you should invest more in encouraging people to go to school.

Here are other things that should be done:

Not Responsive

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 1:59 am

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 10:16 AM

To: Mueller, Paula LBR:EX

Subject: s.22 info File - E/ FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:38 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From s.22

Sent: Thursday, March 17, 2011 12:17 AM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Thank you Christy Clark. With your announcement of raising the minimum wage this is what you have done, you will caused the immediate layoff of 2 employees at my establishment plus we will be shortening our hours of business so the rest of my employees will actually work less hours. I cannot afford to pay my employees any more wages due to my business suffering since the start of HST. I was a huge Liberal follower up to now but I am definitely looking elsewhere for a leader that actually tries to help small business owners employ British Columbians and re-build our province into what it used to be!~

Captcha code s.15

User IP Address s.22

Date Submitted: Mar-17-2011 12:16 am

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 10:18 AM

To: Mueller, Paula LBR:EX

Subject s.22 - Info File - E / FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:41 AM

To: ' s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22

Sent: Wednesday, March 16, 2011 11:28 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address s.22

Message: Dear Christy,

Your increase to minimum wage to what I believe is an arbitrary level, amounts to political pandering to the left wing elements of the province\'s political elements. Your increase far surpasses inflation

indexing and does not take into consideration any level of burden on small businesses in a poor economic environment.

Not Responsive

I was a liberal supporter and one of your supporters. I would expect this response from the NDP. I am impressed that you have managed to disappoint me so soon into your leadership.

Regards,

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 11:28 pm

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 10:09 AM

To: Mueller, Paula LBR:EX

Subject: s.22 Info file - E /FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:35 AM

To: ' s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22
Sent: Thursday, March 17, 2011 8:49 PM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name s.22

Email Address: s.22

Message: Further to my email of yesterday about the minimum wage: I am self employed providing employee group insurance benefits for employers. Today I made a presentation to a restaurant owner. Given the new minimum wage that has been proposed, she has decided that she can no longer consider moving forward with an Extended Health and Dental Care plan for her 16 employees. Instead she is speaking about a need to cut back employee hours requiring her and her manager to work more hours. Increasing the minimum wage by more than 25% in one year is short sighted and does not bode well for the future of the BC Liberals. Please don't think that I am somehow financially elite.

s.22

s.22

believe that this new wage will not put anything more in their pocket. I still like my MLA Ida!

Chong, but I am no longer a Christy Clark fan.

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 8:49 pm

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 10:20 AM

To: Mueller, Paula LBR:EX

Subject s.22 - Info File - E / FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:43 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From

s.22

Sent: Wednesday, March 16, 2011 9:43 PM

To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name:

s.22

Email Address:

s.22

Message: While I believe that an increase to the minimum wage was due, what you have proposed is too much too fast. At this rate I see little difference between you and the NDP. I am concerned about the impact on small business and the state of free enterprise in the province. This may end up doing more harm than good.

s.22

Captcha code

s.15

User IP Address:

s.22

Date Submitted: Mar-16-2011 9:42 pm

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 10:20 AM

To: Mueller, Paula LBR:EX

Subject: s.22 - Info File - E / FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, March 29, 2011 9:43 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her information.

Thanks again for taking the time to write.

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

From: s.22
Sent: Wednesday, March 16, 2011 7:26 PM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX; yourvoice@christyclark.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name s.22

Email Address: s.22

Message: I wish to express my opinion with regards to the increase in minimum wage.

As a small business owner, I am fearful of the impact this change will have on my bottom line. We are a small company with approximately 50 employees. 85% of our employees are high school students or

newly graduated teens. While we never paid the \$6/hr training wage, and always started our employees at \$8.25/hr, this increase will have detrimental impacts to our financial performance.

We never had a problem recruiting people to work for 8.25/hr, suggesting that the minimum wage was at an appropriate rate for current market conditions. By implementing this higher minimum wage, you are not allowing the capital market forces of supply and demand to function properly. Not only will there now be less jobs available, but the demand to fill those jobs will be higher. This is going to leave more people out of work.

It is a shame that the liberal government could not allow the market to take care of itself, and let the worker earn what the market deems they are worth. This inflated value will cause inflation to rise, and small business such as ours will suffer. Without question we will have to increase our prices and will become less competitive to larger chain stores. It is a shame that the forces of a capital market are not allowed to prevail.

Out of curiosity - how many minimum wage workers are supporting a family?

Although I doubt The Premier will read this note, I would like to say that she has lost my vote.

Regards,

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 7:25 pm

Original Message-----

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 10:38 AM

To: Mueller, Paula LBR:EX

Subject: s.22 Info File - E/FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Thursday, March 31, 2011 3:39 PM

To: ' s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding the recent announcement concerning the minimum wage in British Columbia.

We encourage you to take a look at the attached news release and its backgrounder which may be of interest in this regard. We want to assure you that we have shared your concerns with the Honourable Stephanie Cadieux, Minister of labour, Citizens' Services and Open Government, for her information and review as well.

You have also mentioned legal aid. You may find the material in the following link of interest in that regard: http://www.gov.bc.ca/fortherecord/legal/la_people.html?src=/people/la_people.html.

Again, thank you for taking the time to write.

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

From: s.22
Sent: Tuesday, March 22, 2011 2:59 PM
To: OfficeofthePremier, Office PREM:EX; shane.mills@leg.bc.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name s.22

Email Address s.22

Message: Dear Premier Clark,

The announcement of the increase in minimum wage was nice to hear, yet it would have been considered good news if you had actually done the right thing, the thing that was and still is needed, a doubling of the minimum wage.

It would have been better if you had set the minimum wage at \$10 now and upped it to \$16 by next year, so while the news is long over due, it is just a mere drop in the bucket and demonstrates that you plan to continue with the harsh tactics that your predecessor took toward the poor. You don't really care that people cannot afford to pay their bills AND live. Or is their early removal from planet earth the objective? I know the stingy amount of pay is pushing s.22 Only those who still live with Moms & Dads wealthy enough to take them in are going to make it.

Not Responsive

Please can you explain how a person (the kind that breathe air, with veins that pump blood) is supposed to live under the \"new\" minimum wage? Most minimum wage jobs nowadays offer no more than 20 - 30 hours of work a week. That would be \$505.50 - \$855.75 after taxes. Even at 35 hours a week, the most a minimum wage employment offers, wages are only \$998.37 monthly after taxes.

Please can you explain how you think this is fair? I live in the area where you will be attempting to gain a seat, so your answer is very important to my neighbours and me. How does a person earning \$998.37 get by? Seems a no-brainer that that paltry amount leaves them just enough to starve on. It really is little more than a small child's allowance now a days.

Also can you describe in detail how much tax a corporation pays in BC, along with any perks they receive from the taxes of the workers of the province?

Thank you for your thoughtful response.

s.22

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-22-2011 2:59 pm

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 12:16 PM

To: Mueller, Paula LBR:EX

Subject: 63234 s.22 - Info File - E /FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Wednesday, April 6, 2011 10:42 AM

To:

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

A copy of the news release and its backgrounder has been attached to this email for your convenience.

Thanks again for taking the time to write.

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

From: s.22
Sent: Wednesday, March 23, 2011 10:53 AM
To: OfficeofthePremier, Office PREM:EX; shane.mills@leg.bc.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: With restaurants already being with the HST and the new drinking and driving laws (which I agree with!), why not go the route of Ontario and have a seperate minimum wage for staff who get tips? It's always worked in Ontario and has kept the restaurant industry afloat there. Increasing the minimal wage is important but not for servers and bartenders who already pocket a few hundred a night in tips!

Thank You

S22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-23-2011 10:52 am

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 11:24 AM

To: Mueller, Paula LBR:EX

Subject: 63231 s.22 Info File - E / FW: letter on the minimum wage

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

From: OfficeofthePremier, Office PREM:EX

Sent: Wednesday, April 6, 2011 9:47 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: letter on the minimum wage

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

A copy of the news release and its backgrounder has been attached to this email for your convenience.

Thanks again for taking the time to write.

From: s.22
Sent: Friday, March 25, 2011 9:10 AM
To: christy@christyclark.ca
Subject: letter on the minimum wage

Dear Christy,

My name is s.22 I am a resident of British Columbia.

I would like to thank you for raising the minimum wage in BC as it has been long overdue. However, having been a server for some time in previous years, I am disappointed that there has been a discriminatory wage set against this working class. I can not understand this calculated action.

The theory behind your decision, as I understand it, is that this group receives "tips". Therefore they do not qualify to make the bare minimum that the province deems necessary to cover the cost of living, support a family, lift our children out of poverty, save for education, etc. in BC. In this thought, I believe you may not understand the concept of gratuities; so I will therefore try to help you to understand. A server is paid a wage for the job that he/she is employed to do. This is almost always the minimum wage that the provincial government installs. Through time, the services provided by such individuals have been observed and judged. Patrons have then had the CHOICE to compliment a server with a "tip" varying in amount, on the satisfaction of service.

In our culture "tips" appear to have been somewhat standardized by an 'accepted percentage'(10-15%) and in some cases even expected of the patron. There is a misconception here, being that all servers receive these gratuities when in fact many do not. Also that a patron is required to leave anything at all. This is completely false, a patron is most definitely not required to leave a single penny especially when

they themselves can not afford to do so. It has produced a very damaging image as can be seen directly in your decision to deprive servers of the minimum wage that others in your opinion deserve.

Until now I did not know that the very representative of the people felt this group deserved to be held down. Nor that they should be penalized for the hard work they do while striving to be good at it.

It is through my experience that I know the following to be true:

1 - Not all servers deserve a gratuity. The government should not assume that every server receives this, whether delivering good or bad service.

2 - Not all patrons leave a gratuity. The government should not expect patrons to, even if it is to support a servers income where the government has now failed to do so.

3 - The government has for many years already taxed these gratuities as added income. Implying that you recognize these workers benefit from the general publics' generosity but now feel servers do not deserve it so much. Of course why would you not deserve to continue to tax the small addition they do collect.

4 - It has become extremely common that a percentage of servers tips go into a 'tip pool' where the money is then divided into amounts for other staff. Not to say this is unjust, but only to show that before the government takes their 'due share' there is already a significant decrease. As well as the other staff will now be collecting the superior minimum wage.

5 - I do not believe the next point is legal but the truth is that a number of restaurants in Northern BC, and most likely elsewhere are demanding that servers "tip out" a set percentage of the actual bill to go into the "pool" whether or not the server has even received any tip at all, never mind the "accepted percentage" amount. What has been happening here is that some unlucky servers must then pay out of their own pocket into the "pool" because the patron may not have left a tip or not enough to cover the 'pool percentage'. It is a terrible burden on these workers and down right an unacceptable practice. Where is labour relations on this issue?

6 - Some of the people who have been directly targeted here are among those who need to work from 1 to 2, sometimes 3 different jobs, just to keep afloat. Why are they being further restricted more than any other worker?

These are only a few points off the top of my head. I hope that you can better understand the great disservice that has come upon some of our hardest workers in the industry. I applaud your quick action to lift the wage but please answer me this. What cause is there for this discrimination? It may be well worth your while to slip on a pair of those working shoes and see what a day in a servers life is like. Please do not forget either that while you may have the generosity in your heart and budget to be kind to these workers when they serve you; many Canadians while having heart simply do not have the funds available to support someone else's lively hood. Many citizens can not even afford to go out for these luxuries. There is so much that you have the power to do in this province, please show us your ability, correct the error and make us proud.

Thank you for your time,

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 11:21 AM

To: Mueller, Paula LBR:EX

Subject: 63230 s.22 Info File - E /FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Wednesday, April 6, 2011 9:44 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

A copy of the news release and its backgrounder has been attached to this email for your convenience.

Thanks again for taking the time to write.

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

From s.22
Sent: Saturday, March 26, 2011 8:29 AM
To: OfficeofthePremier, Office PREM:EX; shane.mills@leg.bc.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: PLEASE re evaluate your stance on the server wage. It does not take into account that these tips are shared with everyone from the busboy to the chef. To disallow servers their right to the minimum wage hike is both unfair and discriminatory.

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-26-2011 8:28 am

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 12:10 PM

To: Mueller, Paula LBR:EX

Subject: 63232 - s.22 Info File - E /FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Wednesday, April 6, 2011 9:57 AM

To: s.22

Cc: Minister, LCTZ CITZ:EX; Minister, FIN FIN:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well. A copy of the news release and its backgrounder has been attached to this email for your convenience.

Not Responsive

Thanks again for taking the time to write.

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

From: s.22
Sent: Monday, March 28, 2011 7:18 PM
To: OfficeofthePremier, Office PREM:EX; shane.mills@leg.bc.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: S22

Email Address s.22

Message: Hi Christy, I have no idea if you will get this or read it but I\ll put my beef out there anyways.
First off, I am very happy to see the wage increase as I work for minimum wage

Not Responsive

Not Responsive

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-28-2011 7:17 pm

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

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, April 13, 2011 12:13 PM

To: Mueller, Paula LBR:EX

Subject: 6323: s.22 Info file - E /FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Wednesday, April 6, 2011 10:05 AM

To: ' s.22

Cc: Minister, LCTZ CITZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

A copy of the news release and its backgrounder has been attached to this email for your convenience.

Thanks again for taking the time to write.

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

From: s.22
Sent: Tuesday, March 29, 2011 6:06 PM
To: OfficeofthePremier, Office PREM:EX; shane.mills@leg.bc.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address s.22

Message: I applaud your proposed minimum wage hike. I'm concerned about the lower rate for some servers. These people:

- work hard for their wages
- have no guarantee of tips

-some servers serve alcohol but in a self serve situation don\'t get tips

-servers will have to share their tips with other employees who will earn more per hour, most servers pay the cooks, the dishwashers, and the bus people.

Please send a reply with the answers to my concerns. Please don\'t penalize the working poor; they are at least working without benefits such as dental plans and sick leave. We need these people; they are the backbone of our economy.

Captcha code s.15

User IP Address s.22

Date Submitted: Mar-29-2011 6:05 pm

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

From: Minister, LCTZ LCTZ:EX

Sent: Monday, April 18, 2011 11:03 AM

To: Mueller, Paula LBR:EX

Subject: s.22 - Info File - E / FW: Hospitality industry

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Wednesday, April 13, 2011 12:33 PM

To: s.22

Cc: Minister, LCTZ LCTZ:EX

Subject: RE: I Not Responsive

Not Responsive

Again, thank you for writing and sharing your concerns.

pc: Honourable Stephanie Cadieux

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

From s.22

Sent: Sunday, April 10, 2011 5:56 PM

To: christy@christyclark.ca

Subject: Not Responsive

Not Responsive

Sent from my iPhone

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

From: Minister, LCTZ LCTZ:EX

Sent: Monday, April 18, 2011 11:05 AM

To: Mueller, Paula LBR:EX

Subject: s.22 Info File - E / FW: New Message from Christy Clark Premier website

Kara Ross

Administrative Assistant to the

Honourable Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Phone: 250-952-7623 Fax: 250-952-7628

Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX

Sent: Thursday, April 14, 2011 1:48 PM

To: s.22

Cc: Minister, LCTZ LCTZ:EX

Subject: RE: New Message from Christy Clark Premier website

Thank you for your email calling on the provincial government to legislate employers in British Columbia to distribute cost-of-living raises to their employees.

We appreciate your thoughts on this matter and have shared them with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services & Open Government, so that she may include them in any related discussions.

We also note that you support the recently announced raise in the minimum wage. We trust this move will be helpful to low-wage earning families and go some way toward improving their quality of life.

Again, thank you for your feedback and suggestion. It was good to hear from you.

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

From: s.22
Sent: Sunday, March 27, 2011 8:43 AM
To: OfficeofthePremier, Office PREM:EX; shane.mills@leg.bc.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Premier Clark,

Thank you for making it so easy to communicate with you. I look forward to a British Columbia that is wonderful to live and work in, as right now it seems that most young people such as me cannot imagine what it would be like to own a home, especially in the Lower Mainland.

As a young professional early in my career, I have found myself employed by a private enterprise that conducts, among other things, background checks. The company grew very rapidly before the economic crisis, which meant that employees enjoyed regular and significant increases in pay, along with social events. However, things have changed, and understandably so. The company survived the economic crisis, albeit barely. Employees are being treated like 'sweat shop' workers, being pushed to do so much work that many of them experience high levels of stress or have left. The company is entering growth mode again, at least that is what is being communicated by the CEO, yet at the recently held pay reviews, we found out that most of us were not receiving an increase in pay.

This is very frustrating as I was hoping to at least receive an increase to cover the fact that the cost of living has gone up twice in the last year, and is expected to continuously increase. It feels like private companies are able to use the excuse of not having enough money for an indefinite amount of time. I strongly believe that mandatory cost of living adjustments should be provided by every company, whether private or public.

Premier Clark, increasing the minimum wage was a wonderful and long-awaited step in the right direction for British Columbians. Please consider mandatory cost of living adjustments as part of your plan for economic renewal and making British Columbia a better place to live and work.

Thank you for your time. Sincerely,

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-27-2011 8:43 am

From: OfficeofthePremier, Office PREM:EX

Sent: Thursday, April 21, 2011 2:21 PM

To: s.22

Cc: Minister, LCTZ LCTZ:EX

Subject: RE: Minimum wage

Thank you for your email regarding the March 16th announcement of a raise to the minimum wage and the termination of the training wage.

I appreciate the time you have taken to share your insight with me. I know you support those below the age of 19 being paid fairly, but feel that \$10.25 is too much of an increase for the tasks that those hired on the training wage perform. I want to assure you that we are monitoring the impact of all decisions we make, and feedback from British Columbians is encouraged to aid us in this process.

Your specific ideas regarding a new training wage that could be limited to those below 18 years of age will be shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services, and Open Government, for her review and inclusion in related discussions.

Again, thank you for your comments. It was good to hear from you.

pc: Honourable Stephanie Cadieux

From: s.22

Sent: Sunday, April 17, 2011 4:34 PM

To: christy@christyclark.ca

Subject: Minimum wage

The right honourable Christy Clark

I have no doubt that you have had a lot of feedback about the minimum wage increases. Although we have a small business and employ a plenty of young staff, I have no problem with the minimum wage being increased, and I think it is normal that an adult should have at least \$10.50 per hour. All of our staff 19 years and over are already above the minimum wage, and we find that anyone who is worth their salt needs and should be paid above that.

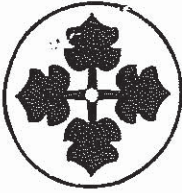
However, we also employ a number of 15-17 year olds, and these staff do not carry the same level of responsibilities, nor merit doing so at that age, where their interests do not always correspond with the level of maturity required for certain tasks. They can still perform a number of functions well enough, but do not justify an hourly wage of \$10-11 per hour. Whilst the training wage of \$6 was exceptionally miserly, if this was to be hiked to \$8 per hour (a 33% increase), then we would have a reasonable introductory wage, and it could be limited to those below 18 years of age to avoid abuse. As it stands, it is likely that young people of 15-18 years of age are now likely to have more and more trouble finding that first job which can provide a lot of very useful early experience.

I still hold out hope that the BC government can understand the situation and look to introduce a young person's wage that is fair to them and small businesses.

I look forward to hearing your response.

Kind regards

s.22



CITY OF PORT ALBERNI

City Hall
4850 Argyle Street,
Port Alberni, B.C. V9Y 1V8
Telephone: 250-723-2146 Fax: 250-723-1003
www.portalberni.ca

April 19, 2011


Premier Christy Clark
PO BOX 9041 STN PROV GOVT
Victoria BC V8W 9E1

Dear Premier Clark:

Council for the City of Port Alberni was very pleased to receive the News Release announcing the increase to the minimum wage at their regular meeting of April 11th, 2011.

They did not agree, however, with the special minimum wage for liquor servers and requested that we write to you to request that the cap on these rates be removed in order to treat liquor servers with equality.

Yours truly,
CITY OF PORT ALBERNI


Ken McRae
Mayor



Ministry of Labour, Citizens' Services and Open Government	
Minister's Office	
RECEIVED	
MAY 04 2011	
<input type="checkbox"/> MO Response	<input checked="" type="checkbox"/> INFO FILE
<input type="checkbox"/> DMO Response	
CC:	
OTHER:	

May 03, 2011

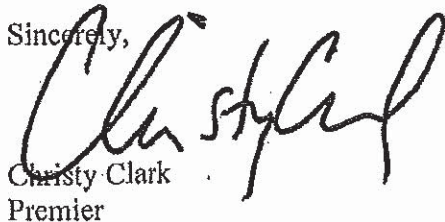
His Worship Ken McRae
Mayor of the City of Port Alberni
4850 Argyle Street
Port Alberni, BC V9Y 1V8

Dear Mayor McRae:

Thank you for your letter regarding the March 16th raise to the minimum wage. I understand you are concerned about the separate minimum wage for liquor servers.

I have shared your comments with the Minister of Labour, Citizens' Services, and Open Government, the Honourable Stephanie Cadieux. I want to assure you that we are monitoring the impact of all decisions we make and your feedback will certainly be included in those discussions.

Sincerely,



Christy Clark
Premier

pc: Honourable Stephanie Cadieux

From s.22
Sent: Wednesday, April 20, 2011 10:21 AM
To: OfficeofthePremier, Office PREM:EX
Subject: Minimum wage increase

As an employer in BC I was surprised to see an increase in the minimum wage .I was not consulted and I do not have knowledge of anyone that was consulted. We employ 15-20 employees throughout the year and this increase will force us to layoff employees when business slows down rather than try to weather out any downturns. This increase will also result in increased pricing as there is no room left in margins to pay increased labour costs and I wonder where anyone will gain as result of this increase. I hope that you will reconsider this change, it seems to be more of a political move rather than sound policy, and if it is sound policy than why no consultation?
Thankyou for time,

s.22

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

From: OfficeofthePremier, Office PREM:EX

Sent: Tuesday, April 26, 2011 11:01 AM

To s.22

Cc: Minister, LCTZ LCTZ:EX

Subject: RE: Minimum Wage

Thank you for your email regarding the March 16th announcement of a raise to the minimum wage and its affect on those who serve alcohol.

I appreciate the time that you have taken to share your thoughts with me. I understand you are concerned with the decision to make a separate minimum wage for liquor servers. Your comments will be shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

Again, thank you for your comments. It was good to hear from you.

pc: Honourable Stephanie Cadieux

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

From s.22

Sent: Wednesday, April 20, 2011 3:04 PM

To: OfficeofthePremier, Office PREM:EX

Subject: Minimum Wage

Madam Premier

The recent increase on the minimum wage is appreciated. However, reducing the increase for bartenders and servers is wrong. Most employers now are tip shearing (tip out) with all employees benefiting. Please reconsider, we are talking about a minimum wage and hopefully employers at most bars pay more but sadly, not all.

Respectfully,

s.22

Sent from my iPhone

From: OfficeofthePremier, Office PREM:EX
Sent: Friday, April 29, 2011 8:51 AM
To: s.22
Cc: Minister, LC12 LC12:EX
Subject: RE: Minimum wage increase

Thank you for your email regarding the March 16th announcement of a raise to the minimum wage.

We appreciate the time that you have taken to share your concerns and understand that you would have preferred more consultation with the public during the process leading up to the raise. We want to assure you that the provincial government is continuing to monitor the impact of all policy decisions. Your specific comments will be shared with the Minister of Labour, Citizens' Services, and Open Government, the Honourable Stephanie Cadieux, for inclusion in any future related discussions.

Thank you for writing. It was good to hear from you.

pc: Honourable Stephanie Cadieux

From s.22
Sent: Thursday, May 5, 2011 7:55 AM
To: OfficeofthePremier, Office PREM:EX
Cc: s.22 Minister, LCTZ LCTZ:EX
Subject: Re: New Message from Christy Clark Premier website

Another thought I had in the area of min wage, was that I have concerns that those who are looking for that first job may be overlooked as a result of having to pay everyone the same rate. The choice would be quite simple when hiring... someone with no experience at a younger age or an older more experienced worker both having to be paid the same rate. I'd choose the older person with previous work related experience.

As a result of the min wage, Not Responsive
Not Responsive I think the last straw for us was the min wage increase.

I am part of a group of privately owned independent businesses and after honest discussion with my peers it seems like the writing is on the wall for the future of small business. If the money can't be made why work so hard for everyone else.

Interesting times I must say.

Kind regards s.22

Life is what "YOU" make it.

On 2011-05-03, at 3:24 PM, "OfficeofthePremier, Office PREM:EX" <Premier@gov.bc.ca> wrote:

Thank you for your email regarding the March 16th announcement of a raise to the minimum wage.

We appreciate the time that you have taken to share your concerns, and want to assure you that the provincial government is continuing to monitor the impact of all policy decisions. Your specific

comments will be shared with the Minister of Labour, Citizens' Services, and Open Government, the Honourable Stephanie Cadieux, for inclusion in any future related discussions.

Thank you for writing. It was good to hear from you.

pc: Honourable Stephanie Cadieux

From s.22

Date: Friday, April 29, 2011 1:30 pm

Subject: New Message from Christy Clark Premier website

To: christy@christyclark.ca

>

>

> Someone has filled out the form on the Christy Clark Premier

> website. Below are the details.

>

> Senders Name: s.22

>

> Email Address s.22

>

> Message: Honorable Christy

> Although I am in favour of the increase to min wage, I am

> concerned as to the long term it may have on me as a business

> owner. I own a cafe in Nanaimo and have been in business for

> four years. During these years I have learned much as an
> employer. One of my struggle as a small owner is staying out of
> the red. My hope is that the government will look at creative
> ways of offsetting this min wage cost. I would suggest possibly
> lowering the source deduction in order to pay staff more. I pay
> higher wages, I charge more for my product and put the onus back
> on the customer. Fewer people buy my product and I stop higher
> young unskilled staff. Young people will find fewer jobs
> available etc. I employ 15 staff now and will be looking at
> creative ways to save myself money. This seems like a very sort
> sighted short term solution to a bigger issue.
> I am fearful that in the near future will no longer be
> able to keep my doors open.
> Thanks for considering my issue important and vital to our
> economy.

>

s.22

>

> Captcha code s.15

>

> User IP Address: s.22

>

> Date Submitted: Apr-29-2011 1:30 pm

>

>

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

From: OfficeofthePremier, Office PREM:EX
Sent: Tuesday, May 24, 2011 4:22 PM
To: s.22
Cc: Minister, SG SG:EX; Minister, LCTZ LCTZ:EX; Minister, FIN FIN:EX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email. We appreciate hearing from you and being made aware of your concerns.

We have received a great deal of feedback on the HST initiative from British Columbians across the province. We are going through their input and including that and comments like yours in our discussions. You have clearly put a lot of thought into this and based your feedback on your direct personal experience. You will be interested to know that we are preparing to make a significant announcement about the HST very soon.

You have also provided us with some great feedback about other things that are on your mind such as the higher minimum wage, licensee discounts and the new drinking/driving laws. Please be assured those comments will be shared with the related ministers for inclusion in their discussions as well.

We do appreciate your taking the time to write.

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

From: s.22
Sent: Friday, May 20, 2011 11:24 AM
To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name: s.22

Email Address: s.22

Message: s.22

s.22

19 May 2011

Honourable Christy Clark, Premier
Parliament Buildings Victoria, BC V8V 1X4

Not Responsive

Minister,

Not Responsive

Not Responsive

Not Responsive

4. Proposed minimum wage increase

As an employer I firmly believe in rewarding people more for their worth and for a job well done however, this is coming too soon on the heels of the price increase from the HST. We would have to increase our prices again in order to compensate a wage increase. Add all these things together and the domino effect on business is becoming increasingly precarious. Once again resulting in a decrease in business.

Quite frankly, given all of these setbacks, roadblocks and countless impediments would the Province become a small business owner? Given that the backbone of the province is dependant on the continuation of such small enterprise it would seem rational, nay responsible that the province do its utmost to assure that small business continue at least. In closing, as you can tell, we are all feeling the negative effects of these changes, I am asking that our government please look at changing a few of these new policies. Begin with the return of the wholesale pricing on alcohol.

These are my thoughts and I appreciate having the opportunity to express and share them. Please let us keep the lines of communication open.

I am,
Sincerely

s.22

Honourable Christy Clark, Premier
Honourable Colin Hansen, Minister of Finance & Minister Responsible for
Small Business
Honourable Bill Bennett, Constituency Office, Cranbrook, BC

Captcha code: s.15

User IP Address: s.22

Date Submitted: May-20-2011 11:24 am

From: OfficeofthePremier, Office PREM:EX

Sent: Thursday, June 9, 2011 3:29 PM

To: ' s.22

Cc: Minister, FIN FIN:EX; Minister, LCTZ LCTZ:EX

Subject: RE: Affect of Minimum Wage Increase

Thank you for your email regarding the recent increase to the minimum wage. We appreciate the time you have taken to share your thoughts and concerns with us. We understand that you are concerned about how the recent raise may affect childcare costs.

Not Responsive

Not Responsive

Not Responsive

Again, thank you for writing. It was good to hear from you.

From: s.22

Sent: Saturday, June 4, 2011 12:52 AM

To: christy@christyclark.ca

Subject: Affect of Minimum Wage Increase

Hello Christy,

I'm writing to inform you of the dramatic impact of the minimum wage increase on my family. Childcare is a huge expense for us as it is for most working families. The difficult part for us is that my husband

works shift work (rotating days, afternoons and nights) while I work a very long work day with a long commute (6:15 am - 6:00 pm). Because of our work hours we have always struggled to find reliable care and after having exhausted all possible options, we decided to hire a foreign live-in caregiver. Although this is the most costly choice, it was the only one suitable for us. When we began the process of bringing in a live-in caregiver the minimum wage was \$8.00/hour. The final cost to us at \$8.00/hour was about \$16,300/year.

As soon as our nanny arrived, the wage was increased to \$8.75/hour - still possible. However, when the wage is increased to \$9.50 and then \$10.25 per hour, the cost is more than we can bear (\$21,000/year). We will be back to a revolving door of unqualified and unreliable caregivers. This is not what I want for my children.

The annual cost to us for the minimum wage increase is \$4,700/year. Neither myself nor my husband can expect any increase in our salaries in the foreseeable future due to the economic situations of our own employers. We do not take vacations, we drive old cars so we don't have car payments and we do not have our children enrolled in any organized sports or arts programs. These are all costs we cannot afford. There is nowhere for us to trim our expenses to make up for an additional \$4,700/year.

Christy you say "... we have been making a number of changes that put families at the centre of government decision-making." Really? We're not the only ones facing this childcare dilemma. Even families with children in daycares can expect the fees to increase as childcare workers do not make a great deal above minimum wage to begin with. We also know other families who are in the same situation and will likely lay off their nannies.

I'm writing you this letter because I hope you will sincerely consider the difficulty now faced by many families regarding childcare. My request is that you will make other changes which will alleviate the burden. Specifically, I would like to see the maximum allowable room and board deduction be increased significantly. As you know, the cost of food and utilities is rapidly increasing. Raising the maximum room and board from \$325/month to \$500/month would be reasonable.

Another way to alleviate the burden would be to increase the amount we can claim as an income tax deduction for child care expenses.

To summarize my concerns:

- 1) Due to the nature of our jobs and shifts, our only childcare option is a live-in caregiver.
- 2) The additional cost to our family due to the minimum wage increase is \$4,700/year.
- 3) The additional cost burden could be alleviated with a higher allowable deduction for room and board and an increase in the amount we can claim for child care expenses.

I hope you read this letter and will be able to provide a solution. There is nothing more stressful than worrying about who is looking after your children while you are at work. We love our nanny. She is part of our family and we need to keep her. This is an impossible situation for us and right now there is just no answer.

I look forward to your response.

Yours Truly,

s.22

From: s.22
Sent: '
To: ! s.22
Subject: As they say "Same old, Same old"

Are the voters of BC happy that there is really no change in our provincial government since a handful of Liberals picked a new premier? As the "pundits" say it is still the most right wing conservative government in Canada.

We are still getting the lies and deceit as we had with the previous premier.

One example is that if we vote for the "HST" it will be 10%. It **might** be lowered to **10% in 2014**, it is **not** going to be **now**.

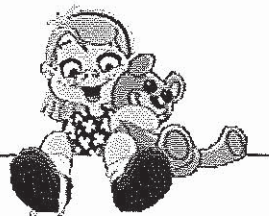
The new premier is going to increase some of the grants.

The truth is that only a percentage of what was cut will be returned. For example the cuts might have been 30% but they will return 10%.

BC has had one of the highest cost of living in Canada for close to 12 years. *During this period we had the lowest minimum wage in Canada.* The new premier is going to increase the minimum wage, BC will still be one of the lowest, but a small improvement. We wonder which things contribute to BC having the most children living in poverty or on the street. The most people needing help from food banks. No help for battered women.

The list of negatives goes on and on, and that doesn't include the continual hits on the seniors.

s.22



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From: McKnight, Valerie LCTZ:EX
Sent: Wednesday, August 03, 2011 2:40:32 PM
To: LBR Labour Division LSC:EX
Subject: S22 Info/File FW: From Minister Bloy Ref: 171974
Auto forwarded by a Rule

From: Minister, MSD MSD:EX
Sent: Tuesday, August 2, 2011 10:42 AM
To: s.22
Cc: OfficeofthePremier, Office PREM:EX; Minister, LCTZ LCTZ:EX
Subject: From Minister Bloy Ref: 171974

Ref: 171974

s.22

Dear Ms. s.22

Thank you for your emails dated June 16 and 25, 2011, addressed to the Honourable Christy Clark, Premier, regarding your daughter, funding for persons with disabilities, and the impact of the increase to minimum wage on families with caregivers. As Minister of Social Development, I am pleased to respond.

Your commitment and consideration for the wellbeing of your daughter is evident in your emails, and I appreciate the time you have taken to express your concerns. I assure you that the provincial government is committed to providing the best supports possible for people with developmental disabilities in British Columbia.

I can also assure you that the government is committed to assisting persons with disabilities gain greater independence, including security of income, enhanced well-being and participation in their community. Community Living BC (CLBC) currently supports over 13,400 adults with developmental disabilities through a network of more than 3,000 contracted service providers.

As the demand for CLBC supports and services continues to increase we must effectively manage our resources to make our system of supports sustainable and deliver services in a fair and equitable manner.

CLBC appreciates the valuable support that caregivers provide to individuals with developmental disabilities, which allows them to achieve full citizenship in their community.

I encourage you to continue working with your local CLBC office to ensure your daughter receives the best supports possible. Staff are available to review the current program to ensure the support levels reflect your daughter's disability-related needs. I also encourage you to contact a local Ministry of Social Development Employment and Assistance (EA) office to ensure that your daughter is receiving all of the ministry services that persons with disabilities may be eligible for. You can contact an EA office by calling, toll free, 1-866-866-0800. Alternatively, a directory of offices across the province can be found at www.hsd.gov.bc.ca/contacts/city.htm.

In regards to your concerns about the increase to minimum wage, the decision followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. You can review the summary of

the consultation at the following web address:

www.labour.gov.bc.ca/esb/docs/Stakeholder_Engagement_Report.pdf.

After completing the consultation, the provincial government decided that, after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families in British Columbia.

Thank you again for taking the time to write, I believe that letters like yours are important to remind me of the challenges persons with disabilities face every day

Yours truly,

Harry Bloy
Minister of Social Development

pc: Honourable Christy Clark, Premier
Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government

MINISTRY OF LABOUR

REC'D MAR 08 2011

NUMBER 103501 REFER TO:
REPLY DIRECT ☐ FOR INFO ☐ FILE ☐
DRAFT REPLY BY PHONE ☐

s.22

January 17, 2011

S22

To the Provincial Government

My name is:

s.22

s.22

I have some

ideas to help people with low incomes. We can raise minimum wage in our province.

My first idea is to raise the minimum wage to \$10.00 because lots of people become homeless that way. If people can't pay for rent, heating plus other needs.

Secondly, if more people proceed to the food bank to get food there might not be enough food for other people that are homeless and don't have food. If they had enough money that won't happen.

My last idea is if people can't pay for their home or heating, people will have to stay at the shelters and they are probably going to get full and people will have to leave sooner.

If we raise the minimum wage to \$10.00 none of that

will happen and we can eliminate poverty.

Sincerely,

s.22

CC: Premier of B.C.



Ref: 93356

JUN 15 2011

s.22

Dear s.22

Thank you for your letter that you sent to Premier Christy Clark about the minimum wage in British Columbia. As the Minister of Labour, Citizens' Services and Open Government, I am very happy to write back to you.

I apologize for the delay in responding. However, I am very pleased to tell you that government has increased the minimum wage to \$8.75/hour starting May 1, 2011, and we will continue to increase the minimum wage all the way to \$10.25/hour on May 1, 2012. In addition, the training wage (\$6/hour) has been eliminated. There is also a new "liquor server" wage for servers in restaurants and bars who serve liquor as part of their primary duties. The liquor server rate is \$8.50/hour now and will be \$9.00/hour on May 1, 2012.

Thank you for writing and sharing your thoughtful ideas on this important matter. You are right that the minimum wage is one important way for government to help people with low incomes in the province.

I wish you the best in your ongoing studies!

Yours truly,

Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

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

From: s.22
Sent: Wednesday, March 16, 2011 9:59 PM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX;
yourvoice@christyclark.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name s.22

Email Address: s.22

Message: Dear Premier Clark,

Congratulations on your premiership. I will cut straight to the point.

I am writing in regards to your announcement today about the minimum wage raise.

I appreciate you taking action so soon on one of your campaign promises. However, I am very disappointed in the execution of this promise.

s.22

In addition, your decision is putting a huge squeeze on small businesses in B.C., such as my barber, who is now forced to relieve one of his helpers because he cannot afford both of them.

I had approached your premiership with open-mind, but this decision has really soured my view of your leadership and your party\'s ability to make BC a better place for families. If there is an election now, I will not vote for the Liberals, and unless the economy improves (something I see a minimum wage increase will only make worse) by 2013, I am not going to change my vote.

Regards,

s.22

Captcha code s.15

User IP Address: s.22

Date Submitted: Mar-16-2011 9:59 pm

Ref: 63171

s.22
Email. s.22

cc: Premier Christy Clark
Premier@gov.bc.ca

Dear M s.22

Thank you for your email of March 16, 2011 to Premier Christy Clark, regarding the recently announced changes to the British Columbia (BC) minimum wage. As Minister of Labour, Citizens' Services and Open Government, I am pleased to respond directly to your correspondence and I appreciate you taking the time to articulate your views.

Please let me begin by congratulating you on the birth of your first born son. What an exciting time this must be for you both!

In reference to your letter, the decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is also recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of BC as part of Government's Families First agenda.

If you are interested in learning more about the recent changes to the minimum wage, please see the following resources.

Factsheet: Minimum Wage:
<http://www.labour.gov.bc.ca/esb/facshts/pdfs/Minimum%20Wage%202011.pdf>

Factsheet: Domestic:
<http://www.labour.gov.bc.ca/esb/facshts/pdfs/domestics.pdf>

Summary Report on the Employment Standards Stakeholder Engagement Process:
http://www.labour.gov.bc.ca/esb/docs/Stakeholder_Engagement_Report.pdf

Thank you for taking the time to write and share your concerns. We appreciate your input on these matters and your views will be considered as the Ministry engages in its ongoing review to ensure that the *Employment Standards Act* continues to reflect the reality and needs of employees and employers in 21st century workplaces.

Yours truly,

Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

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

From: s.22
Sent: Thursday, March 17, 2011 11:23 PM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: I\'m happy to see you elected premier. I signed up as a member of the Liberal party and for once the person I voted for was actually selected.

I wrote to you before about minimum wage in the hopes that you would educate the people rather than increasing the minimum wage. So, I wasn\'t very happy to see the proposed increases and I think they will do the province a great deal more harm than good.

What I\'d like to know is who specifically these increases help? I keep hearing it is for the poor, but even my niece working at McDonald\'s earns more than minimum wage. Minimum wage is a starting point, not an ending point. To me we are giving 16 year old children more money to spend on candy and video games, rather than helping any real identifiable poor.

For those exceptions, I\'d think that it would make more sense to focus the money on those that need it rather than spreading it to those that don\'t. I guess minimum wage is the easy way out though as it forces the employer to pay rather than the government. Although we\'ll all pay for it in the end with higher costs.

I\'m sure any economist would agree with me that minimum wage has a negative impact on the natural supply and demand model. Again, I\'d really like to be educated on who specifically this helps and why these people are unable to earn more income without government intervention.

I\'m not a business owner, but as a consumer I\'m concerned about higher costs in this struggling economy.

Best of luck on your time in office. I still hold out hope that you will do great things for this province.

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 11:22 pm

s.22

cc: Premier Christy Clark
Premier@gov.bc.ca

Dear s.22

Thank you for your email of March 17, 2011, to Premier Christy Clark, regarding the recently announced changes to the British Columbia (BC) minimum wage. As Minister of Labour, Citizens' Services and Open Government, I am pleased to respond directly to your correspondence.

As you are aware, Government has announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. In addition, as of May 1, 2011, the training wage has been repealed. Finally, a special minimum wage for liquor servers is being phased in, beginning May 1, 2011 at \$8.50 and rising to \$9.00 by May 1, 2012. For more complete details on the minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is also recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of BC. The changes to the BC minimum wage policy are an important part of Government's Families First agenda.

In your email you inquire about who will be impacted by the minimum wage increases. The following information, obtained from Statistics Canada, may be of interest to you.

Of the 40,800 employees (aged 15 and over) in BC working for minimum or less in 2010:

- 59% were aged 20 and above, 41% were aged 25 and above and 26% were aged 35 and above;
- 60% were female;
- 94% worked in the service producing sector;
- 50% had been in their job for at least one year; and

- 31% were living with parents and attending school.

Thank you for taking the time to write and share your concerns. I hope you find that this information is helpful to you.

Yours truly,

Stephanie Cadieux
Minister Labour, Citizens' Services and Open Government

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

From: s.22
Sent: Thursday, March 17, 2011 10:33 PM
To: OfficeofthePremier, Office PREM:EX; Mills, Shane LASS:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Just want to make you aware that the email below had been sent to new agencies:

Hello,

With the increase of the minimum wage, how does that help families who rely on nannies in the Live-In Caregiver program? I'm an employer, but I'm not in the business of making money. So when Premier Clark increase the min. wage, the added cost just comes out of our kids' RESP & savings account. Our income is not low enough for ANY subsidy, yet not high enough to be considered middle class. Families like ours rely on Canada's Live-In Caregiver program because we can't afford to send 2 kids to regular daycares that cost around \$2,000/month, while nannies cost around \$1408/month. Shelling out \$1408 monthly is already a strain. So to add 25% to that amount would mean sacrificing even more of our time with the kids as we would need a 3rd job. Please investigate whether the provincial government has a plan in place to assist families like ours. The original intent of the Live-In Caregiver program is to help ease the cost of child care in Canada. Keep in mind that the majority!

of the wages earned by people in the Live In Caregiver program are being sent to their homeland where the standard of living is much lower than BC.

Thanks for for looking into this matter.

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-17-2011 10:32 pm

s.22

pc: Honourable Christy Clark, Premier
Premier@gov.bc.ca

Dear s.22

I am in receipt of your email dated March 17, 2011, to Premier Christy Clark, regarding your concerns about the recently announced changes to the British Columbia (BC) minimum wage. As Minister of Labour, Citizens' Services and Open Government, I am pleased to respond and I appreciate you taking the time to articulate your concerns.

The recent announcement outlining increases to the minimum wage followed a process of Ministry consultation with stakeholders and economic experts on their views about increasing the minimum wage. Below, please find a link to the corresponding News Release and Backgrounder:

http://www2.news.gov.bc.ca/news_releases_2009-2013/2011PREM0019-000267.pdf

As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. Accordingly, the full scheduled increases to the minimum wage will be complete approximately 14 months after the changes were announced. For more information on the increases to the minimum wage, please see the links below:

Factsheet: Minimum Wage – April, 2011:

<http://www.labour.gov.bc.ca/esb/facshts/pdfs/Minimum%20Wage%202011.pdf>

Factsheet: Domestic – April, 2011

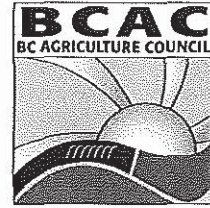
<http://www.labour.gov.bc.ca/esb/facshts/domestic.htm>

It is recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs, including individuals such as you who employ live-in caregivers. However, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase which will have a positive impact on many low income individuals and families across the Province of BC.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister Labour, Citizens' Services and Open Government



March 18th 2011

The Honourable Christy Clark
Premier of British Columbia
Room 156
Parliament Buildings
Victoria, BC
V8V 1X4
premier@gov.bc.ca

Dear Premier Clark:

Since the March 16th 2011 minimum wage announcement, the BC Agriculture Council (BCAC) has heard from a number of its member organizations expressing serious concerns over the impact that these hastily staged increases will have. The BCAC is the umbrella organization that represents approximately 14,000 farmers and ranchers through their membership in producer and farm sector organizations from all regions of the province. What is clear from the responses received from BCAC members is that the announced increases will not "provide support for B.C. workers and families in every region of the province" as claimed in the Province's news release.

During the recent Employment Standards consultations, the BCAC had stressed with senior representatives of the Ministry of Labour the importance of implementing any minimum wage changes cautiously and, most importantly, very gradually. Even with the recent improvements in the economy overall, it was stated in these discussions that there are sectors within agriculture that are still under severe economic pressure. The BCAC would suggest that, despite the staggered increments, an overall increase from \$8.00 per hour to \$10.25 (a full 28%) within just 14 months should in no way be considered a gradual increase. Given that labour costs within some agricultural sectors constitute as much as 40% of total production costs, this is a huge impact within a very short period of time that cannot be readily absorbed by many farm businesses.

And farm businesses will also not be in a position to pass these increased costs on to their customers. The two major states that BCAC's members compete with directly are Washington and Oregon, which have minimum wages of \$8.67 and \$8.50 respectively, along with much lower land, fuel and other costs. We would further note that the most recently announced minimum wage increases in those states were in 10 cent intervals – which is the type of increase that BCAC's members would consider to be "gradual".

BC Agriculture Council
#230 – 32160 South Fraser Way
Abbotsford, BC V2T 1W5 www.bcac.bc.ca
Phone 604-854-4454 Fax 604-854-4485 E-mail info@bcac.bc.ca



Agriculture in British Columbia is more diverse than in any other province, and the impacts of the announced minimum wage increases will have considerable variability, and are exceedingly complex. Given this variability and complexity, it is very important that the Ministry of Labour, Citizens' Services and Open Government consult with the BCAC with the clear understanding that alternatives to the announced scheduled increases for agriculture will be considered. This consultation could be part of the review of piece rates that has already been announced.

With over 34,000 jobs at the farm production level alone, and some 230,000 throughout the agri-food value chain, the BC agriculture sector is a major employer. Based on the initial response from BCAC member organizations on the March 16th announcement, the potential for very significant job losses if these increases proceed are very real. This consultation should therefore be undertaken with the objective of mitigating adverse impacts of minimum wage changes on BC families and jobs.

Thank you in advance for your consideration of this request.

Yours truly,

A handwritten signature in black ink, which appears to read "Garnet Etsell". The signature is written in a cursive, flowing style.

Garnet Etsell,
Chair

c.: The Hon. Stephanie Cadieux, Minister of Labour, Citizens' Services and Open
Government
The Hon. Don McRae, Minister of Agriculture
Robert Lapper, Deputy Minister of Labour
Wes Shoemaker, Deputy Minister of Agriculture

Garnet Etsell
Chair
BC Agriculture Council
230 – 32160 South Fraser Way
Abbotsford, BC V2T 1W5

Dear Garnet Etsell:

Thank you for your letter of March 18, 2011, to Honourable Christy Clark, Premier, regarding the recently announced changes to the British Columbia (BC) minimum wage. As Minister of Labour, Citizens' Services and Open Government, I am pleased to respond to you directly.

As you are aware, the announced minimum wage changes followed a consultation process involving Ministry of Labour, Citizens' Services and Open Government (Ministry) staff, employer and worker stakeholders, and economic experts. The participation of the BC Agriculture Council (BCAC) in that process was greatly appreciated. As a result of the consultations, it was determined that any negative impacts of a minimum wage increase are minimized when the increases are done incrementally over time. Accordingly, the full scheduled increases to the minimum wage will be completed approximately 14 months after the changes were announced.

Government appreciates that the BCAC remains concerned about the size and speed of the increase. This concern was also expressed to me on April 19, 2011, when my staff and I met with the BCAC's Andy Dolberg, Rhonda Driediger and Jeff Hicks. While there are no plans to explore alternatives to the announced minimum wage changes, we look forward to the participation of the BCAC in the upcoming review of the regulated piece rates for hand harvesters. As you know, the regulated minimum piece rates are scheduled to receive only the first increase (proportionate to the first increase in the general minimum wage) effective May 1, 2011. Decisions about future changes to the regulated minimum piece rates will be informed by a detailed review involving stakeholders from the agriculture sector. The details of that review process are expected to be finalized and communicated over the next few weeks.

.../2

Again, thank you for taking the time to write and share your concerns and I look forward to your continued input on this matter.

Yours truly,

Stephanie Cadieux
Minister Labour, Citizens' Services and Open Government

pc: Honourable Christy Clark, Premier

Honourable Don McRae, Minister of Agriculture

Rob Lapper, Q.C., Deputy Minister, Labour, Ministry of Labour, Citizens' Services and Open Government

Wes Shoemaker, Deputy Minister, Ministry of Agriculture

s.22

From:

Sent: Monday, March 21, 2011 10:45 PM

To: Minister, LCTZ CITZ:EX

Subject: Minimum wage.

Dear Minister

The recent announcement regarding the increase in the minimum wage may be long overdue and certainly welcome in many circles but is flawed in its application and should be changed as a matter of fairness to the food and beverage industry.

We support the minimum wage increase in principal. Our own policy is to do regular merit increases. In the last two years we have also done blanket increases over and above the merit increases to ensure we have maintained a steady lead over the current minimum rate. This has been our practice not only to adequately compensate our employees, but to attempt to keep up with the prevailing wages in our industry in order that we remain a preferred employer in an extremely competitive labor market.

We will soon be faced with the moral dilemma of increasing all wages at the proposed rate or not. Our goal is to ensure our staff maintains their position relative to the existing rates. (in the past we have always increased all wages). Unfortunately this time the "dilemma" may be settled by nothing more than our ability to pay a 28% increased labor rate to all across the board

Not Responsive

Please act responsibly and fairly as you proceed.

Sincerely

s.22

Liberal membership s.22

Ref: 63155

s.22

Dear s.22

Thank you for your email of March 21, 2011, regarding the recently announced changes to the British Columbia (BC) minimum wage. The time you have taken to express your concerns is appreciated and I recognize the significant impact that government policy can have on a business such as yours.

The recent announcement outlining increases to the minimum wage is part of Government's commitment to putting families first. The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government (Ministry) consultation with stakeholders and economic experts on their views about the issue. Below, you will find a link to the corresponding News Release and Backgrounder if you are interested in learning more on this matter.

http://www2.news.gov.bc.ca/news_releases_2009-2013/2011PREM0019-000267.pdf

Not Responsive

Not Responsive

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister

BC Employment Standards for the Next Decade

C/O 170 – 111 Victoria Drive,
Vancouver, BC
V5L 4C4
604-255-7346

March 21, 2011

Honourable Stephanie Cadieux
Minister of Labour, Citizen's Services and Open Government
PO Box 9068, Station Provincial Government,
Victoria, BC
V8W 9E2

Dear Minister:

Re: The British Columbia Employment Standards System

First we congratulate you on your recent appointment as the new Minister of Labour, and welcome the March 16th announcement of Premier Clark and yourself that British Columbia's minimum wage is finally to be increased in three phases over the next year, thereby beginning to address an egregious injustice to thousands of low waged vulnerable workers that has persisted for the past decade.

However, with respect to the announced increases to the general minimum wage, corresponding increases in other minimum wages, and the elimination of the first job/training wage, we are not supportive of the introduction of a special lower minimum wage for liquor servers, the retention of an antiquated and unjust piece rate system for hand harvesters in agriculture, and the retention of a minimum daily wage for live-in care givers. In our recent submissions to Ministry of Labour staff we called for one common standard of minimum hourly pay for all BC workers, without exception or exclusion, a minimum wage that exceeds the equivalent of the Low Income Cut Off for BC (i.e. \$11 per hour or greater), and a mechanism for automatic annual adjustment of the minimum wage.

Our recently formed Coalition is composed of individuals and organizations including many who provide assistance to and advocacy for, workers who are often unaware of their rights or unable to assert them. Included in this group are migrant worker assistance organizations, immigrant services, farm workers and domestic workers organizations, labour and human rights lawyers, unions, labour and social policy researchers, university professors, employment and labour relations specialists, child and youth welfare advocates, and legal aid societies.

Our Coalition was formed to launch a public campaign for fundamental changes to modernize the BC Employment Standards Act in the interests of workers, and to give

voice to the thousands of workers in the province who are being abused and exploited under the current flawed system.

On January 27th and February 2nd, 2011, in response to an open invitation from your Ministry to stakeholder groups on November 25, 2010, a total of 21 members of our coalition met with Robert Lapper, Deputy Minister, Labour Programs, Barbara Walman, Assistant Deputy Minister, Labour Programs, and John Blakely, Executive Director, Policy and Legislation - senior Ministry of Labour staff who had been directed by your government to gather the views of employment standards stakeholders on changes to the system.

At those meetings our Coalition expressed the view that the government's recent employment standards review process was inadequate to consider and address the broad range of deficiencies workers and their advocates have experienced in the legislation, and the system of minimum standards enforcement, and that there should be a comprehensive public review process instead.

Numerous examples of how BC's current labour policies and practices fail to respect workers' rights and safety, fail to enforce even minimum standards especially for the most vulnerable workers, and create a culture of impunity among too many employers, were brought to the attention of your Ministry staff, as summarized in our attached meeting notes.

As a result of those meetings we request that you provide us with a copy of the report and recommendations provided to the Minister of Labour by the above referenced Ministry staff review committee, and for you to provide us with a response to the submissions and recommendations our coalition members made to that committee.

Respectfully,



David B. Fairey
Interim Co-Chair

DBF/
CEP467

Ref: 63137

Mr. David B. Fairey, Interim Co-Chair
BC Employment Standards for the Next Decade
C/O 170 – 111 Victoria Drive
Vancouver BC V5L 4C4

Dear Mr. Fairey:

Thank you for your letter of March 21, 2011 regarding the British Columbia employment standards system.

I appreciate you taking the time to share the views of your group in regard to changes you feel are fundamental to modernizing the *Employment Standards Act*, your concerns about the recent review process and minimum wage policy. I hope the following information is helpful to you.

Thank you for your comments in support of the increases to the minimum wage. Government listened to stakeholders and economic experts on their views and decided that after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of B.C. In the future, it is my intention to conduct bi-annual reviews of the minimum wage policy.

As you know, the regulated minimum piece rates are scheduled to receive the first increase (proportionate to the first increase in the general minimum wage) on May 1, 2011. Decisions about future changes to the regulated minimum piece rates will be informed by a detailed review involving stakeholders from the agriculture sector. The details of that review process are expected to be finalized by the end of April 2011.

In terms of the recent employment standards review, I have received a report from Ministry Executive on their discussions with stakeholders which included your group. Once I have the opportunity to thoroughly review it, I will make the findings public. In your letter you indicate that this review process was inadequate to address the scope of the deficiencies you believe exist in the legislation and the system of enforcement. It was not intended to provide specific recommendations on legislative change, but rather an overview and discussion about what is

working and what is not in terms of employment standards. We appreciate your input on these matters. Your views will be considered as the Ministry engages in its ongoing review to ensure that the *Employment Standards Act* continues to reflect the reality and needs of employees and employers in 21st century workplaces.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister

cc:

s.22

From:

Sent: Tuesday, March 22, 2011 11:04 PM

To: Minister, LCTZ CITZ:EX

Subject: Minimum wage

Dear Minister,

It was good to hear that the minimum wage in the Province of BC will be increased to \$10.25 over the next year or so.

I do question the decision to have that wage increase not apply to serving staff in certain establishments because they also expect to receive tips for their customers. Tipping is at the whim of the customer and poor tips to the server do not necessarily reflect the service they gave. A customer may penalize the server for their negative impression of the establishment itself. It is my opinion that the minimum wage act is discriminating against a segment of the working population due to lobbying by "greedy" owners who are more interested in their bottom line than in fair treatment of their staff. These people struggle to support their families and loved ones the same as employees in other sectors.

If this decision is not changed then perhaps legislation should be introduced to ensure that the management, owners, kitchen staff and help other than the servers are not permitted to take a portion of the tips that are meant for the server. I understand that it is common practice for tips to be divided amongst all employees and sometimes management in some establishments.

There is no conflict of interest on my part as I am retired and have never worked in a situation where I received tips as part of my remuneration. However, when I leave a tip for a server I expect it to be theirs and not to be shared with others with no choice on their part.

Sincerely,

s.22

s.22

From: OfficeofthePremier, Office PREM:EX
Sent: Wednesday, April 6, 2011 9:40 AM
To: s.22
Cc: Minister, LCTZ CITZ:EX
Subject: RE: New Message from Christy Clark Premier website
Attachments: Minimum wage rise Mar 16 2011.pdf

Thank you for your email regarding Premier Clark's announcement on March 16th of a raise to the minimum wage.

Government appreciates your input as it is helpful to determine what is important to British Columbians. We can assure you that your comments have been shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

A copy of the news release and its backgrounder has been attached to this email for your convenience.

Thanks again for taking the time to write.

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

From: s.22
Sent: Wednesday, March 23, 2011 3:05 AM
To: OfficeofthePremier, Office PREM:EX; shane.mills@leg.bc.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Name: s.22

Email Address: s.22

Message: Hi Christy,

Not Responsive

Not Responsive

Not Responsive

It is those with limited skills and limited education that will end up relying on EI and other such programs as a result of your min wage increase to \$10.25/hr.

I know many small business owners like me, who directly or indirectly employ several people who started at minimum wage but have worked themselves into roles with wages of \$13-16/hour. There are others, mainly in the manufacturing parts of the business, that I am not able to pay more than the \$9.50-\$10/hr (plus an added profit % on top). This increase will make it impossible for us to compete with Asian made products and will force my company to manufacture elsewhere.

I have fought making our goods elsewhere since I started the company in 2004. I said I would avoid it at almost all costs and have accepted a decreased profit margin as a result of my beliefs in producing our goods in Canada. Our

Page 1

Not Responsive

production costs are already considerably higher than other businesses in my sector. Your hike in the minimum wage will force me into closing my manufacturing and moving it overseas. This is not only very sad for me but I believe going backwards.

Not Responsive

I support a reasonable increase in the minimum wage. s.22 doesn't generally pay the minimum to people it hires anyway. I believe most business owners don't. If they did the business runs the risk of the employee leaving your employ and moving to a higher paying employer as soon as they found one. Turnover is very costly and most owners are well aware of this. Leaving competition to do what it is meant to do; force businesses to pay what the economy supports and the employee to accept what their skill set, experience, education and job dictate is acceptable.

Consideration of the likely outcome of such a dramatic change to the minimum wage on a more realistic and not a mainly idealistic way would be a solid start. We at s.22 are planning meetings beginning next week to discuss the potential moving of our manufacturing overseas; a day I am not looking forward to and never planned to happen.

I would welcome a discussion with anyone from your office wanting to speak to a small business owner of a company that has grown rapidly, indirectly employed 40 British Columbians and managed to manufacture successfully in BC for almost 7 years.

Captcha code: s.15

User IP Address: s.22

Date Submitted: Mar-23-2011 3:04 am

s.22

Dear Ms. s.22

Thank you for your email of March 23, 2011, to Premier Christy Clark, regarding the recently announced changes to the British Columbia (BC) minimum wage. As Minister of Labour, Citizens' Services and Open Government I am pleased to have the opportunity to respond.

As you are aware, Government announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. In addition, as of May 1, 2011, the training wage was repealed and all hourly-paid employees are now entitled to the general minimum wage regardless of how long they have been in the paid labour force. Finally, a special minimum wage for liquor servers is being phased in, beginning May 1, 2011, at \$8.50 and rising to \$9.00 by May 1, 2012. For more complete details on the minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/.

This decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is also recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of British Columbia.

Again, thank you for taking the time to write and share your concerns.

Sincerely,

Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

--Original Message--

From: s.22
Date: 07/20/2011 11:55:57 AM
To: EnquiryBC@gov.bc.ca
Subject: Internet Feedback - Suggestion

1. S22 has sent suggestion feedback:

Message: Re: the announcement of minimum wage increase, the minimum wage was the highest in Canada before the Liberals got into power. By making incremental increases to below what it was 9 years ago is an insult to working people who have seriously suffered under Liberal rule. If you really want to make a point bring the minimum wage back to \$10.45 per hour

Referring URL: Stephanie Cadieux

s.22

Dear s.22

Thank you for your email of March 23, 2011 to Enquiry BC regarding the recently announced changes to the British Columbia (BC) minimum wage.

As you are likely aware, Government has announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. In addition, as of May 1, 2011 the training wage will be repealed and all hourly-paid employees will be entitled to the general minimum wage regardless of how long they have been in the paid labour force. Finally, a special minimum wage for liquor servers will also be phased in, beginning May 1, 2011 at \$8.50 and rising to \$9.00 by May 1, 2012. For more complete details on the upcoming minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/

This announcement followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about increasing the minimum wage. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time.

In your email you suggest that the minimum wage should be increased to \$10.45 per hour. Your interest and input into the matter is very much appreciated. While there are no plans to announce further increases at this time, Government has committed to regularly reviewing economic and labour market conditions to determine the most appropriate policies to promote a strong economy that provides benefits and opportunity to British Columbians.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister Labour, Citizens' Services and Open Government

s.22

From:
Sent: Wednesday, March 30, 2011 10:49 PM
To: OfficeofthePremier, Office PREM:EX
Subject: minimum wage hike

dear ms. clark

I'm writing to you in regards to the minimum wage hike, I think it's the wrong time to be doing this. why do I think this is the wrong time,

well I'll tell you. first off, I don't care what the econimists say, we are still in a recession, every business owner I have talked to tell me

the same thing thing, they are all down on revenues compared to their last year, next with the price of fuel going through the roof

this year, you can kiss any kind of tourism goodbye, because people won't be travelling as much, so there's lost revenue. businesses will

have to raise their prices to cover the extra expense of the higher minimum wage, so people won't be buying as much, or they'll order

their product on line because it will be cheaper, which means less revenue for canada, because most on line purchases come from the

u.s.a. I know mister campbell left you a mess, but right now you're making it worse with this decision. I know people can not live off

\$8:00 an hour, but right now most businesses can't pay more than that, and no matter that you think businesses won't cut hours or

layoff employees because of this wage hike, well I think you better get your head out of the sand and think that statement over, because

I am one employer who is going to do exactly that. on may 1st, I'm cutting back hours and probably by the end of summer, I will be laying

off 1 to 2 employees, because my business has already taken a couple of hits, with netflix, and illegle downloading off the internet. so

what I'm trying to say is yes raise the minimum wage, but not right now, wait until the econemy gets better, maybe next year, or

later. honestly, right now we business people can not afford this. I hope you actually read this ms. clark and not one of your stooges,

because I really think you need to read this, and I'm sure I'm not the first one to write you on this subject. please let me know how

you feel on this letter, I would like a reply back, but please do not send me a form letter, because that tells you did not read this, and i

will be really insulted. thank you for your time.

sincerely

s.22

From: Gordon Ferguson [<mailto:gm@pentictonramada.com>]
Sent: Monday, April 4, 2011 1:32 PM
To: Minister, LCTZ CITZ:EX
Cc: gm@pentictonramada.com
Subject: Minimum Wage Changes Inquiry

Good morning,

My name is Gordon Ferguson and I am the General Manager of the Penticton Ramada Hotel and the Coast Penticton Hotel.

Not Responsive

Not Responsive In the mean-time, I have a few questions regarding the recent changes to minimum wage.

1. Our pub offers breakfast where obviously no liquor is served. Would that be considered a general minimum wage even though that is a gratuity based position?
2. What about a hostess position in our pub that is seating people during lunch and dinner?
3. I have a banquet ballroom where servers are serving liquor for both lunch and dinner but obviously not at breakfast. Do they get the general minimum wage when serving breakfast and the special minimum wage for lunch and dinner even though all three meal periods are gratuity based positions?
4. Does a food primary liquor license differ than a liquor primary liquor license regarding this new law? – we have 2 different establishments with their own liquor license.

Thank you very much,
Gordon

Gordon Ferguson
General Manager - Penticton Ramada
 **RAMADA PENTICTON INN & SUITES**
1050 Eckhardt Avenue West, Penticton, BC V2A 2C3
Tel: 250-492-8926 | Fax: 250-492-2778
Email: gm@pentictonramada.com
Web: www.pentictonramada.com
Follow us on Facebook: www.facebook.com/pentictonramada

Not Responsive

From: Minister, LCTZ CITZ:EX
Sent: Tuesday, April 5, 2011 1:02 PM
To: Mueller, Paula LBR:EX
Subject: Ferguson - MO Response - E / FW: Minimum Wage Changes Inquiry

Kara Ross
Administrative Assistant to the
Honourable Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government
Phone: 250-952-7623 Fax: 250-952-7628
Email: Kara.Ross@gov.bc.ca

From: Gordon Ferguson [mailto:gm@pentictonramada.com]
Sent: Monday, April 4, 2011 1:32 PM
To: Minister, LCTZ CITZ:EX
Cc: gm@pentictonramada.com
Subject: Minimum Wage Changes Inquiry

Good morning,

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Not Responsive In the mean-time, I have a few
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3. I have a banquet ballroom where servers are serving liquor for both lunch and dinner but obviously not at breakfast. Do they get the general minimum wage when serving breakfast and the special minimum wage for lunch and dinner even though all three meal periods are gratuity based positions?
4. Does a food primary liquor license differ than a liquor primary liquor license regarding this new law? – we have 2 different establishments with their own liquor license.

Thank you very much,
Gordon

Gordon Ferguson
General Manager - Penticton Ramada

1050 Eckhardt Avenue West, Penticton, BC V2A 2C3
Tel: 250-492-8926 | Fax: 250-492-2778
Email: gm@pentictonramada.com
Web: www.pentictonramada.com
Follow us on Facebook: www.facebook.com/pentictonramada

Jake

Mueller, Paula LBR:EX

From: Minister, LCTZ LCTZ:EX
Sent: Tuesday, April 12, 2011 11:54 AM
To: Mueller, Paula LBR:EX
Subject: s.22 - MO Response - E / FW: New Message from Christy Clark Premier website

Kara Ross
Administrative Assistant to the
Honourable Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government
Phone: 250-952-7623 Fax: 250-952-7628
Email: Kara.Ross@gov.bc.ca

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

From: OfficeofthePremier, Office PREM:EX
Sent: Tuesday, April 12, 2011 8:29 AM
To: s.22
Cc: Minister, LCTZ LCTZ:EX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding the March 16th announcement of a raise to the minimum wage and its affect on those who serve alcohol.

I appreciate the time that you have taken to share your thoughts with me. I understand you are concerned with the decision to make a separate minimum wage for liquor servers. Your comments will be shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

Again, thank you for your comments. It was good to hear from you.

pc: Honourable Stephanie Cadieux

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

From: s.22
Sent: Wednesday, April 6, 2011 11:01 PM
To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for s.22

Senders Name: I s.22

Email Address: s.22

Message: Hello my name is s.22 and I'm messaging about the B.C. Liquor wage changes. I believe it is wrong to not allow Liquor servers to have the same minimum wage as every other working person in B.C. As people come to be served by bartenders and servers a tip is never guaranteed in the business so there is no possible explanation why that should affect regular wage. Everyone in B.C. works to the best of their ability for their job so how should everyone in B.C. not get paid the same minimum wage. Of course people will be getting paid more as they progress through a job but for example why

should a retail salesman who has started a job make more money then a bartender that has started about the same time with the same experience, which no experience is credited. You can not say that tips is included in a bartender\'s wage as a bartender can easily walk away from a night with no tips, everything is dependant on the customer, and it is always possible for some!

one to not get tips as a bartender even if they are working to the best of their ability, it happens quite often and should not be considered uncommon. Thank you for reading this message I hope that others will inspire to comment further.

s.22

s.15

Captcha code:

User IP Address:

s.22

Date Submitted: Apr-06-2011 11:01 pm

s.22

pc: Honourable Christy Clark, Premier
Premier@gov.bc.ca

Dear s.22

Thank you for your email of April 6, 2011, to Premier Christy Clark, regarding the recently announced changes to the British Columbia (BC) minimum wage for liquor servers. The Premier has asked that I respond to you directly. As the Minister of Labour, Citizens' Services and Open Government, I appreciate you taking the time to articulate your concerns.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of these consultations, it was decided that creating a liquor server rate for employees who serve liquor directly to customers or guests in licensed premises as a regular part of their work would allow the general minimum wage to increase while maintaining and supporting jobs in the food and beverage sector.

It is also important to note that the liquor server wage does not apply to all food and beverage servers nor does it apply to food and beverage positions that do not serve liquor as a regular part of their duties. For more information on the liquor server wage, please review our Factsheet at:

<http://www.labour.gov.bc.ca/esb/factsheets/pdfs/Minimum%20Wage%20-%20Liquor%20Server.pdf>

Government recognizes that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of BC.

Again, thank you for taking the time to write and share your concerns.

Yours truly,


Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

From: s.22
Sent: Sat, April 9, 2011 11:43 AM
To: Cadieux, Stephanie LCTZ:EX
Subject:

Ms. Cadieux,

I see you are the person fielding complaints regarding the BC Liberals' plan to increase minimum wage. I have a beef with that. You see, I happen to know that liquor servers deserve at least minimum wage. The Liberal plan is based on the fact that the Liberal Party has hammered the hospitality industry very hard lately. The Liberals hammered the industry with the HST, then with the decriminalization of impaired driving, and now the Clark government is looking to hammer them again with a 28% increase in payroll. To offset all of this bullying, the government has decided that the workforce in hospitality does not need to qualify for minimum wage, as they often receive tips. Not requiring their bosses to pay them the same as any other worker in BC is some respite for the owners in the business; a way to avoid a third throttling in less than a year.

Minimum wage is MINIMUM. It needs to be minimum for everyone. No group or segment of the population should be excluded from minimum wage. I am not focussed on tips. I am focussed on fairness. Tips are extra - in this argument and in life. A server who does not fully declare their tip income commits a crime. There is no need to hamper their ability to make a decent living. There are many less-advantaged people and single parents just trying to make ends meet by selling liquor and food.

Work FOR business, but don't forget the PEOPLE.

s.22

Ref: 63222

s.22

Dear s.22

Thank you for your email regarding the recently announced changes to the British Columbia (BC) minimum wage for liquor servers. As the Minister of Labour, Citizens' Services and Open Government, I am pleased to respond and I appreciate you taking the time to articulate your concerns.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of these consultations, it was decided that creating a liquor server rate for employees who serve liquor directly to customers or guests in licensed premises as a regular part of their work would allow the general minimum wage to increase while maintaining and supporting jobs in the food and beverage sector.

It is also important to note that the liquor server wage does not apply to all food and beverage servers and nor does it apply to food and beverage positions that do not serve liquor as a regular part of their duties. For more information on the liquor server wage, please review our Factsheet at:

<http://www.labour.gov.bc.ca/esb/facshts/pdfs/Minimum%20Wage%20-%20Liquor%20Server.pdf>

Government recognizes that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of BC.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister

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

From: s.22
Sent: Sunday, April 10, 2011 7:44 PM
To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name s.22

Email Address: s.22

Message: Dear Ms Clark

I think its great that you have raised minimum wage, but I think its unfair that you have not raised the wage for servers that serve alcohol. I have been at my job for over 25 years and I make \$9.10 a hour, I have been at this rate for over a year(my last raise was .10 a hour. Its true we get tips, but they are not guaranteed and trust me they have gone down since the HST, like most restaurants you have to tip out on my sales at the end of a shift, not on my tips, so if a table doesn't leave anything I still have to tip out to someone that could makes more a hour than I do. I feel that there is other people that get tips and they are not singled out.

Looking forward hearing from you.

S22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Apr-10-2011 7:43 pm

s.22

pc: Premier Christy Clark
Premier@gov.bc.ca

Dear s.22

Thank you for your email of April 10, 2011, to Premier Christy Clark, regarding the recently announced changes to the British Columbia (BC) minimum wage for liquor servers. As the Minister of Labour, Citizens' Services and Open Government, I am very happy to respond on behalf of Premier and I appreciate you taking the time to express your views on the matter.

In your email, you raise a concern that the minimum wage for liquor servers will not increase as a result of Government's recent minimum wage policy changes. In fact, the minimum wage for liquor servers is increasing from \$8/hour prior to May 1, 2011, to \$9.00/hour on May 1, 2012. The current rate is \$8.50/hour. That said, you are correct to point out that the general minimum (which will be \$10.25/hour on May 1, 2012) is slightly higher than the liquor server rate.

One of the concerns that Government had about a substantial minimum wage increase was that employers, particularly in the food and beverage sector, would be forced to lay off staff or reduce their hours as a result of higher labour costs. The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of these consultations, it was decided that creating a liquor server rate for employees who serve liquor directly to customers or guests in licensed premises as a regular part of their work would allow the general minimum wage to increase while maintaining and supporting jobs in the food and beverage sector.

For more information on the liquor server wage, you may wish to view the Employment Standards Branch Factsheet at:

<http://www.labour.gov.bc.ca/esb/facshts/pdfs/Minimum%20Wage%20-%20Liquor%20Server.pdf>

I hope this information addresses your concerns. As you are a long time service sector employee, I know that this issue is very important to you and I appreciate the input you have provided.

Again, thank you for taking the time to write.

Yours truly,

Stephanie Cadieux



April 12, 2011

S22

To: Bill Barisoff

Re: Minimum Wages in BC

S22

S22 Since then we have expanded each year adding 8 attractions and now employ over 30 teenagers.

We staff our S22 mainly with High School students. For many of them this is their first job, some starting as young as 14 years old. These first timers mainly want to work only part-time (2-3 shifts per week). Grade 11 & 12 receive full time summer hours, if they so desire.

Up until May 2011, we started our employees off at minimum wage. For every year they return they get a wage increase. We also implement a bonus system, rewarding employees that show extra initiative, excellent work ethic and practice great customer service. This bonus can result in an additional \$1/hour wage increase.

I would like to bring to your attention **how the Minimum Wage Increase will affect us this year.** To say it will be a dramatic increase to our bottom line is an understatement. **A 28% increase on a \$83,000 payroll is \$23,000!** This combined with last year's HST increase which led to a price increase of 7%.

The result of this wage increase will directly affect our youth. We will be removing our bonus system and decreasing our annual return increase. In addition, this now puts a 14 year old on the same wage as an 18 year old, which limits our incentive to provide young people their first job.

I would like you to consider an exemption for youth under 18. Please remember someone has to give the young students a chance. We are trying to limit how much is passed on to our customer, mostly young families.

Please consider the affect of this increase and it's impact on Families, and Family Businesses.

s.22

S22

From: Minister, LCTZ LCTZ:EX

Sent: Wednesday, June 29, 2011 2:58 PM

To: s.22

Cc: BARISOFF,MLA, BILL LASS:EX

Subject: 94015 Response letter from the Ministry of Labour, Citizens' Services and Open Government

Ref: 94015

s.22

Dear Mr s.22

Thank you for your letter of April 12, 2011, to my colleague, the Honourable Bill Barisoff, Speaker of the House, regarding the British Columbia (BC) minimum wage. Mr. Barisoff forwarded your letter to me so that I can respond to you directly. As the Minister of Labour, Citizens' Services and Open Government, I appreciate you taking the time to express your concerns and I understand that as a small business owner this issue has a direct impact on your business.

As you are aware, Government announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. For more complete details on the minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is recognized that any increase in the minimum wage will have some negative impact on some employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of British Columbia.

In your email, you suggest amending the minimum wage regulation to establish a minimum rate, or rates, which are connected to an employee's age. At this time there are no plans to change the minimum wage regulation. However, your suggestions will be considered in future discussions about the issue.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

s.22

Email s.22

cc: Premier Christy Clark
Premier@gov.bc.ca

Dear s.22

Thank you for your email of March 30, 2011, to Premier Christy Clark, regarding the recently announced changes to the British Columbia (BC) minimum wage. As the Minister of Labour, Citizens' Services and Open Government, I am pleased to be able to respond directly to your correspondence.

As you are aware, Government has announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. Additionally, as of May 1, 2011, the training wage will be repealed and all hourly-paid employees will be entitled to the general minimum wage regardless of how long they have been in the paid labour force. Finally, a special minimum wage for liquor servers will also be phased in, beginning May 1, 2011 at \$8.50 and rising to \$9.00 by May 1, 2012. For more complete details on the upcoming minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is also recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of BC.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister Labour, Citizens' Services and Open Government

From

s.22

Sent: Thursday, April 14, 2011 12:56 PM

To: OfficeofthePremier, Office PREM:EX

Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name s.22

Email Address:

s.22

Message: Hi Christy,

As a university student, I am very interested in your policies for employment and increasing minimum wage. However, I was just wondering, what are the implications of raising minimum wage? Where does this money come from?

Captcha code: s.15

User IP Address:

s.22

Date Submitted: Apr-14-2011 12:55 pm

s.22

Email: s.22

pc: Premier Christy Clark
Premier@gov.bc.ca

Dear S22

Thank you for your email of April 14, 2011, to Premier Christy Clark regarding the recently announced changes to the British Columbia (BC) minimum wage. As the Minister of Labour, Citizens' Services and Open Government, I am pleased to respond to you directly.

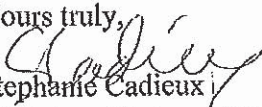
As you are aware, Government has announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. In addition, as of May 1, 2011, the training wage was repealed. Finally, a special minimum wage for liquor servers is being phased in, beginning May 1, 2011 at \$8.50 and rising to \$9.00 by May 1, 2012. For more complete details on the minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/

In your email you ask about the implications of raising the minimum wage and about where the money for higher wages comes from. These are very important questions which governments have had to grapple with since the first minimum wage laws were introduced. Generally speaking, minimum wage increases are paid for by employers who have to pay the higher minimum wage to their workers. Those who benefit most from the increase, obviously, are the workers who receive pay increases as a result of the higher minimum wage. However, it is important to remember that those higher wages often get spent on goods and services provided by the local economy, so much of the money gets circulated back to businesses. On the downside, minimum wages which are too high or increase too quickly can have a negative impact on employment, particularly youth employment. This occurs when employers are forced to lay off employees or reduce their hours as a result of the higher labour costs.

The most recent decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the very questions you have raised. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is also recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of BC.

Again, thank you for taking the time to write. I hope this information is helpful to you.
All the best with your university studies!

Yours truly,


Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

Mueller, Paula LBR:EX

From: Minister, LCTZ LCTZ:EX
Sent: Wednesday, April 13, 2011 1:22 PM
To: Mueller Paula LBR:EX
Subject: s.22 MO Response - E /FW: Minimum Wage Increase

*Kara Ross
Administrative Assistant to the
Honourable Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government
Phone: 250-952-7623 Fax: 250-952-7628
Email: Kara.Ross@gov.bc.ca*

From: s.22
Sent: Tuesday, April 12, 2011 4:19 PM
To: Minister, LCTZ LCTZ:EX
Subject: Minimum Wage Increase

Dear Minister of Labour

I was greatly alarmed and disappointed when I heard Premier Clark announce the increase of the minimum wage. I realize there is nothing you can do to sop it but I felt that you would want to know the negative effects of the increase.

s.22

s.22

s.22

s.22

I know that this email won't stop the increase from happening but please let the leadership know that this decision to increase the minimum wage
s.22
and that this complaint is from a strong BC Liberal party supporter and party member.

Sincerely

s.22

From: Minister, LCTZ LCTZ:EX

Sent: Thursday, June 16, 2011 11:25 AM

To: s.22

Subject: 93533 - Response letter from the Ministry of Labour, Citizens' Services and Open Government

Ref: 93533

s.22

Email s.22

Dear Mr s.22

Thank you for your email of April 12, 2011, regarding the recently announced changes to the British Columbia (BC) minimum wage. As the Minister of Labour, Citizens' Services and Open Government, I appreciate you taking the time to articulate your specific concerns with respect to your brother's business.

As you are aware, Government has announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. In addition, as of May 1, 2011, the training wage was repealed. For more complete details on the minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is also recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of BC.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux

Minister Labour, Citizens' Services and Open Government

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

From: s.22
Sent: Thursday, April 21, 2011 2:01 PM
To: christy@christyclark.ca
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Senders Name: s.22

Email Address: s.22

Message: I think it is great to increase the min wage as bc is an expensive place to live, due to the high cost of living. But what worries me is the nanny wage will increase making it harder for families to afford childcare.
IF THE WAGE INCREASES THE ROOM AND BOARD DEDUCTION DEFINATELY NEEDS TO INCREASE AS WELL. THE ROOM AND BOARD NOW IS 325\$ A MONTH. THIS DOESNOT EVEN COVER THE COST. Please let me know if this is part of the plan.

Thanks you,

s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Apr-21-2011 2:01 pm

s.22

Dear s.22

Thank you for your email of April 21, 2011, to Premier Christy Clark regarding the provincial minimum wage and the regulations affecting the employment of live-in caregivers. As Minister of Labour, Citizens' Services and Open Government, I am pleased to be able to respond directly to your correspondence.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. Government decided that after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families in British Columbia. I appreciate you taking the time in your email to express your support for the increase.

I also understand that as for employers of live-in caregivers the increased minimum wage could mean an additional cost. As such, you have suggested raising the maximum room and board allowance. The *Employment Standards Act* (Act) includes provisions to protect an employee's wage from inappropriate deductions such as an employer's cost of doing business. In the case of live-in caregivers, such as nannies, government policy recognizes that the provision of room and board is a cost to the employer that should in fact be recognized, to a certain extent, as included in the value of an employee's payment for services. The intent of the prescribed maximum deduction for room and board is to acknowledge this fact and is unrelated to policy considerations specific to changes in the minimum wage rates.

That being said, Government recognizes your concern that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs.

I appreciate your input on these matters and your views will be considered as the Ministry engages in its ongoing review to ensure that the Act continues to reflect the reality and needs of employees and employers in 21st century workplaces.

Again, thank you, for taking the time to write and share your concerns.

Yours truly, 

Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

From s.22
Date: Wednesday, April 27, 2011 10:50 pm
Subject: New Message from Christy Clark Premier website
To: christy@christyclark.ca

>
>
> Someone has filled out the form on the Christy Clark Premier
> website. Below are the details.
>
> Senders Name: s.22
>
> Email Address: s.22
>
> Message: Your increase of the minimum wage was good for BC.
> Unfortunately it is a big impact for families that have to pay
> for child care or nannies. We have a live-in nanny for our kids
> since our work hours don't work with daycare hours. The
> increase of min wage to \$10.25 will cost us over \$350 net
> monthly. With the increase of min wage wouldn't it make sense
> to increase the room and board allowance from \$325 to \$425 or
> higher since the cost of housing and utilities is also
> increasing. Another solution would be to increase the dependant
> credit for each child to \$10,000 from the \$7,000 for a larger
> tax credit to assist with the increasing cost of child care.
>
> Captcha code: s.15
>
> User IP Address: s.22
>
> Date Submitted: Apr-27-2011 10:50 pm
>
>
>
>

s.22

pc: Premier Christy Clark
Premier@gov.bc.ca

Honourable Kevin Falcon
Minister of Finance
FIN.Minister@gov.bc.ca

Dear s.22

Thank you for your email of April 27, 2011, to Premier Christy Clark regarding the provincial minimum wage and the regulations affecting the employment of live-in caregivers. As Minister of Labour, Citizens' Services and Open Government, I am pleased to be able to respond directly to your correspondence.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government (Ministry) consultation with stakeholders and economic experts on their views about the issue. You can review the summary of the consultation at:

http://www.labour.gov.bc.ca/esb/docs/Stakeholder_Engagement_Report.pdf.

After completing the consultation, Government decided that after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families in British Columbia.

I also understand that as an employer of a live-in caregiver the increased minimum wage could mean an additional cost for you and your family. As such, you have suggested raising the maximum room and board allowance. The *Employment Standards Act* (Act) includes provisions to protect an employee's wage from inappropriate deductions such as an employer's cost of doing business. In the case of live-in caregivers, such as nannies, government policy recognizes that the provision of room and board is a cost to the employer that should in fact be recognized, to a certain extent, as included in the value of an employee's payment for services. The intent of the prescribed maximum deduction for room and board is to acknowledge this fact and is unrelated to policy considerations specific to changes in the minimum wage rates.

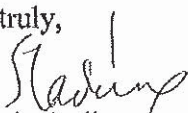
That being said, Government recognizes your concern that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs.

I appreciate your input on these matters and your views will be considered as the Ministry engages in its ongoing review to ensure that the Act continues to reflect the reality and needs of employees and employers in 21st century workplaces.

I understand that your email was also sent to the Honourable Kevin Falcon, Minister of Finance, so that he is aware of your concerns about child care tax deductions/credits. I have taken the liberty of copying Minister Falcon on my response to you, for his review and consideration.

Again, thank you, for taking the time to write and share your concerns.

Yours truly,



Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

From: s.22
Sent: Sunday, May 1, 2011 9:42 PM
To: OfficeofthePremier. Office PRFM:EX
Cc:
Subject: Premier for working families??

s.22

Dear Ms. Clark,

When you first took office, you proclaimed yourself a Premier for working Families. Good stuff....

Shortly after, you made an announcement increasing the Minimum Wage within the Province.

Although, I can not disagree that the minimum wage should be increased, I believe greater insight into the programs and situations that this increase affects, should have been looked into more.

We have 2 children, and both myself and my wife work. Full time paid care for our children is a must, as we do not have family which are able to help out. In order to meet our work schedules as well as juggle our kids school times, we decided to have a live-in Nanny.

The increase in the minimum wage, directly hits our pocket book and will hit it hard.

When the wage is increased to \$8.75, it costs us \$30/week. Manageable.

When the wage will be increased to \$10.25, it will cost us an extra **\$4,680/year!!** I can't speak for everybody else in the province, but neither myself, nor my wife received a wage increase of this amount. There has been no increase to the amount we can deduct for room and board on a weekly basis (it's higher in Ontario than in B.C. by the way), nor has there been an increase in the amount we can claim for childcare expenses. I can only assume that the average cost of daycare within the province will also rise due to these circumstances.

We have spoken with other families who share the same concerns, and obviously, nobody is hearing them.

Chalk this situation up to one less family vacation or sports program that our family can afford this year.

I find it hard to believe that the government has not heard of this concern before, is this going to be addressed, or, do we have to accept this much like we have to accept a Toll over the new Port Mann Bridge?

Yours truly,

s.22

s.22

pc: Premier Christy Clark
Premier@gov.bc.ca

Honourable Kevin Falcon
Minister of Finance
FIN.Minister@gov.bc.ca

Dear Mr s.22

Thank you for your email of May 1, 2011, to Premier Christy Clark, regarding the provincial minimum wage. As Minister of Labour, Citizens' Services and Open Government, I am pleased to be able to respond directly to your correspondence.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government (Ministry) consultation with stakeholders and economic experts on their views about the issue. You can review the summary of the consultation at:

http://www.labour.gov.bc.ca/esb/docs/Stakeholder_Engagement_Report.pdf.

After completing the consultation, Government decided that after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families in British Columbia.

I do understand, however, that as an employer of a live-in caregiver the increased minimum wage could mean an additional cost for you and your family. As such, you have suggested raising the maximum room and board allowance. The *Employment Standards Act* (Act) includes provisions to protect an employee's wage from inappropriate deductions such as an employer's cost of doing business. In the case of live-in caregivers, such as nannies, government policy recognizes that the provision of room and board is a cost to the employer that should in fact be recognized, to a certain extent, as included in the value of an employee's payment for services. The intent of the prescribed maximum deduction for room and board is to acknowledge this fact and is unrelated to policy considerations specific to changes in the minimum wage rates.

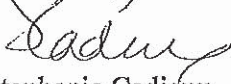
That being said, Government recognizes your concern that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs.

I appreciate your input on these matters and your views will be considered as the Ministry engages in its ongoing review to ensure that the Act continues to reflect the reality and needs of employees and employers in 21st century workplaces.

I understand that your email was also sent to my colleague, Honourable Kevin Falcon, Minister of Finance, so that he is aware of your concerns about the amount you can claim for childcare expenses. I have taken the liberty of copying Minister Falcon on my response to you, for his review and consideration.

Again, thank you, for taking the time to write and share your concerns.

Yours truly,



Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

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

From: s.22
Date: Tuesday, May 3, 2011 10:03 pm
Subject: New Message from Christy Clark Premier website
To: christy@christyclark.ca

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Senders Name: s.22

Email Address: s.22

Message: Increasing the minimum wage will have a very positive impact on low income earners - for that I thank you. Although business people will be predicting dire days ahead, they all know that \$8.00 an hour hasn't been a living wage for a very long time. Now, there is another area of labour law in BC that requires reform in order to protect restaurant workers whose tips are being kept by their employers. Tips, unlike wages, receive no protection under current labour law. This allows employers to steal servers' tips with impunity. When you add 15-20% to your restaurant bill - do you imagine that this is going to the server? Increasingly, restaurants are keeping the majority of the tips and the server is not even permitted to know what the take for the day is. Gone are the days when servers tipped themselves out and everyone knew the day's gross receipts. The lack of regulation concerning tips, combined with the large influx of young workers under the Immigration Dep't work permit program, means that servers have very little protection when it comes to receiving their fair share of the tips. It is up to the restaurant owner's discretion as to whether he/she will tip out the servers. The public remains unaware of this deception on the part of restaurant owners who choose to pay themselves from the tip pool. We need legislation that will protect restaurant workers' tips from unscrupulous owners' work practices. Thanks for listening.

Captcha code s.15

User IP Address: s.22

Date Submitted: May-03-2011 10:03 pm

s.22

Dear s.22

Thank you for your email of May 3, 2011, to Premier Christy Clark, regarding the recently announced changes to the British Columbia (BC) minimum wage and expressing your support for the specific regulation of gratuities in the restaurant sector. As the Minister of Labour, Citizens' Services and Open Government, I am very happy to respond on behalf of the Premier and I appreciate you taking the time to express your views on these matters.

In your email you express concerns about restaurant employer practices relating to gratuities. You are correct that under the BC *Employment Standards Act* (ESA), gratuities are generally not treated as wages since they are not paid by the employer to the employee for work performed. However, it is worth noting that under section 21(3) of the ESA, an employer may not use tips to cover a business cost. Gratuities used to pay an employer's business costs are deemed by this section to be wages under the Act. If an employee is charged any business costs whatsoever the Employment Standards Branch can collect that money as unpaid wages from the employer. Amounts deducted in contravention of this section, or payments an employer has required an employee to make on behalf of the employer, are considered to be wages and can be recovered under the ESA. This includes any money paid out of an employee's gratuities.

For more information on the definition and treatment of "wages" under the ESA you may wish to view the relevant sections of the employment standards policy interpretation manual at: <http://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-wages.htm> and <http://www.labour.gov.bc.ca/esb/igm/esa-part-3/igm-esa-s-21.htm>

I hope this information goes some way to addressing your concerns. While there are no plans at this time to introduce additional regulations dealing with gratuities, your comments will be taken into consideration during any future discussion on the issue.

Again, thank you for taking the time to write.

Yours truly,



Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

s.22

From:

Sent: Tuesday, May 17, 2011 10:10 AM

To: OfficeofthePremier, Office PREM:EX

Subject: Views regarding the minimum wage increase

Good Morning

I have a full service restaurant that does not service liquor. I would like to know how my government is helping me. Not only have I been hit with additional HST tax this year I am now being hit with a huge increase to my payroll. I understand you have made exceptions for restaurants that serve alcohol, but what about the rest of us? My servers make generous amounts of gratuities and now will be making up to \$10.25 by next year. I feel this is unfair to small businesses that are working hard to support the economy. But with the way our government is handling things we will be out of business sooner rather than later.

Can you please tell me what my options are?

Thank you

s.22

From: Minister, LCTZ LCTZ:EX

Sent: Friday, June 24, 2011 3:43 PM

To s.22

Cc: OfficeofthePremier, Office PREM:EX

Subject: 93811 - Response letter from the Ministry of Labour, Citizens' Services and Open Government

Ref: 93811

s.22

Dear S22

Thank you for your email of May 17, 2011, to Premier Christy Clark. The Premier forwarded me your email so that I could respond directly to the specific issue you raised regarding the British Columbia (BC) minimum wage. As the Minister of Labour, Citizens' Services and Open Government, I appreciate you taking the time to express your concerns and I understand that as a small business owner, this issue has a direct impact on your business.

As you are aware, Government announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. For more complete details on the minimum wage changes, you may wish to view the information provided on the Employment Standards Branch website:

www.labour.gov.bc.ca/esb/.

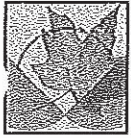
The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is recognized that any increase in the minimum wage will have some negative impact on some employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of British Columbia. In your email you comment specifically about the liquor server wage not applying to servers who do not serve liquor (such as those employed at your establishment) but who may still receive gratuities. The liquor server wage was modelled on the Ontario regulation in recognition that liquor servers make up a substantial portion of hospitality workers who earn significant gratuities. Government understands that in many cases workers who are not liquor servers will receive gratuities but will still be subject to the regular minimum wage.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government



CCPA
CANADIAN CENTRE
for POLICY ALTERNATIVES
BC Office

research • analysis • solutions

Honourable Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government
PO Box 9594 STN PROV GOVT
Victoria, BC
V8W 9K4

Dear Ms. Cadieux,

Congratulations on your recent appointment as Minister of Labour, Citizens' Services and Open Government. I'm writing to draw your attention to some recent studies that provide key background information and practical recommendations relevant to your new portfolio.

The following research reports are attached for your consideration:

- Cultivating Farmworker Rights: Ending the Exploitation of Immigrant and Migrant Farmworkers in BC
- Eroding Worker Protections: BC's New 'Flexible' Employment Standards
- Child and Youth Employment Standards: The Experience of Young Workers Under British Columbia's New Policy Regime
- A Poverty Reduction Plan for BC

I would be happy to meet with you to discuss these or any other of our projects that may be of interest to you as you undertake your new duties.

I would like to close by adding further congratulations to your government for the recent decision to increase BC's minimum wage.

Sincerely,

Seth Klein
Executive Director
Canadian Centre for Policy Alternatives – BC Office

MINISTRY OF LABOUR

MAR 23 2011

MINISTER'S SIGNATURE ☐

DIRECT REPLY ☐ MA ☐

FYI ☐ AC ☐ FILE ☐



Ref: 93400

JUN 03 2011

Seth Klein
Executive Director
Canadian Centre for Policy Alternatives – BC Office
1400-207 West Hastings Street
Vancouver, BC V6B 1H7

Dear Mr. Klein:

Thank you for your recent congratulatory letter, as well as the recent research reports you provided in relation to my ministerial portfolio. As the Minister of Labour, Citizens' Services and Open Government, I am pleased to be able to respond directly and I appreciate you taking the time to write to me and provide this information.

As I carry out my duties, I look forward to working with you and the Canadian Centre for Policy Alternatives on areas of mutual interest.

I also appreciate your comments on the increases to the minimum wage. As you are aware, this is part of Government's Families First agenda and we appreciate the input that you provided during our consultation process. If you are interested, the Factsheets on the minimum wage are available on the Employment Standards Branch website at: <http://www.labour.gov.bc.ca/esb/>

Again, thank you very much for the research reports and your congratulations and I look forward to working with you in the future.

Yours truly,

Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

From: s.22
Sent: Saturday, May 14, 2011 1:28 PM
To: OfficeofthePremier, Office PREM:EX
Subject: Minimum Wage rate for Liquor Servers

Dear Minister,

I work in a family restaurant as a server and approximately once a week I will serve a glass of wine or beer to a customer. My question is:
IF I GET THE HOSTESS TO SERVE THE SAME GLASS OF WINE OR BEER THEY ARE PAID THE REGULAR MIN WAGE, THEN WHY I WILL BE PAID THE MIN WAGE FOR LIQUOR SERVERS? I do not understand the discrepancy especially as I am tipping out to my hostess, so they are receiving tips.

Confused Server



Ref: 93772

May 30, 2011

s.22

Your e-mail of May 14, 2011 which was referred to the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government has been forwarded to me for a direct response.

The *Employment Standards Act* (the Act) provides a framework to ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment. Your question concerning the new liquor server wage rate is a matter of statutory interpretation and the Director of Employment Standards is responsible for all aspects of the interpretation and application of the Act.

The new liquor server minimum wage applies to employees whose primary employment duties are as a server of food and drink, and where these employees also serve liquor as a regular part of their duties. If the individual is not primarily functioning as a server or does not serve liquor on as a regular part of their duties then the regular minimum wage rate would apply. Since the primary duties of the person described in your question is to function as a hostess, even though they may occasionally serve liquor, they do not meet both requirements necessary for the liquor server minimum wage to apply. In the same way, a person who is primarily employed as a server but does not serve liquor would also not be subject to the liquor server minimum wage.

Whether tips are shared does not determine whether an employee can be paid the liquor server minimum wage. Also, an employer may always choose to pay more than the minimum wage set out in the Act.

In order to further assist you I have attached our *Minimum Wage Rate for Liquor Servers* factsheet which provides additional details and examples of the how the provision applies in different circumstances.

If you would like further information, I would encourage you to look at our website at <http://www.labour.gov.bc.ca/esb/>. You may also phone our toll-free Information Line at 1-800-663-3316 to speak to an agent 8:30 to 4:30 Monday to Friday.

I trust this information has been of assistance and clarifies how the liquor server minimum wage is applied.

Yours truly,

Pat Cullinane
Director of Employment Standards

From:

s.22

Sent: Saturday, May 14, 2011 11:58 AM

To: Minister, LCTZ LCTZ:EX: XT:Caesar. Michelle LCLB:IN; Routley.MLA, Douglas G LASS:EX;
letters@timescolonist.com; S22

Subject: Min wage

Honourable Stephanie Cadieux

Dear Honourable Cadieux,

I am a small business owner with 15 staff working in Nanaimo.

The concern I would like to bring to your attention is the new legislation on minimum wage.

Although in theory I am pleased with higher wages, my concerns are based on some of the direct influences these wages will have on business as well as on the average customer that we now service.

I have always paid above minimum wage for all my staff, but I obviously pay different staff different rates based on experience, age and ability. When I have to pay all staff \$10.25 next year at this time, I will no longer hire high school students when I have to pay these people the same pay as I do with my staff that work full time. Why should a fifteen year old starting a new job get paid the same as a trained staff? Why would a new staff start off being paid the same rate of pay as someone who is fully trained in our procedures.

I would like to suggest that the new legislation be amended and consider age and experience in regard to rate of pay. As a parent of four working aged children and as an employer I fear that this new legislation will hinder economic growth as businesses raise prices to cover costs, stop hiring young people and have to pay higher premiums for both source deductions as well as work safe.

Thank you for your time and consideration.

s.22

S22

s.22

Dear S22

Thank you for your email of May 14, 2011, regarding the British Columbia (BC) minimum wage. I appreciate you taking the time to express your concerns and I understand that you are a small business owner and that this issue has a direct impact on your business.

As you are aware, Government announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. In addition, as of May 1, 2011, the training wage was repealed. Finally, a special minimum wage for liquor servers is being phased in, beginning May 1, 2011, at \$8.50 and rising to \$9.00 by May 1, 2012. For more complete details on the minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of British Columbia.

In your email, you suggest amending the minimum wage regulation to establish a minimum rate, or rates, which are connected to an employee's age and experience. At this time there are no plans to change the minimum wage regulation. However, your suggestions will be considered in any future discussions about the issue.

Again, thank you for taking the time to write and share your concerns.

Yours truly,



Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

From: s.22
Sent: May 17, 2011 9:39 AM
To: Cadieux.MLA, Stephanie
Subject: Minimum wages increase and Nannies

Dear Stephanie,

I am writing concerning the increase in minimum wages. Although I think the wage increase is overdue as a working mom I am going to find these increases extremely hard personally. With three children and the oldest with special needs we have found the live-in nanny route the only viable option for us. Now the rate is not only going to increase but increase dramatically over the next year.

With the first increase we will have to pay about an extra 140 per month. fine. With the second increase it again and it will be an extra 282.00 per month. ouch!

With the 2012 increase it will cost us an extra 424.00 per month. Too much to handle.

(compared to the wages in april 2011)

As a parent that is hard to swallow. I actually don't know if I will be able to afford this at all. Which honestly is stressing me out. So my question is how is the government going to help parents? Are tax write offs for child care going to increase? Are we going to be able to charge a little more for room and board?

My 94 year old grandmother also has a live-in care giver. She is on a fixed income. Is already in the hole each month needing the extra help. This increase is also going to hurt her.

With minimum wage increasing what about the consequences for those it effects like working parents and the elderly using live-in child care? How are we going to be helped to ease the effect of these major changes? The federal government has already made changes that is making it harder to get live-in care givers and made it more costly. Now the provincial government has made it unaffordable.

Thanks for taking the time to read my concerns.

s.22

From: Minister, LCTZ LCTZ:EX

Sent: Monday, June 27, 2011 10:21 AM

To: ' s.22

Cc: Minister, FIN FIN:EX

Subject: 93954 Response letter from the Ministry of Labour, Citizens' Services and Open Government

Ref: 93954

s.22

Dear s.22

Thank you for your email of May 17, 2011, regarding the provincial minimum wage. As Minister of Labour, Citizens' Services and Open Government, I am pleased to be able to respond directly to your correspondence and I appreciate you taking the time to write.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. Government decided that after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families in British Columbia. I appreciate you taking the time in your email to express your support for the increase.

I also understand that for employers of live-in caregivers, the increased minimum wage could mean an additional cost. As such, you have inquired about raising the maximum room and board allowance. The *Employment Standards Act* (Act) includes provisions to protect an employee's wage from inappropriate deductions such as an employer's cost of doing business. In the case of live-in caregivers, such as nannies, government policy recognizes that the provision of room and board is a cost to the employer that should in fact be recognized, to a certain extent, as included in the value of an employee's payment for services. The intent of the prescribed maximum deduction for room and board is to acknowledge this fact and is unrelated to policy considerations specific to changes in the minimum wage rates.

That being said, Government recognizes your concern that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs.

Your input on these matters is appreciated and your views will be considered as the Ministry engages in its ongoing review to ensure that the Act continues to reflect the reality and needs of employees and employers in 21st century workplaces.

With respect to your question about tax credits for child care costs, I have forwarded your letter to my colleague the Honourable Kevin Falcon, Minister of Finance, so that he is aware of your concerns.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

From: s.22
Sent: May 17, 2011 9:59 AM
To: Cadieux.MLA, Stephanie
Subject: Minimum wages increase and Nannies

Dear Stephanie,

I am writing concerning the increase in minimum wages. Although I think the wage increase is overdue as a working mom I am going to find these increases extremely hard personally. With three children and the oldest with special needs we have found the live-in nanny route the only viable option for us. Now the rate is not only going to increase but increase dramatically over the next year.

With the first increase we will have to pay about an extra 140 per month. fine. With the second increase it again and it will be an extra 282.00 per month. ouch! With the 2012 increase it will cost us an extra 424.00 per month. Too much to handle.
(compared to the wages in april 2011)

As a parent that is hard to swallow. I actually don't know if I will be able to afford this at all. Which honestly is stressing me out. So my question is how is the government going to help parents? Are tax write offs for child care going to increase? Are we going to be able to charge a little more for room and board?

My 94 year old grandmother also has a live-in care giver. She is on a fixed income. Is already in the hole each month needing the extra help. This increase is also going to hurt her.

With minimum wage increasing what about the consequences for those it effects like working parents and the elderly using live-in child care? How are we going to be helped to ease the effect of these major changes? The federal government has already made changes that is making it harder to get live-in care givers and made it more costly. Now the provincial government has made it unaffordable.

Thanks for taking the time to read my concerns.

s.22

From: Minister, LCTZ LCTZ:EX

Sent: Friday, June 24, 2011 3:43 PM

To: s.22

Cc: OfficeofthePremier, Office PREM:EX

Subject: 93811 - Response letter from the Ministry of Labour, Citizens' Services and Open Government

Ref: 93811

s.22

Dear Ms. s.22

Thank you for your email of May 17, 2011, to Premier Christy Clark. The Premier forwarded me your email so that I could respond directly to the specific issue you raised regarding the British Columbia (BC) minimum wage. As the Minister of Labour, Citizens' Services and Open Government, I appreciate you taking the time to express your concerns and I understand that as a small business owner, this issue has a direct impact on your business.

As you are aware, Government announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. For more complete details on the minimum wage changes, you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is recognized that any increase in the minimum wage will have some negative impact on some employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of British Columbia.

In your email you comment specifically about the liquor server wage not applying to servers who do not serve liquor (such as those employed at your establishment) but who may still receive gratuities. The liquor server wage was modelled on the Ontario regulation in recognition that liquor servers make up a substantial portion of hospitality workers who earn significant gratuities. Government understands that in many cases workers who are not liquor servers will receive gratuities but will still be subject to the regular minimum wage.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

s.22

From

Sent: Tuesday, May 17, 2011 10:10 AM

To: OfficeofthePremier, Office PREM:EX
Subject: Views regarding the minimum wage increase

Good Morning

I have a full service restaurant that does not service liquor. I would like to know how my government is helping me. Not only have I been hit with additional HST tax this year I am now being hit with a huge increase to my payroll. I understand you have made exceptions for restaurants that serve alcohol, but what about the rest of us? My servers make generous amounts of gratuities and now will be making up to \$10.25 by next year. I feel this is unfair to small businesses that are working hard to support the economy. But with the way our government is handling things we will be out of business sooner rather than later.

Can you please tell me what my options are?

Thank you

s.22

From: Minister, LCTZ LCTZ:EX

Sent: Friday, June 24, 2011 4:28 PM

To: s.22

Cc: Office of the Premier, Office PREM:EX

Subject: 93809 - Response letter from the Ministry of Labour, Citizens' Services and Open Government

Ref: 93809

s.22

Dear Mr s.22

Thank you for your email of May 19, 2011, to Premier Christy Clark. The Premier forwarded me your email so that I could respond directly to the specific issue you raised regarding the British Columbia (BC) minimum wage. I appreciate you taking the time to express your concerns about the recent minimum wage increase and I understand that as a small business owner this issue has a direct impact on your business.

As you are aware, Government announced that BC's minimum wage will increase in three stages to \$10.25 by May 1, 2012. In addition, as of May 1, 2011, the training wage was repealed. Finally, a special minimum wage for liquor servers is being phased in, beginning May 1, 2011, at \$8.50 and rising to \$9.00 by May 1, 2012. For more complete details on the minimum wage changes you may wish to view the information provided on the Employment Standards Branch website: www.labour.gov.bc.ca/esb/.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. As a result of those discussions, it was determined that job impacts are minimized when minimum wage increases are done incrementally over time. However, it is recognized that any increase in the minimum wage will have some negative impact on certain employers who are faced with higher labour costs. That said, Government has decided that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of British Columbia. Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux

Minister of Labour, Citizens' Services and Open Government

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

From: s.22
Sent: Friday, May 20, 2011 11:24 AM
To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name s.22

Email Address: s.22

s.22

19 May 2011

Honourable Christy Clark, Premier
Parliament Buildings Victoria, BC V8V 1X4

Not Responsive

Minister,

Not Responsive

Not Responsive

Not Responsive

4. Proposed minimum wage increase

As an employer I firmly believe in rewarding people more for their worth and for a job well done however, this is coming too soon on the heels of the price increase from the HST. We would have to increase our prices again in order to compensate a wage increase. Add all these things together and the domino effect on business is becoming increasingly precarious. Once again resulting in a decrease in business.

Quite frankly, given all of these setbacks, roadblocks and countless impediments would the Province become a small business owner? Given that the backbone of the province is dependant on the continuation of such small enterprise it would seem rational, nay responsible that the province do its utmost to assure that small business continue at least. In closing, as you can tell, we are all feeling the negative effects of these changes, I am asking that our government please look at changing a few of these new policies. Begin with the return of the wholesale pricing on alcohol.

These are my thoughts and I appreciate having the opportunity to express and share them. Please let us keep the lines of communication open.

I am,
Sincerely

s.22

Honourable Christy Clark, Premier
Honourable Colin Hansen, Minister of Finance & Minister Responsible for
Small Business
Honourable Bill Bennett, Constituency Office, Cranbrook, BC

Captcha code: s.15

User IP Address: s.22

Date Submitted: May-20-2011 11:24 am

Again, thank you for your comments. It was good to hear from you.

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

From: s.22
Sent: Saturday, June 25, 2011 7:57 AM
To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name: s.22

Email Address: s.22

Message: Dear Ms Clark,
I hope this gets past your screeners.
I have come to the realization that although I love your new minimum wage raise because I have youngins who work at S22
S22 my kids will enjoy a raise come May 2012. It has come to my attention however that liquor servers are not going to enjoy the same standard of raise in wage. Ms Clark that is a mistake. Did you know that in a bar if a fight breaks out and the bouncers eject people that if they have a bill the server will be on the hook to pay it? I did not know this. If a server must pay it out of her or his pocket...what does that do to the minimum wage? it makes it less, right.
Lots of young people have to work in crappy bars and pubs with lousy bosses I hope the Government of the people will please try to make it fair for them too. I have 20yr old kids and one left to Graduate and we have been lucky enough to not have them work in the crappy booze slinging world but we as parents worked hard to educate them and support them but not all kids have the support at home or anywhere else. I just want to ask you to give it a re think. Please.
I would like a response back.

Captcha code: s.15

User IP Address: s.22

Date Submitted: Jun-25-2011 7:57 am

From: LBR, Labour Division LSC:EX
Sent: Thursday, July 7, 2011 4:30 PM
To: s.22
Cc: OfficeofthePremier, Office PREM:EX
Subject: Ref: 94113 - Response from the Ministry of Labour, Citizens' Services and Open Government

Ref: 94113

s.22

Dear s.22

Thank you for your email dated June 25, 2011, to Premier Christy Clark, regarding the minimum wage for liquor servers. As the Deputy Minister of Labour, at the Ministry of Labour, Citizens' Services and Open Government, I am pleased to respond on behalf of Premier Clark and I appreciate you taking the time to express your views on this matter.

Your support for the general increase in the minimum wage is greatly appreciated. Government recognizes that after almost ten years, it is necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of British Columbia.

In your email, you raise a concern that the minimum wage for liquor servers, which will rise to \$9.00/hour on May 1, 2012, will not match the increase to the general minimum wage, which will rise to \$10.25/hour on May 1, 2012.

One of the concerns that Government had about a substantial minimum wage increase was employers, particularly in the food and beverage sector, would be forced to lay off staff or reduce hours as a result of higher labour costs. This issue and others related to the employment standards system were discussed by the Ministry of Labour, Citizens' Services and Open Government during consultation with stakeholders and economic experts. As a result of this consultation, it was decided that creating a separate minimum wage for employees who serve liquor directly to customers or guests in licensed premises as a regular part of their work would allow the general minimum wage to increase while maintaining and supporting jobs in the food and beverage sector.

For more information on the liquor server wage, you may wish to view the Employment Standards Branch factsheet at:

<http://www.labour.gov.bc.ca/esb/facshts/pdfs/Minimum%20Wage%20-%20Liquor%20Server.pdf>

You can also view the Summary Report on the Employment Standards Stakeholder Engagement Process at:

http://www.labour.gov.bc.ca/esb/docs/Stakeholder_Engagement_Report.pdf

In relation to your concern about servers being forced to cover the cost of customers' unpaid bills, the *Employment Standards Act* (Act) prohibits an employer from deducting any costs of doing business from an employee's wages. This would include the circumstances you have described where a patron is ejected from a business or any other circumstance where a patron leaves the premises and fails to pay his or her bill. The recent changes to the minimum wage had no impact on these rules and it remains a violation of the Act for an employer to either directly or indirectly require an employee to cover any costs associated with operating the business.

If an employee has a circumstance where money is deducted from his or her wages, or if payment from the employee to the employer is required in relation to the circumstances you have described, the employee may file a complaint with the Employment Standards Branch (Branch).

Should you have any further questions or require clarification, please contact the Branch's toll free Information Line at 1-800-663-3316 or access the website at www.labour.gov.bc.ca/esb. For your convenience I have also attached a link to the relevant factsheet which addresses the issue of deductions from employee wages:

http://www.labour.gov.bc.ca/esb/facshts/pdfs/deductions_wage.pdf

Again, thank you for taking the time to write and share your concerns and I hope you find this information helpful.

Yours truly,

Rob Lapper, Q.C.

Deputy Minister of Labour
Ministry of Labour, Citizens' Services and Open Government

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

From: OfficeofthePremier, Office PREM:EX
Sent: Tuesdav. June 28. 2011 1:40 PM
To: s.22
Cc: Minister, LCTZ LCTZ:EX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding the recent announcement of a raise to the minimum wage.

We appreciate the time that you have taken to share your thoughts with us. We understand you are concerned with the decision to make a separate minimum wage for liquor servers. Your comments will be shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well.

From: Tanner, Michael A LBR:EX
Sent: Friday, July 8, 2011 1:53 PM
To: s.22
Cc: Harper, Gillian LBR:EX; Nankivell, Nathan LBR:EX
Subject: FW: RUSH - CLIFF# 94138 - s.22 DMO response - NEW ASSIGNMENT
Importance: High

Hi s.22 – I was asked to respond to your questions about minimum wage increases in British Columbia.

1. There is no particular or established formula in BC for determining the level of minimum wage increases, nor is it set in relation to a specific economic indicator such as CPI or LICO. When increases have been made in the past, they have been set on a case-by-case basis and a number of factors are usually taken into account which may include cost of living changes, the minimum wage in other jurisdictions, the general state of the economy, etc.
2. It is not mandated in legislation or otherwise that the minimum wage must be reviewed every X years.
3. Not applicable.

I trust this will be of assistance. Please let me know if you need anything else and good luck with your paper.

Michael Tanner
Director
Labour Policy and Legislation Division
Ministry of Labour, Citizens' Services and Open Government (British Columbia)
Phone: (250) 356-7264
Fax: (250) 356-5335
E-mail: Michael.Tanner@gov.bc.ca

From
Sent: Friday, July 8, 2011 10:51 AM
To: Minister, LCTZ LCTZ:EX
Subject: BC Minimum Wage Rate Setting
Importance: High

Good afternoon,

My name is s.22 I was
provided this email by one of your Employment Standards Managers.

I have recently been asked to conduct research into how each jurisdiction across Canada sets their minimum wage rate for the preparation on an Options Paper for my Minister.

I was wondering if you could answer a few questions about how BC goes about setting the minimum wage rate:

1. When decided the rate is there a particular formula you use? Or do you set it in relation to economic indicators such as CPI or LICO?
2. Is it mandated somewhere (i.e. in legislation or at the Minister's discretion) that the minimum wage rate be review every X years?
3. Why are reviews done every X number of years (if applicable)?

There is a rush for me to collect and compile this information ASAP and I greatly appreciate any feedback in regards to my above questions.

Thank you kindly,

s.22

From: Minister, LCTZ LCTZ:EX
Sent: Monday, July 18, 2011 11:58 AM
To: s.22
Cc: OfficeofthePremier, Office PREM:EX
Subject: 94177 Response letter from the Ministry of Labour, Citizens' Services and Open Government

Ref: 94177

s.22

Dear Ms. I s.22

Thank you for your emails dated July 1, 2011, and July 13, 2011, to Premier Christy Clark, regarding the minimum wage for liquor servers. As the Minister of Labour, Citizens' Services and Open Government, I am pleased to respond on behalf of Premier Clark and I appreciate you taking the time to express your views on this matter.

In your email, you raise a concern that the minimum wage for liquor servers, which will rise to \$9.00/hour on May 1, 2012, will not match the increase to the general minimum wage, which will rise to \$10.25/hour on May 1, 2012.

One of the concerns that Government had about a substantial minimum wage increase was that employers, particularly in the food and beverage sector, would be forced to lay off staff or reduce hours as a result of higher labour costs. This issue and others related to the employment standards system were discussed by the Ministry of Labour, Citizens' Services and Open Government during consultation with stakeholders and economic experts. As a result of this consultation, it was decided that creating a separate minimum wage for employees who serve liquor directly to customers or guests in licensed premises as a regular part of their work would allow the general minimum wage to increase while maintaining and supporting jobs in the food and beverage sector.

For more information on the liquor server wage, you may wish to view the Employment Standards Branch factsheet at:

<http://www.labour.gov.bc.ca/esb/factsheets/pdfs/Minimum%20Wage%20-%20Liquor%20Server.pdf>

You can also view the Summary Report on the Employment Standards Stakeholder Engagement Process at:

http://www.labour.gov.bc.ca/esb/docs/Stakeholder_Engagement_Report.pdf

Again, thank you for taking the time to write and share your concerns and I hope you find this information helpful.

Yours truly,

Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

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

From: OfficeofthePremier, Office PREM:EX
Sent: Wednesday, July 13, 2011 2:50 PM
To: s.22
Cc: minister, L012 L012.LX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding the minimum wage. We appreciate the time you have taken to share your concerns with us.

We understand that while you agree with the increase overall, you have specific concerns regarding the separate minimum wage for liquor servers. Your comments will be shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, so that she is aware of your views as well. You will be hearing from Minister Cadieux's office regarding your specific questions at the earliest opportunity.

Again, thank you for your comments.

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

From: s.22
Sent: Wednesday, July 13, 2011 11:55 AM
To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name: s.22

Email Address: s.22

Message: I would really like a response to my e-mail I sent about minimum wage. I dont understand why minimum wage is not minimum wage for everyone. Please let me know why this was done like that. No response no vote. I worked from 7 a.m. till noon but because i might sell a beer once a month my wage was only 8.50. The only ones this helps is the restaurant owners who are making a bigger profit from selling liquor and can pay thier staff less ?? Hope to hear from someone soon . Thankyou

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

From: s.22
Sent: Friday, July 1, 2011 9:19 PM
To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name: s.22

Email Address: s.22

Message: i dont understand the new minium wage law. I want to know why everyone doesnt get the same wage. I dont serve alcohol but think anyone who serves obnoxious drinkers and other drinkers deserves to get same wage as me. You make more than me so why cant someone else. the only one who benefits from this is the business owner who makes more money selling alcohol and can pay his workers less. DOES THIS MAKE SENSE??? No it doesnt and i think the minimum wage should be same for everyone. The little guy who doesnt sell alcohol and doesnt make profit that someone who does sell alcohol does has to pay a higher wage ?? Please let me know that this crazy law will change and everyone will get same minimum wage. Please send me an explanation . thankyou s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Jul-01-2011 9:18 pm

-----Original Message-----
From: s.22
Sent: Friday, July 1, 2011 9:19 PM

To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name: s.22

Email Address: s.22

Message: i dont understand the new minium wage law. I want to know why everyone doesnt get the same wage. I dont serve alcohol but think anyone who serves obnoxious drinkers and other drinkers deserves to get same wage as me. You make more than me so why cant someone else. the only one who benefits from this is the business owner who makes more money selling alcohol and can pay his workers less. DOES THIS MAKE SENSE??? No it doesnt and i think the minimum wage should be same for everyone. The little guy who doesnt sell alcohol and doesnt make profit that someone who does sell alcohol does has to pay a higher wage ?? Please let me know that this crazy law will change and everyone will get same minimum wage. Please send me an explanation . thankyou s.22

Captcha code: s.15

User IP Address: s.22

Date Submitted: Jul-01-2011 9:18 pm

From:

s.22

Sent: Thursday, August 11, 2011 1:29 PM

To: Minister, LCTZ LCTZ:EX

Subject: Wage increase and plans for a break to employers

Hi,

I am an employer for whom the wage increase planned from \$8 an hour to \$10.25 by May 2012 will prove hardships in employing individuals. In my case, we have live-in caregiver wages which will increase dramatically. To offset costs of live-in caregivers employers have a Room & Board amount of \$325.00 per month, in BC, to deduct from wages costs. This is meant to alleviate costs for room and board, meal and all related costs. Our property taxes have increased, utility taxes have increased, sales taxes have increased and basically all related costs increased. With the dramatic minimum wage increase ...this just pushes the issue further. And a little background information, a live-in caregiver is a necessity for us not a luxury as we have a severely disabled child to care for.

I am wondering specifically about live-in caregivers; is the Room and Board deductible amount \$325 going to be increased? Is there any other financial breaks available for employers with wage increase and living cost increases?

I have gone through Immigration Canada, Temporary Foreign Worker Unit, Service Canada and Employment Standards BC and none take responsibility for governing the deduction amount stipulated to us employers. So have turned to you to see if anything is in the works? Could you please look into this and see if any changes are coming up? If no changes, what can we do to get that amount reviewed given all costs it's meant to encompass have increased. Thank you so much for your time.

Regards,

s.22

s.22

Dear Ms. s.22

Thank you for your email of August 11, 2011, regarding the recent changes to the BC minimum wage and expressing concerns about the related effect on you as an employer of a live-in caregiver.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government consultation with stakeholders and economic experts on their views about the issue. Government decided that after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families in British Columbia.

I do understand that for employers of live-in caregivers, such as you, the increased minimum wage could mean an additional cost. As such, you have suggested raising the maximum room and board allowance. I appreciate your input on these matters and your views will be considered as the Ministry engages in its ongoing review to ensure that the employment standards law continues to reflect the reality and needs of employees and employers in 21st century workplaces.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

From:

s.22

Sent: Wednesday, August 24, 2011 12:45 PM

To: Minister, LCTZ LCTZ:EX

Subject: RE: 94436 Response letter from the Ministry of Labour, Citizens' Services and Open Government

Hi Stephanie,

Thank you for your response.

To clarify, although minimum wage increase does compound financial hardship for us employers. I was hoping to look at Room and Board deduction amount by itself. From my understanding, all costs that the Room and Board is meant to encompass (eg: property taxes, utility taxes and other related costs) have increased over the years yet the Room and Board amount (\$325) has stayed the same.

I appreciate that my concerns will be included in the ongoing review of these issues. But I also would like to know when decision or reviews are being done so I can figure out when to follow up.

Thank you again for looking into this.

Regards,

S22

Honourable Stephanie Cadieux
PO Box 9086 Stn Provincial Government
Victoria, BC V8W 9E2

s.22

August 12, 2011

Dear Honourable Minister Cadieux,

I am writing on behalf of the many average families with small children in British Columbia who are going to face a difficult choice in light of the upcoming increases to the minimum wage in B.C. As you know, the minimum wage in B.C. is in the process of increasing from \$8/hour to \$10.25/hour over a very short time frame. This change is commendable, especially given the high cost of living in B.C. That said, nannies hired under the federal Live-in Caregiver program are in a unique situation, in that their cost of living is artificially sheltered.

Employer families are only able to charge \$325 per month, which is very unrealistic in B.C. in 2011 yet will have an additional wage increase of over \$5000 per year to bear. Many of these families will struggle with this financial burden in the face of a monetary windfall to the nannies.

An unintended consequence is that many of these employers, who until now have chosen live-in nannies as ideal for their families, may need to lay-off these nannies because of the new financial burden. This will leave many of these foreign workers in a precarious situation, as most of them who come to Canada under the Live-in caregiver program cannot work in any other capacity, and they also have a limited time in which to work a certain number of hours or face expulsion out of Canada.

The employers too may have to re-assess their ability to be fully engaged in the workforce. With difficulties in finding day care availability, and now an inability to pay for a live-in caregiver, many dual-income families may be forced to choose to have one of the parents stay home, leading to decreased income for the family and decreased tax revenues for the Provincial and Federal governments.

I request that this situation be addressed, keeping in mind that many families of small children are struggling to make ends meet while live-in nannies will experiencing a windfall of extra income with no increase to represent present-day living expenses. Options could be as follows:

- Adjust the room and board that employer families can charge live-in nannies to be more in line with the present rate in B.C.
- Introduce a rider applicable to live-in nannies that offers a differential wage for their very specific situation, similar to that for liquor servers

I again want to stress that while I am fully in favour of the minimum wage increase in B.C. to be more in line the cost of living here, nannies working under the live-in caregiver program represent a unique situation that requires individual thought, attention, and action.

Thank you kindly for your prompt attention to this matter.

Sincerely,

s.22

Dear Ms. s.22

Thank you for your email of August 9, 2011, expressing your support of the minimum wage increase, as well as concerns about the related effects on employers of live-in caregivers.

The decision to increase the minimum wage followed a process of Ministry of Labour, Citizens' Services and Open Government (Ministry) consultation with stakeholders and economic experts on their views about the issue. Government decided that after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families in British Columbia. I appreciate you taking the time in your email to express your support for the increase.

I do understand that for employers of live-in caregivers, the increased minimum wage could mean an additional cost. As such, you have suggested raising the maximum room and board allowance or creating a separate minimum wage rate specific to live-in caregivers. I appreciate your input on these matters and your views will be considered as the Ministry engages in its ongoing review to ensure that the employment standards law continues to reflect the reality and needs of employees and employers in 21st century workplaces.

Again, thank you for taking the time to write and share your concerns.

Yours truly,

Stephanie Cadieux
Minister of Labour, Citizens' Services and Open Government

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

From: OfficeofthePremier, Office PREM:EX
Sent: Thursday, September 1, 2011 1:10 PM
To: s.22
Cc: Minister, LCTZ LCTZ:EX
Subject: RE: New Message from Christy Clark Premier website

Thank you for your email regarding the recent increase to the minimum wage. We appreciate the time you have taken to share your thoughts and concerns with us. We understand that you are concerned about how the recent raise may affect childcare costs. Please be assured that we are monitoring the impact of all decisions we make, and understand that childcare is important to British Columbian families.

Your specific comments regarding the current room and board deduction amount will be shared with the Honourable Stephanie Cadieux, Minister of Labour, Citizens' Services and Open Government, for her review and consideration.

Again, thank you for writing. It was good to hear from you.

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

From: s.22
Sent: Wednesday, August 24, 2011 4:49 PM
To: OfficeofthePremier, Office PREM:EX
Subject: New Message from Christy Clark Premier website

Someone has filled out the form on the Christy Clark Premier website. Below are the details.

Message for: premier@gov.bc.ca

Senders Name: s.22

Email Address s.22

Message: I just wanted to ask about your raising the minimum wage to 10.25/hour. I am hiring a nanny and we are restricted to charging 325 per month for room and board. You effectively are raising the cost of childcare by 25% because of the raise in minimum wage however there has been no increase to the amount we can charge for room and board. I think that raising the minimum wage was the right thing to do and reflective of the current market however I think that raising the amount we can charge by 25% is also reflective of the current market. As you say you want to keep families at the centre of government decision making, this is a huge deal to many families and I hope you consider this over the next year as the new minimum wage takes effect. Thank you,
Sincerely,

s.22

Captcha code: s.15

User IP Address s.22

Date Submitted: Aug-24-2011 4:49 pm