

FW: follow up - Minimum wage increases

From: Bisschop, Lindsay AF:EX
To: Lalani, Arif AGRI:EX <Arif.Lalani@gov.bc.ca>
Cc: Raymond, Mark AF:EX <Mark.Raymond@gov.bc.ca>, Miles-Pickup, Lindsay PSA:EX <Lindsay.MilesPickup@gov.bc.ca>
Sent: April 16, 2020 4:40:42 PM PDT
FYI

From: North, Anna AGRI:EX <Anna.North@gov.bc.ca>
Sent: April 16, 2020 4:39 PM
To: Reg@bcac.ca
Cc: Bisschop, Lindsay AGRI:EX <Lindsay.Bisschop@gov.bc.ca>; Mack, James AGRI:EX <James.Mack@gov.bc.ca>
Subject: follow up - Minimum wage increases

Hi Reg,

We confirmed with the Ministry of Labour that at this point, there are no plans to cancel or delay the increase in the general hourly minimum wage which is scheduled for June 1st.

Also the minimum piece rate regulation will not go forward now, and there are no plans to re-visit the piece rates any time soon. So, for the piece rates, the status quo (i.e., no increases) will continue for the foreseeable future.

Let me know if you need anything else.

Anna

Increase in Minimum Wage

From: lrobertson@cafanet.ca
To: lrobertson@cafanet.ca
Sent: June 3, 2021 6:41:58 AM PDT
Attachments: image001.png

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

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[BC minimum wage increases \(countrylifeinbc.com\)](https://countrylifeinbc.com)

All the best!

Liz Robertson, M.A.
CAFA Executive Director
204-348-3578
877-474-2871
CAFAnet.ca



I may not agree with what you say, but to the death I will defend your right to say it. ~ Voltaire

MINISTRY OF LABOUR

DECISION NOTE

Cliff #:

Date: February 1, 2022

PREPARED FOR: Honourable Harry Bains, Minister of Labour

ISSUE: Seeking Confirmation of Approach for Adjusting Minimum Wage Rates in 2022

BACKGROUND:

Government's 2020 election platform committed to tying the minimum wage to the rate of inflation once the minimum wage reached at least \$15.00/hour. Premier Horgan included this item as a priority in his mandate letter to the Minister of Labour (Minister).

In December 2021, Ministry of Labour (Ministry) staff sought the Minister's direction regarding how to proceed with the 2022 adjustment to minimum wage rates. Direction was given to proceed with an amendment to the Regulation to adjust all minimum wage rates by the 12-month average percentage change to the BC Consumer Price Index (CPI) for 2021, effective June 1, 2022, s.12; s.13
s.12; s.13

This direction was provided pending the release of the final 2021 BC CPI numbers and the outcome of consultations with the Ministry of Agriculture, Food, and Fisheries (AFF) regarding the timing and amount of the minimum piece rates adjustments.

DISCUSSION:

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As announced in January 2022, the average percentage change to the BC CPI for 2021 (compared to 2020) was 2.79456%. BC Stats rounds this figure up to 2.8% for its public reports. Applying 2.8% to the current general minimum wage rate (rounded to the nearest nickel) would result in an increase of 45 cents to \$15.65. This would be the second highest minimum wage rate in Canada and first among provinces (see Attachment 1). This rate is lower than the average percentage change to the national CPI for 2021, which was 3.35766%, or 3.4%, as reported by Statistics Canada (which, if applied to the BC general minimum wage, would result in a 50-cent increase to \$15.70).

While adjusting the minimum wage based on the BC CPI would result in a slightly lower adjustment for 2022, over the past five years, the BC CPI has been higher than the national CPI, thus reflecting the cost of living in BC. In addition, there is precedent for using the BC CPI for adjusting the minimum wage, rather than the national CPI (e.g., as per the 2016 minimum wage adjustment). Other Canadian jurisdictions that tie

minimum wage to inflation generally use their provincial CPI to guide these adjustments (see Attachment 1, noting that only small population provinces - Nova Scotia and Newfoundland and Labrador use the national CPI).

Application to Alternate Minimum Wage Rates

The proposed adjustment of 2.8% would also apply to alternate minimum wage rates, including the rates for live-in home support workers, live-in camp leaders, and resident caretakers.

s.12; s.13

Next Steps

If the Minister agrees, Ministry staff will begin the preparation of an Order-in-Council (OIC) amending the regulation to adjust all minimum wage rates by the 12-month average percentage change to the BC CPI for 2021 (i.e., 2.8%), effective June 1, 2022, with the exception of the minimum piece rates.

s.12; s.13

This would ensure that the OIC would be in force by the effective dates as specified, with sufficient time to notify workers and employers.

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Attachment 1: General Minimum Wages in Canada (as of January 1, 2022)

Approved / Not Approved	Date:

s.12; s.13

Minister's Signature:

DM Contact: Trevor Hughes, 778-974-2189

Prepared by: Lydia Zucconi, Senior Policy Advisor, Labour Policy and Legislation Branch

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FW: draft BN - Minimum Wage - Piece Rates increase

From: McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>
To: Pokorny, Peter AFF:EX <Peter.Pokorny@gov.bc.ca>
Sent: February 2, 2022 1:18:14 PM PST
Attachments: IN Minimum Wage CPI February 2022 FINAL.docx

Hello,
This note is a heads up for you and MLP...MHB is seeking to move forward with a change to wages which will have a direct implication to some agriculture commodity groups who still operate under a piece rate payment model.

Summary:

- Min of Labour proposing to bring in OIC for a rate of inflation (2.8%) increase to minimum wage ...OIC is tentatively for March with an effective date of June 2022
- Outstanding issue – there are about 12 commodity groups in agriculture which do not pay minimum wage – rather they pay a piece rate...this has been something that the govt has wanted to address for a couple of years... to bring the piece rates up to a livable wage or minimum wage
- Piece rates have been used by these commodity groups due to the nature of the work and the thin profit margins

s.13

Looking for your and MLP indication on support for the Labour proposal. MHB may be taking this forward on Feb 3!
If more info needed – pls advise.

Jennifer McGuire, P.Ag.

Assistant Deputy Minister

Science, Policy and Inspection Division | Ministry of Agriculture, Food and Fisheries

C 250.361-5944 | E jennifer.mcguire@gov.bc.ca

I respectfully acknowledge that I live and work on the traditional territory of the Katzie, Kwantlen, Matsqui, and Semiahmoo First Nations.

From: Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>
Sent: February 2, 2022 11:47 AM
To: McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>
Subject: draft BN - Minimum Wage - Piece Rates increase

Hi Jennifer,
Here is what this is looking like – will chat with you at noonish

Danine Leduc
Assistant Deputy Minister
Ministry of Labour (BC)
Tel: 778-698-3563
Cell: 250-208-2850

MINISTRY OF LABOUR

DECISION NOTE

Cliff #:

Date: February 1, 2022

PREPARED FOR: Honourable Harry Bains, Minister of Labour

ISSUE: Seeking Confirmation of Approach for Adjusting Minimum Wage Rates in 2022

BACKGROUND:

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DM Contact: Trevor Hughes, 778-974-2189

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FW: draft BN - Minimum Wage - Piece Rates increase

From: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>
To: Wiens, Cheryl AF:EX <Cheryl.Wiens@gov.bc.ca>, Ou, Beiyan AF:EX <Beiyan.Ou@gov.bc.ca>, Dela Rosa, Angeli AF:EX <Angeli.DelaRosa@gov.bc.ca>
Sent: February 11, 2022 9:34:07 AM PST
Attachments: IN Minimum Wage CPI February 2022 FINAL.docx

Good morning team,

Just keeping you in the loop re: changes to piece rates (please keep a close hold).

I haven't drafted a notification plan before so may lean on you all for advice/assistance.

Thank you,

Shannon

From: Todosichuk, Ardice AFF:EX <Ardice.Todosichuk@gov.bc.ca>
Sent: February 11, 2022 8:36 AM
To: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>
Subject: FW: draft BN - Minimum Wage - Piece Rates increase

Hi JLM approached me yesterday about helping to put together a notification plan by the end of the month. Can we work on this together.

I'll put some time aside to discuss.

AT

From: McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>
Sent: February 10, 2022 4:51 PM
To: Todosichuk, Ardice AFF:EX <Ardice.Todosichuk@gov.bc.ca>
Subject: FW: draft BN - Minimum Wage - Piece Rates increase

To inform the notification plan for increase to piece rates.

From: Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>
Sent: February 2, 2022 11:47 AM
To: McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>
Subject: draft BN - Minimum Wage - Piece Rates increase

Hi Jennifer,
Here is what this is looking like – will chat with you at noonish

Danine Leduc
Assistant Deputy Minister
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Tel: 778-698-3563
Cell: 250-208-2850

RE: draft BN - Minimum Wage - Piece Rates increase

From: Tucker, Shannon AFF:EX
To: Todosichuk, Ardice AFF:EX <Ardice.Todosichuk@gov.bc.ca>
Sent: February 17, 2022 2:18:14 PM PST
Yes you bet.

During the consultations we checked in with Trevor Kempthorne at FNAABC – he wasn't aware of any of their members producing those commodities aside from small scale/community production.

From: Todosichuk, Ardice AFF:EX <Ardice.Todosichuk@gov.bc.ca>
Sent: February 17, 2022 2:16 PM
To: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>
Subject: RE: draft BN - Minimum Wage - Piece Rates increase

Could you put this in EAPs so I can have Arlene take a look. What are they doing for FN consultation?
AT

From: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>
Sent: February 17, 2022 2:13 PM
To: Todosichuk, Ardice AFF:EX <Ardice.Todosichuk@gov.bc.ca>
Subject: RE: draft BN - Minimum Wage - Piece Rates increase

Hi Ardice,

Please find attached a draft notification plan re: increases to piece rates. There are a few gaps that Angeli flagged – need to confirm AFF's position on the rate % increase and date it comes into effect. Also hoping LBR can clarify what type of media event they would prefer/endorse on this issue.

Thanks,

Shannon

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FW: Ministry of Labour - Update - BC's Minimum Wage

From: McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>
To: Pokorny, Peter AFF:EX <Peter.Pokorny@gov.bc.ca>, Lalani, Arif AFF:EX <Arif.Lalani@gov.bc.ca>
Sent: March 14, 2022 2:42:45 PM PDT
fyi

From: Massy, Cara LBR:EX <Cara.Massy@gov.bc.ca> **On Behalf Of** Leduc, Danine LBR:EX
Sent: March 14, 2022 2:35 PM
To: Leduc, Danine LBR:EX <Danine.Leduc@gov.bc.ca>
Cc: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>; McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>; Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>
Subject: Ministry of Labour - Update - BC's Minimum Wage

Good afternoon,

We write to advise you that effective **June 1, 2022** B.C.'s lowest-paid workers will get a pay boost, with the general minimum wage increasing from \$15.20 to \$15.65 an hour.

The Province is following through on a 2020 commitment to increase the minimum wage to \$15 an hour through measured, predictable increases, and then tie future increases to the rate of inflation.

The upcoming minimum wage increase to \$15.65 an hour is the first one to be tied to British Columbia's average annual inflation rate. This year's rate is 2.8% and was calculated from Jan. 1 to Dec. 31, 2021. This is consistent with the approach taken in other jurisdictions where minimum wage is tied to inflation.

As of June 1, an increase of 2.8% will also apply to the live-in camp leader and live-in home support worker minimum daily wages; and resident caretaker minimum monthly wage.

As well, **effective January 1, 2023**, an increase of 2.8% will apply to minimum piece rates for hand harvesting of 15 specified crops in the agricultural sector, including: peaches, apricots, Brussels sprouts, daffodils, mushrooms, apples, beans, blueberries, cherries, grapes, pears, peas, prune plums, raspberries, and strawberries.

You can view the News Release here: [Minimum wage increases tied to inflation support workers, families | BC Gov News](#)

Please let us know if you have questions.

Thank you,

Danine Leduc
Assistant Deputy Minister
Ministry of Labour (BC)
778-698-3563 (Tel)
250-208-2850 (Cell)