

Ayers, Jake LBR:EX

From: Blakely, John H LBR:EX
Sent: Monday, December 29, 2014 12:10 PM
To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
Cc: Clunn, Karen E LBR:EX
Subject: FW: draft 2 min wage
Attachments: Cabinet Submission - Request for Decision draft 2.docx

Trevor, thanks for your edits and comments. The edits look good to me, and I think we will be able to address most or all of your comments.

On other minimum wage-related matters, the Small Business people are working to organize a meeting of the Small Business Roundtable for as soon as possible in January. Practically speaking, they are looking at the second week of January (i.e., the week of January 12th) because they know that many key people are away into January.

s.13

Thanks,

From: Hughes, Trevor LBR:EX
Sent: Tuesday, December 23, 2014 12:24 PM
To: Blakely, John H LBR:EX
Cc: Ayers, Jake LBR:EX
Subject: RE: draft 2 min wage

Sorry for the delay^{s.22} But I did read this and have some comments and edits in the attached. It is much better than draft one! So hopefully, Jake, you can review the attached^{s.22}

We will fill in the consultation gaps in the new year.

Let me know if you have any questions. I am signing off now for awhile again.
T.

From: Blakely, John H LBR:EX
Sent: Friday, December 19, 2014 2:37 PM
To: Hughes, Trevor LBR:EX
Cc: Ayers, Jake LBR:EX
Subject: FW: draft 2 min wage

Trevor, for your review. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, December 19, 2014 2:04 PM
To: Blakely, John H LBR:EX
Subject: RE: draft 2 min wage

Here it is again..

From: Blakely, John H LBR:EX
Sent: Friday, December 19, 2014 1:06 PM
To: Ayers, Jake LBR:EX
Subject: FW: draft 2 min wage

Let me know what you think. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, December 19, 2014 9:49 AM
To: Blakely, John H LBR:EX
Subject: RE: draft 2 min wage

Here it is again with your changes accepted and I addressed your comments s.12,s.13

From: Blakely, John H LBR:EX
Sent: Thursday, December 18, 2014 4:56 PM
To: Ayers, Jake LBR:EX
Subject: FW: draft 2 min wage

Jake, here are my comments and suggested changes. Perhaps we can chat tomorrow. Thanks

From: Ayers, Jake LBR:EX
Sent: Thursday, December 18, 2014 4:31 PM
To: Blakely, John H LBR:EX
Subject: draft 2 min wage

DRAFT 2 for consideration. s.12,s.13

Clunn, Karen E LBR:EX

From: Lewis, Kaaren JTST:EX
Sent: Tuesday, January 6, 2015 12:25 PM
To: Hughes, Trevor LBR:EX; Blakely, John H LBR:EX; Hunter, Jaclynn JTST:EX
Cc: Wake, Michele E JTST:EX
Subject: minimum wage SBRT consultation

I just got off the phone with Minister Yamamoto and her MA Geoff Ingram.

Bottom line:
Minister is available from 12:30-3:00pm on the 14th.

She will take part in person on Vancouver

s.13

She would like a pre-brief and I said I would make those arrangements with her office. It would be for 15 minutes and Trevor you would lead the briefing.

Finally, she asked that when the invite goes out to SBRT members it should be clear that for those members in Vancouver that they are welcome to attend on person. If they are not in Vancouver then it is a conference call
s.13

MNY is very comfortable with Trevor and John leading the consultation and that her role is limited to chair of the roundtable and listening to the advice/feedback of SBRT members.

I made no mention of MSBs possible participation -- so please advise if this looks like it may happen.

Next steps:
Jackie and staff will lead finalizing logistics for the consultation session with John's support.

Jackie to have Michele notify MNYO of final time and location of the meeting (and participants).

Kaaren will have Michele Wake finalize a prebrief with MNY before the 14th...prebrief invites to include Trevor, John myself and Jackie. The prebrief can be by phone.

Any concerns / questions let me know.
Kaaren

Sent from my iPhone

Clunn, Karen E LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, January 9, 2015 8:47 AM
To: Hughes, Trevor LBR:EX; Clunn, Karen E LBR:EX
Subject: Fw: Invitation: Roundtable Consultation on Minimum Wage (January 14th, 2015 @ 1pm)

Fyi

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Kincross, Sean JTST:EX
Sent: Friday, January 9, 2015 8:34 AM
To: Angie Barnard; Ashley Ramsay; Bob Redden; Chief Judy Wilson ^{s.22} Cybele Negris;
XT:Tostenson, Ian LCLB:IN; Ingrid Hope; Jill Doucette; John Cameron; XT:Winter, John BCCC:IN; Kelly McCormack; Mark
Startup (mstartup@retailcouncil.org); MJ Whitmarsh ^{s.22} Randy Richmond; Robert Fine; Sam Howard;
Sean Surerus; Sue Adams
Cc: Hunter, Jaclynn JTST:EX; Lewis, Kaaren JTST:EX; Ingram, Geoff JTST:EX; Holme, Matt JTST:EX; Wake, Michele E
JTST:EX; Blakely, John H LBR:EX
Subject: Invitation: Roundtable Consultation on Minimum Wage (January 14th, 2015 @ 1pm)

Good Afternoon All,

Minister Yamamoto has requested a Roundtable meeting/conference call be convened for Wednesday, January 14th from 1:00-2:00pm to discuss the options to address the Province's commitment to more regular reviews of the minimum wage.

Presently the general minimum wage is \$10.25/hour and since its last increase in May 1, 2012, BC has slid from 3rd to 9th among Canada's thirteen jurisdictions as all other jurisdictions have made commitments to regular minimum wage increases.

The Province is interested in hearing from the Roundtable and other stakeholders on their views on minimum wage.

PLEASE NOTE: No decision has been made at this time about any changes to the minimum wage

Officials from the Industrial Relations and Labour Programs Division for the Ministry of Jobs, Tourism and Skills Training will be in attendance to provide additional context and to pose several pertinent questions to understand the needs of the small business community.

Roundtable members located in Metro-Vancouver can join Minister Yamamoto and participate in-person at the following location:

Labour Relations Board

6th Floor - 1066 West Hastings, Room 605 Vancouver, BC

Roundtable members located outside Metro-Vancouver, please participate in the consultation via conference call:

Toll free: ^{s.15}

Login: ^{s.15}

We ask that you keep these discussions in confidence for now. Please note the confidentiality provisions detailed in the Roundtable's Terms of Reference.

We look forward to discussing the issue with you next week and hope you can participate by phone or in person.

SEAN R. KINCROSS | Manager

Small Business Roundtable Secretariat | Tourism and Small Business Division

Ministry of Jobs, Tourism and Skills Training | Province of British Columbia

p: 250.387.9083 | f: 250.952.0113 | e: sean.kincross@gov.bc.ca

Ayers, Jake LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Friday, January 9, 2015 2:02 PM
To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX
Subject: RE: Business Council

OK with me if John agrees.

From: Ayers, Jake LBR:EX
Sent: Friday, January 9, 2015 2:01 PM
To: Hughes, Trevor LBR:EX; Blakely, John H LBR:EX
Subject: RE: Business Council

s.12,s.13

“the Business Council believes there is an argument for adjusting it in small steps on a regular basis (e.g., every 1- 2 years), perhaps in line with changes in the cost of living, rather than keeping it frozen for a lengthy period, as British Columbia did between 2001 and 2010. Experience indicates that when the minimum wage is fixed for long stretches of time, political pressure eventually builds to enact big increases – and it is these, rather than small periodic increases, which cause the most serious disruptions for the business sectors that rely on relatively low-paid employees to staff their facilities and run their operations.”

From: Hughes, Trevor LBR:EX
Sent: Friday, January 9, 2015 1:10 PM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: Business Council

Have you guys any recall seeing this?
<http://www.bcbc.com/content/1310/HCLPv4n3.pdf>

Anything we should say in our CabSub?

Clunn, Karen E LBR:EX

From: Blakely, John H LBR:EX
Sent: Monday, January 12, 2015 4:35 PM
To: Hunter, Jaclynn JTST:EX; Wake, Michele E JTST:EX
Cc: Lewis, Kaaren JTST:EX; Kincross, Sean JTST:EX; Hughes, Trevor LBR:EX
Subject: RE: SBRT pre - brief materials
Attachments: Minimum Wage Consultation Background.docx

Jackie, as promised, here is the one-pager that could be provided to MNY in advance of tomorrow morning's briefing.

s.12,s.13

Thanks,

John Blakely
Executive Director, Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Ministry Responsible for Labour
250-356-9987

From: Hunter, Jaclynn JTST:EX
Sent: Monday, January 12, 2015 12:39 PM
To: Wake, Michele E JTST:EX
Cc: Lewis, Kaaren JTST:EX; Blakely, John H LBR:EX
Subject: Re: SBRT pre - brief materials

Trevor and John were working on one pager so are best positioned to answer if there will be approved materials for MNY pre-brief. I think they wanted MSB's blessing first.

If not they will be providing a verbal brief to MNY.

Regards,
J

On Jan 12, 2015, at 12:22 PM, "Wake, Michele E JTST:EX" <Michele.Wake@gov.bc.ca> wrote:

Hi Jackie
Are there materials ready for this call tomorrow morning?

Michele Wake | Executive Administrative Assistant to Kaaren Lewis, ADM
Tourism and Small Business Division | Ministry of Jobs, Tourism and Skills Training (and Responsible for Labour)
Direct: 250.952.0517 | Cell: s.17

From: Olson, Lianna JTST:EX
Sent: Monday, January 12, 2015 12:13 PM

To: Wake, Michele E JTST:EX
Cc: Olson, Lianna JTST:EX
Subject: SBRT pre - brief materials

Hi Michele,
Do you have any meeting materials for Athana's pre –brief tomorrow morning at 9:30am?

thanks,

Lianna Olson
Manager, Executive Operations and Planning

Office of the Deputy Minister
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
and responsible for Intergovernmental Relations Secretariat
and BRDO
Tel: 250 952-0104
Fax: 250 356-1195
lianna.olson@gov.bc.ca

Minimum Wage Consultation Background

Introduction: B.C.'s general minimum wage is \$10.25/hour. The last increase was on May 1, 2012. Minimum wage rates in Canada range from \$10/hour to \$11/hr. Since May 1, 2012, B.C. has slid from 3rd (behind only Yukon and Nunavut) to 9th among all Canadian jurisdictions. Based on current commitments in other provinces, B.C. will likely be 12th out of the 13 Canadian jurisdictions if there is no increase by October 2015. All Canadian jurisdictions, other than B.C., have commitments to regular minimum wage increases based on a statistical measure (e.g., inflation) and/or a mechanism in place for a formal review (e.g., panel of experts).

Government has been hearing from employers that small regular and predictable minimum wage increases are preferable over large, one time increases. The BC Federation of Labour has recently launched a campaign calling for a \$15/hour minimum wage with subsequent yearly changes tied to inflation. Government has committed to more regular reviews of the minimum wage and is interested in hearing from stakeholders on possible methods for making more regular, modest, increases. No decision has been made at this time about any changes to the minimum wage.

Questions for discussion:

s.13

Clunn, Karen E LBR:EX

From: Blakely, John H LBR:EX
Sent: Monday, January 12, 2015 4:40 PM
To: Hughes, Trevor LBR:EX
Cc: Ayers, Jake LBR:EX
Subject: RE: MW

s.12,s.13

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

From: Hughes, Trevor LBR:EX
Sent: Monday, January 12, 2015 4:26 PM
To: Blakely, John H LBR:EX
Cc: Ayers, Jake LBR:EX
Subject: Re: MW

Send it - I don't need to see the 2 minor tweaks in footer and bullet.

s.12,s.13

> On Jan 12, 2015, at 4:22 PM, Blakely, John H LBR:EX <John.Blakely@gov.bc.ca> wrote:

>
> Trevor, do you want to see this again, or should I send it over to Jackie?

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

> **From:** Ayers, Jake LBR:EX
> **Sent:** Monday, January 12, 2015 4:22 PM
> **To:** Blakely, John H LBR:EX
> **Subject:** RE: MW

>
> Here you go. Not sure if Trevor wanted to see it again...

>
>
>
>
> Jake Ayers
> Senior Policy Advisor
> Labour Policy and Legislation
> Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

> Ph: 250-953-3344 | Cell: s.17
 >
 >
 >
 > -----Original Message-----
 > From: Blakely, John H LBR:EX
 > Sent: Monday, January 12, 2015 4:14 PM
 > To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
 > Subject: Re: MW
 >
 > Yes, will do.
 >
 > Sent from my BlackBerry 10 smartphone on the Rogers network.
 > Original Message
 > From: Hughes, Trevor LBR:EX
 > Sent: Monday, January 12, 2015 4:12 PM
 > To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
 > Subject: RE: MW
 >
 >
 > Maybe put in a footer? Prepared for MSB/MNY or something? And a draft watermark?
 > -----Original Message-----
 > From: Blakely, John H LBR:EX
 > Sent: Monday, January 12, 2015 4:12 PM
 > To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
 > Subject: RE: MW
 >
 > Yes, that works for me. We will make the one change you noted in your report and send it on to Jackie Hunter.
 Thanks
 >
 > -----Original Message-----
 > From: Hughes, Trevor LBR:EX
 > Sent: Monday, January 12, 2015 4:11 PM
 > To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
 > Subject: RE: MW
 >
 > I don't see how we can do the briefing without giving this to her s.13

> Does that work?
 >
 > -----Original Message-----
 > From: Blakely, John H LBR:EX
 > Sent: Monday, January 12, 2015 4:03 PM
 > To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
 > Subject: RE: MW
 >
 > Trevor, thanks for this.

s.13

can or should the one-pager

be provided to Minister Yamamoto in advance of tomorrow morning's briefing? Or no?

>

> Most everything else that you have laid out here seems reasonable. I do have comments/suggestions on some of the bullets.

>

> Thanks

>

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

> From: Hughes, Trevor LBR:EX

> Sent: Monday, January 12, 2015 3:57 PM

> To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX

> Subject: MW

>

> Gents, just finished Minimum Wage briefing with MSB based on the one pager and the CabSub. Here are the bullets in no particular order:

>

s.12,s.13

- > That is all for now. Quick thoughts?
- > T.
- >
- >
- > <Minimum Wage Consultation Background.docx>

Clunn, Karen E LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Tuesday, January 13, 2015 2:59 PM
To: Mentzelopoulos, Athana JTST:EX
Cc: Lewis, Kaaren JTST:EX; Blakely, John H LBR:EX
Subject: SBRT Minimum Wage Briefing
Attachments: Speaking Notes for MNY_FINAL.docx

Importance: High

Athana, please find attached some draft speaking notes for MNY for tomorrow's SBRT meeting. These were prepared in conjunction with Kaaren's staff following the briefing this morning.

s.12,s.13

Please let us know if you have any questions or concerns. Once you approve, we will send the attached to MNY's office right away.

Thanks.

T.

Speaking Notes for Minister Yamamoto

Minimum Wage Discussion With Small Business Roundtable

- Thank you for meeting with us today to discuss the B.C. minimum wage. I appreciate Roundtable members making time today to both attend in person and call in for the discussion.

I also understand that a few of you have already provided some comments in writing. Please be assured these comments will be considered and incorporated in Trevor and John's work moving forward.

- To give you some context for this afternoon's discussion, as you know, the last change to the minimum wage was in May 2012 when it received the last of three increases, spread out over a year, from \$8.00 to \$10.25/hr. During that time, government also introduced a liquor server wage, which is now at \$9/hr.
- Minimum wage rates in Canada range from \$10/hour to \$11/hr. Since May 1, 2012, B.C. has slid from 3rd (behind only Yukon and Nunavut) to 9th among all Canadian jurisdictions. Based on current commitments in other provinces, B.C. will likely be 12th out of the 13 Canadian jurisdictions if there is no increase by October 2015.^{s.13}

- All Canadian jurisdictions, other than B.C., have commitments to regular minimum wage increases based on a statistical measure (e.g., inflation) and/or a mechanism in place for a formal review (e.g., panel of experts).
- Over the past several years government has been hearing from some employers that small, regular, and predictable minimum wage increases are preferable over large, one time increases.
- While no decisions have been made at this point about the minimum wage, government has committed to more regular reviews of the minimum wage and is interested in hearing from stakeholders on possible methods for making more regular, modest, increases.
- We understand that for small business in particular changes to the minimum wage can have very meaningful impacts on a business's bottom line and on its ability to employ young workers.
- With that, I would like to turn it over to Trevor Hughes of the Labour Division to lead you through some questions.

s.13

APPENDIX – Known Positions of Key Business Stakeholders

Canadian Federation of Independent Business:

"The majority of small business owners oppose a minimum-wage increase and it will be particularly tough for those in retail and hospitality, an industry where many young people find their first job...

...Ensuring low income earners keep more of their hard earned dollars by reforming the personal income tax system is the best way to help all low income earners.

Instead of raising the minimum wage rate, the British Columbia government should help low income earners by:

- Indexing tax brackets to inflation to eliminate "bracket creep"
- Raising the basic personal tax exemption to a competitive level with Western provinces"

s.12,s.13

BC Business Council:

"the Business Council believes there is an argument for adjusting it in small steps on a regular basis (e.g., every 1- 2 years), perhaps in line with changes in the cost of living, rather than keeping it frozen for a lengthy period, as British Columbia did between 2001 and 2010. Experience indicates that when the minimum wage is fixed for long stretches of time, political pressure eventually builds to enact big increases – and it is these, rather than small periodic increases, which cause the most serious disruptions for the business sectors that rely on relatively low-paid employees to staff their facilities and run their operations."

Coalition of BC Businesses: The Coalition of B.C. Businesses (the Coalition) supports small, predictable increases and has indicated that tying the minimum wage to yearly changes in CPI is a reasonable approach.

Ayers, Jake LBR:EX

From: Blakely, John H LBR:EX
Sent: Tuesday, January 13, 2015 10:55 AM
To: Ayers, Jake LBR:EX
Subject: FW: Confidential follow up

Jake, fyi

From: Blakely, John H LBR:EX
Sent: Tuesday, January 13, 2015 10:53 AM
To: Hunter, Jaclynn JTST:EX
Cc: Lewis, Kaaren JTST:EX; Hughes, Trevor LBR:EX
Subject: RE: Confidential follow up

Thanks for this. s.12.s.13

I think based upon what you have provided below and what we expect to hear from others, we have what we need at this point.

Thanks,

From: Hunter, Jaclynn JTST:EX
Sent: Tuesday, January 13, 2015 10:45 AM
To: Blakely, John H LBR:EX
Cc: Lewis, Kaaren JTST:EX; Hughes, Trevor LBR:EX
Subject: Confidential follow up

Hi John,

Austin is away this week so I spoke with Rob MacKay-Dunn, Director of Public Policy at VBOT.

s.13

s.22

Regards,
Jackie

Jackie Hunter
Executive Director
Small Business and Regulatory Reform Branches
Tourism and Small Business Division
Ministry of Jobs, Tourism and Skills Training
p: 250-387-1548 | c: s.17 | f: 250.952.0137 |
e: Jaclynn.Hunter@gov.bc.ca

From: Hunter, Jaclynn JTST:EX
Sent: Tuesday, January 13, 2015 10:17 AM
To: Blakely, John H LBR:EX
Cc: Lewis, Kaaren JTST:EX; Hughes, Trevor LBR:EX
Subject: FW: JTST Media Report - Morning - Wednesday, November 26, 2014

Hi John,

Here's info on CFIB's position on minimum wage (see red excerpts below). Let me know if you'd like something a little more "official".

I will Austin a call at VBOT right now and get back to you.

Regards,

Jackie

From: Jillian.Milne@gov.bc.ca [mailto:Jillian.Milne@gov.bc.ca]
Sent: Wednesday, November 26, 2014 6:21 AM
To: Milne, Jillian GCPE:EX
Subject: JTST Media Report - Morning - Wednesday, November 26, 2014

TNO Focus on - 1st summary
DO NOT FORWARD THIS E-MAIL TO ANYONE

Wednesday, November 26, 2014

- Bond/Sinclair - minimum wage - Global BC Early News - CHAN - 25-Nov-2014
- Bond/Sinclair/Robertson - minimum wage - Global BC News Hour - CHAN - 25-Nov-2014
- Fight for \$15, or training? - Sam Cooper - The Province - 26-Nov-2014
- Robertson makes argument for B.C. minimum wage hike - Ian Bailey - Globe and Mail - 26-Nov-2014
- **Labour**
- B.C. Fed rallies for minimum wage hike - Ian Austin - Vancouver Sun - 26-Nov-2014

Minister

top

Bond/Sinclair - minimum wage

CHAN

Tuesday, November 25, 2014, 17:20

By Global BC Early News

Copyright

Bond/Sinclair/Robertson - minimum wage

CHAN

Tuesday, November 25, 2014, 18:12

By Global BC News Hour

Copyright

Fight for \$15, or training?

The Province

Wednesday, November 26, 2014

Page A04

By Sam Cooper

Robertson makes argument for B.C. minimum wage hike

Globe and Mail

Wednesday, November 26, 2014

Page S02

By Ian Bailey

Page 024

Withheld pursuant to/removed as

Copyright

B.C. Fed rallies for minimum wage hike

Vancouver Sun

Wednesday, November 26, 2014

Page A02

By Ian Austin

Clunn, Karen E LBR:EX

From: Blakely, John H LBR:EX
Sent: Tuesday, January 13, 2015 12:26 PM
To: Anderson, Heather L AGRI:EX
Cc: Mack, James AGRI:EX; Standish, Alana AGRI:EX; Hughes, Trevor LBR:EX
Subject: Minimum Wage s.12,s.13

Heather,

Further to the November 26, 2014 meeting with the BC Agriculture Council that Trevor and I attended with you, James and Alana and the brief discussion we had with them about minimum wage s.12,s.13

Thanks,

John Blakely
Executive Director, Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Ministry Responsible for Labour
250-356-9987

Ayers, Jake LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Wednesday, January 14, 2015 12:49 PM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Graphic on projected MW

s.12,s.13

From: Ayers, Jake LBR:EX
Sent: Wednesday, January 14, 2015 12:43 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Graphic on projected MW

s.12,s.13

perhaps this will be useful? See attached (or text below)

s.12,s.13

From: Hughes, Trevor LBR:EX
Sent: Wednesday, January 14, 2015 12:13 PM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: Re: Graphic on projected MW

Sorry. Not a graphic. But a table like Appendix 1.

From: Ayers, Jake LBR:EX
Sent: Wednesday, January 14, 2015 12:09 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Graphic on projected MW

From: Hughes, Trevor LBR:EX
Sent: Wednesday, January 14, 2015 11:50 AM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: Graphic on projected MW

Jake, just checking on your development of the one pager s.12,s.13

Thanks.
T.

Ayers, Jake LBR:EX

From: Ayers, Jake LBR:EX
Sent: Thursday, January 15, 2015 2:48 PM
To: Storen, Jackie MTIC:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Yes. Thanks. Please proceed...

Jake

Jake Ayers
Senior Policy Advisor
Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Ph: 250-953-3344 | Cell: s.17

From: Storen, Jackie MTIC:EX
Sent: Thursday, January 15, 2015 12:45 PM
To: Ayers, Jake LBR:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi Jake,

The files could be ready by mid-February (large revisions to the LFS data are being released in late Jan/early Feb) – the cost estimates are below:

- 1) \$438.12 for the three excel files (\$146.04 each)
- 2) \$292.08 for the 2 ivt files (also \$146.04 each)

Total - \$730.20

Okay to proceed? Let me know.

Thanks,

Jackie

From: Ayers, Jake LBR:EX
Sent: Thursday, January 15, 2015 9:47 AM
To: Storen, Jackie MTIC:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Much appreciated. Thanks

From: Storen, Jackie MTIC:EX
Sent: Thursday, January 15, 2015 9:46 AM
To: Ayers, Jake LBR:EX
Cc: Darling, Ian MTIC:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi Jake,

I'll be looking after your request and contacting Stat Can today. I'll let you know if I have any questions or require more information.

Otherwise, I'll keep you posted on the status.

Thanks,

Jackie

From: Ayers, Jake LBR:EX
Sent: Thursday, January 15, 2015 9:44 AM
To: Storen, Jackie MTIC:EX; Darling, Ian MTIC:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi Jackie and Ian.

Just checking to see if my request below makes sense to you and/or if you are able to provide any kind of estimate on when the stats might be available (in the past, Stats Can has given us quote for cost of the custom stats and an eta...)

Thanks

Jake

From: Gosh, Paul MTIC:EX
Sent: Tuesday, January 13, 2015 9:44 AM
To: Ayers, Jake LBR:EX
Cc: Storen, Jackie MTIC:EX; Darling, Ian MTIC:EX
Subject: FW: Quote for Custom Tab - LFS - Minimum Wages

Hi Jake,

s.22 I have copied Jackie and Ian who will assist you with the long-standing request.

Jackie/Ian, the historical data is found in <J:\DATA\StatCan\LABOURFORCESURVEY\Custom Tabs\Minimum Wage>

Best

Paul Gosh
Director
Service BC
Ministry of Technology, Innovation & Citizens' Services
T: 250-356-1487 | Web: <http://www.servicebc.gov.bc.ca>

"access to government services made easy"

From: Ayers, Jake LBR:EX
Sent: Tuesday, January 13, 2015 9:30 AM
To: Gosh, Paul MTIC:EX
Subject: FW: Quote for Custom Tab - LFS - Minimum Wages

Hi Paul,

Attached are the three custom minimum wage excel files we got last year (covering stats for calendar year 2013). I am wondering if we could get the ball rolling on updating this for 2014?

In addition, to those files, Stewart Deyel also managed to locate the ivt file with the "family" data we have been getting over the past several years, and you provided (by way of Jacques Ouellet) the ivt file with wage category breakdowns.

Are you still the right person to arrange having these 5 files updated with 2014 data and/or finding out what the timelines would be for getting the new data. I know it's early in the year and the annual data for 2014 may not be finalized...

Thanks so much

Jake

Jake Ayers
Senior Policy Advisor
Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Ph: 250-953-3344 | Cell: s.17

From: Stewart.Deyell@statcan.gc.ca [<mailto:Stewart.Deyell@statcan.gc.ca>]
Sent: Wednesday, February 26, 2014 11:17 AM
To: Ayers, Jake LBR:EX
Cc: Storen, Jackie MTIC:EX; Gosh, Paul MTIC:EX; Johnson, Margaret MTIC:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi Jake,

Please find the files that you requested attached. Sorry about the delay.

Margaret, do I have your permission to use the BC Stats' MC to process the payment?

Thanks,

Stewart

From: Ayers, Jake LBR:EX [<mailto:Jake.Ayers@gov.bc.ca>]
Sent: February-25-14 3:04 PM
To: 'Stewart.Deyell@statcan.gc.ca'
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi Stewart, just wondering about the status of this order?

Cheers

Jake

From: Stewart.Deyell@statcan.gc.ca [mailto:Stewart.Deyell@statcan.gc.ca]
Sent: Tuesday, January 28, 2014 12:14 PM
To: Ayers, Jake LBR:EX; Gosh, Paul MTIC:EX
Cc: Storen, Jackie MTIC:EX; Johnson, Margaret MTIC:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi,

Just talked to our programmer in Ottawa and it looks as if the tables can be produced at a cheaper cost. He said the cost to get all the tables run would be \$363.40.

The timeline will still be the same, but the cost will be less.

Please let me know if you have any questions.

Thanks,

Stewart

From: Ayers, Jake LBR:EX [mailto:Jake.Ayers@gov.bc.ca]
Sent: January-28-14 10:05 AM
To: 'Stewart.Deyell@statcan.gc.ca'; Gosh, Paul MTIC:EX
Cc: Storen, Jackie MTIC:EX; Johnson, Margaret MTIC:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Please proceed.

Thanks!

Jake

From: Stewart.Deyell@statcan.gc.ca [mailto:Stewart.Deyell@statcan.gc.ca]
Sent: Tuesday, January 28, 2014 10:03 AM
To: Gosh, Paul MTIC:EX
Cc: Ayers, Jake LBR:EX; Storen, Jackie MTIC:EX; Johnson, Margaret MTIC:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi Paul,

The cost to run the tables are as follows:

Table 1 - MinWageFtPt2001-2012AyersCDA_BC_SEX_AGE: **\$218.04**
Table 2 - MinWageBC 2012Ayers: **\$290.76**
Table 3 - MinWageProv 2012Ayers: **\$72.68**

Total: **\$581.48**

It will take 10 business days to complete, excluding next week (as it's LFS production week).

If you have any questions, please let me know.

Thanks,

Stewart

From: Gosh, Paul MTIC:EX [mailto:Paul.Gosh@gov.bc.ca]
Sent: January-28-14 8:56 AM
To: 'Stewart.Deyell@statcan.gc.ca'
Cc: Ayers, Jake LBR:EX; Storen, Jackie MTIC:EX; Johnson, Margaret MTIC:EX
Subject: Quote for Custom Tab - LFS - Minimum Wages

Hello Stewart,

Please provide a quote and expected timeline for the updated files (to 2013). Reply to all is the most efficient way to move this along quickly.

Cheers

Paul Gosh

Director, Data Services, BC Stats

Phone: 250.387.9221 | Email: paul.gosh@gov.bc.ca

Web: www.bcstats.gov.bc.ca | Twitter: @BCStats

BC Stats: We turn data into information

From: Ayers, Jake LBR:EX
Sent: January-27-14 4:39 PM
To: Gosh, Paul MTIC:EX
Subject: FW: Quote for Custom Tab - LFS - Minimum Wages

Hi Paul,

Are you still the right person to request getting these three files updated with 2013 figures? If so, please do! Alternatively, I could contact stats can directly (but I think it works better somehow to go through BC Stats). Much appreciated.

Jake

Jake Ayers

Senior Policy Advisor

Labour Policy and Legislation Division

Ministry of Jobs, Tourism and Skills Training (Minister Responsible for Labour)

(250) 953-3344

From: Stewart.Deyell@statcan.gc.ca [mailto:Stewart.Deyell@statcan.gc.ca]
Sent: Thursday, February 14, 2013 12:59 PM
To: Ayers, Jake LBR:EX
Cc: Gosh, Paul CITZ:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi Jake,

My apologies for the delay in getting these tables to you. The division was backlogged and there were some other circumstances that came up that delayed the production of many tables. Anyway, I should've updated you and my apologies for not following up and getting the information more promptly.

I have asked the division to look into the other table that you had inquired about and I will see if they can provide any more information about that now.

Please let me know if you have any questions. Thanks,

Stewart

From: Ayers, Jake LBR:EX [mailto:Jake.Ayers@gov.bc.ca]
Sent: January-08-13 9:15 AM
To: 'Stewart.Deyell@statcan.gc.ca'
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Thanks Stewart.

From: Stewart.Deyell@statcan.gc.ca [mailto:Stewart.Deyell@statcan.gc.ca]
Sent: Tuesday, January 8, 2013 9:11 AM
To: Ayers, Jake LBR:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi Jake,

Just a heads up, the three tables that are feasible to run right now will take 2-3 weeks to run based on the current work load.

Please let me know if you have any questions. Thanks,

Stewart

From: Ayers, Jake LBR:EX [mailto:Jake.Ayers@gov.bc.ca]
Sent: January-08-13 8:54 AM
To: 'Stewart.Deyell@statcan.gc.ca'; BC Stats CITZ:EX
Cc: Johnson, Margaret CITZ:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Thanks Stewart,

Can we proceed with the three files ASAP and, if the "problem" file is fixable, make a decision about it later?

Jake

From: Stewart.Deyell@statcan.gc.ca [mailto:Stewart.Deyell@statcan.gc.ca]
Sent: Tuesday, January 8, 2013 8:51 AM
To: BC Stats CITZ:EX
Cc: Ayers, Jake LBR:EX; Johnson, Margaret CITZ:EX
Subject: RE: Quote for Custom Tab - LFS - Minimum Wages

Hi,

The cost to run the three tables you received updates for last year is \$562.08 (total for all 3 tables).

In talking to the division about the "problem" file, they're still unsure if the data can be run. The programmer that has been working on the file is unfortunately gone for the next couple of weeks, but I've been told that if the table is able to be run, that the cost to do so would be \$421.56.

Please let me know if you'd like to proceed with any of the tables or if you'd prefer to wait to hear about the other table.

Thanks,

Stewart

From: BC Stats CITZ:EX [mailto:BC.Stats@gov.bc.ca]
Sent: January-07-13 11:23 AM
To: stewart.deyell@statcan.gc.ca
Cc: Ayers, Jake LBR:EX; Johnson, Margaret CITZ:EX
Subject: Quote for Custom Tab - LFS - Minimum Wages

Hey Stewart,

s.22

Looking for a quote and estimated delivery. Please see Jake's note below, especially with respect to the 'problem' file.

Thanks

Paul Gosh

Director, Data Services, BC Stats
Phone: 250.387.9221 | Email: paul.gosh@gov.bc.ca
Web: www.bcstats.gov.bc.ca | Twitter: @BCStats

BC Stats: We turn data into information

From: Ayers, Jake LBR:EX
Sent: Friday, January 4, 2013 12:07 PM
To: BC Stats CITZ:EX

Subject: FW: Custom Tab - LFS - Minimum Wages - CRO0116442 (from CRQ0102052) - Data Delivery (3 of 5)

Hi there,

Hoping that Data Services can arrange for these 4 custom files (attached) to be updated with 2012 stats. As per previous years, hopefully we can get a quote and ETA and then I will give the go ahead...

NOTE – last year it was determined that the family data table (a010934 attached) was not usable because it contained faulty data. Stewart Deyell at Stats Can said that the programmers had to shut down the program generating that data and would hopefully be able to fix it in the summer of 2012. I just thought I would flag that in case the problem never got sorted out, in which case I would obviously only want the other three tables updated...

Let me know if there are any questions. Much appreciated as always!

Jake

Jake Ayers

Senior Policy Advisor
Labour Policy and Legislation Division
Ministry of Jobs, Tourism and Skills Training (Minister Responsible for Labour)
(250) 953-3344

Clunn, Karen E LBR:EX

From: Blakely, John H LBR:EX
Sent: Thursday, January 15, 2015 9:39 AM
To: Mentzelopoulos, Athana JTST:EX
Cc: Lewis, Kaaren JTST:EX; Hughes, Trevor LBR:EX
Subject: Minimum Wage Meeting with Small Business Roundtable

Athana,

Yesterday's meeting with the Small Business Roundtable on minimum wage went well. The Minister introduced the meeting as per the speaking notes that we provided and moderated the meeting, and Trevor walked the group through the questions.

s.12,s.13

We would be happy to answer any questions you may have.

Thanks,

Clunn, Karen E LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, January 16, 2015 10:56 AM
To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
Subject: Meeting with Ministry of Agriculture on Minimum Wage

Trevor and Jake,

I met with James Mack and Heather Anderson from the Ministry of Agriculture on minimum wage
s.12,s.13

Let me know if you have question.

Thanks,

Ayers, Jake LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Monday, January 19, 2015 3:50 PM
To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX
Subject: Re: Min wage

I'm good with this. s.12,s.13

From: Ayers, Jake LBR:EX
Sent: Monday, January 19, 2015 3:43 PM
To: Hughes, Trevor LBR:EX; Blakely, John H LBR:EX
Subject: RE: Min wage

s.12,s.13,s.16

Jake Ayers
Senior Policy Advisor
Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Ph: 250-953-3344 | Cell: s.17

From: Hughes, Trevor LBR:EX
Sent: Monday, January 19, 2015 3:37 PM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: RE: Min wage

Thanks s.12,s.13,s.16

Thoughts?

From: Blakely, John H LBR:EX
Sent: Monday, January 19, 2015 3:13 PM
To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
Subject: FW: Min wage

Trevor and Jake, this revised summary sheet works for me.

s.12,s.13,s.16

Thanks

From: Ayers, Jake LBR:EX
Sent: Monday, January 19, 2015 3:06 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min wage

John can consider this revised summary sheet where the proposed minute covers off the various decision points.

From: Hughes, Trevor LBR:EX
Sent: Monday, January 19, 2015 2:58 PM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min wage

I think so – for that and the other decision items. But I'd like to have John's input/advice.

From: Ayers, Jake LBR:EX
Sent: Monday, January 19, 2015 2:57 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min wage

No. s.12.s.13

From: Hughes, Trevor LBR:EX
Sent: Monday, January 19, 2015 2:55 PM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min wage

Would any of today's edits change the cabinet summary sheet? Including decision on policy vs. legislation?

From: Ayers, Jake LBR:EX
Sent: Monday, January 19, 2015 2:52 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min wage

Makes sense to me

From: Hughes, Trevor LBR:EX
Sent: Monday, January 19, 2015 2:50 PM
To: Ayers, Jake LBR:EX

Cc: Blakely, John H LBR:EX
Subject: RE: Min wage

This is how I propose to send it back to Athana based on this morning's call with MSB. Good with you?

From: Ayers, Jake LBR:EX
Sent: Monday, January 19, 2015 2:23 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min wage

See revised version. I have taken out the redline, but could put it back in if you want. Both your suggestions made sense below.

From: Hughes, Trevor LBR:EX
Sent: Monday, January 19, 2015 2:08 PM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min wage

Very good. s.12,s.13

From: Ayers, Jake LBR:EX
Sent: Monday, January 19, 2015 1:19 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: FW: Min wage

Trevor, see draft 7 for your review. I have tracked changes in the body but not where I added a section to appendix 1. John has looked at this.

From: Blakely, John H LBR:EX
Sent: Monday, January 19, 2015 11:41 AM
To: Clunn, Karen E LBR:EX; Hughes, Trevor LBR:EX
Cc: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: RE: Min wage

We are making changes based upon feedback we received from the Minister this morning. We will get the revised Submission back to Trevor shortly. But I think we will need to run one more draft past the Minister before we send over the final.

From: Clunn, Karen E LBR:EX
Sent: Monday, January 19, 2015 11:38 AM
To: Hughes, Trevor LBR:EX; Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: FW: Min wage

Not sure where this is in the approval process??

From: Olson, Lianna JTST:EX
Sent: Monday, January 19, 2015 11:36 AM
To: Clunn, Karen E LBR:EX
Cc: Olson, Lianna JTST:EX; Hourston, Sveah JTST:EX
Subject: Min wage

Hi Karen,

Just checking in to see if you have the Final Draft for Minimum Wage PPC sub ready for approvals yet?

thanks,

*Lianna Olson
Manager, Executive Operations and Planning*

*Office of the Deputy Minister
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
and responsible for Intergovernmental Relations Secretariat
and BRDO
Tel: 250 952-0104
Fax: 250 356-1195
lianna.olson@gov.bc.ca*

Ayers, Jake LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Tuesday, January 20, 2015 9:35 AM
To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX
Subject: RE: Update: Min Wage and P&P

Ya. s.12,s.13

From: Ayers, Jake LBR:EX
Sent: Tuesday, January 20, 2015 9:34 AM
To: Hughes, Trevor LBR:EX; Blakely, John H LBR:EX
Subject: RE: Update: Min Wage and P&P

We do already have a section on the BCBC view. But we could add a line that, s.12,s.13

Jake Ayers
Senior Policy Advisor
Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Ph: 250-953-3344 | Cell: s.17

From: Hughes, Trevor LBR:EX
Sent: Tuesday, January 20, 2015 9:28 AM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: RE: Update: Min Wage and P&P

s.12,s.13

From: Blakely, John H LBR:EX
Sent: Tuesday, January 20, 2015 9:26 AM
To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
Subject: RE: Update: Min Wage and P&P

Yes, it seems to me that we do want to put a line in about their view. s.12,s.13

From: Hughes, Trevor LBR:EX
Sent: Tuesday, January 20, 2015 9:21 AM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: RE: Update: Min Wage and P&P

Just had a call with Greg D'Avignon – Business Council. Do we want to put a line in about their view? s.12,s.13

Thoughts?

From: Blakely, John H LBR:EX
Sent: Tuesday, January 20, 2015 8:35 AM
To: Hughes, Trevor LBR:EX; Clunn, Karen E LBR:EX; Ayers, Jake LBR:EX
Subject: Re: Update: Min Wage and P&P

s.12,s.13

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Hughes, Trevor LBR:EX
Sent: Tuesday, January 20, 2015 8:08 AM
To: Clunn, Karen E LBR:EX; Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: Fw: Update: Min Wage and P&P

FYI.

From: Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca>
Sent: Tuesday, January 20, 2015 8:07 AM
To: Mentzelopoulos, Athana JTST:EX
Subject: Re: Update: Min Wage and P&P

s.12,s.13

From: Mentzelopoulos, Athana JTST:EX
Sent: Tuesday, January 20, 2015 8:06 AM
To: Hughes, Trevor LBR:EX
Subject: Fwd: Update: Min Wage and P&P

s.12,s.13

Sent from my iPad

Begin forwarded message:

From: "Anderson, Steve PREM:EX" <Steve.Anderson@gov.bc.ca>
Date: January 19, 2015 at 5:31:21 PM PST
To: "Mentzelopoulos, Athana JTST:EX" <Athana.Mentzelopoulos@gov.bc.ca>
Cc: "Olson, Lianna JTST:EX" <Lianna.Olson@gov.bc.ca>, "Kwan, Shirley JTST:EX" <Shirley.Kwan@gov.bc.ca>, "Hourston, Sveah JTST:EX" <Sveah.Hourston@gov.bc.ca>
Subject: Update: Min Wage and P&P

Athana,

I have just been advised that this item is moving to the march 12 P&P meeting and Min Yamamoto should be invited to attend this item. I will update the tracking sheet.

Steve

Warning: *This email is intended only for the use of the individual or organization to whom it is addressed. It may contain information that is privileged or confidential. Any distribution, disclosure, copying, or other use by anyone else is strictly prohibited. If you have received this in error, please telephone or e-mail the sender immediately and delete the message.*

Clunn, Karen E LBR:EX

From: Mack, James AGRI:EX
Sent: Wednesday, January 21, 2015 6:02 AM
To: Blakely, John H LBR:EX
Cc: Anderson, Heather L AGRI:EX; Scott, Melissa AGRI:EX; Hughes, Trevor LBR:EX
Subject: RE: Minimum Wage - s.12,s.13

John

A few edits for tone



minimum
wage.docx

James Mack
Assistant Deputy Minister
Agriculture Science and Policy, Ministry of Agriculture
Phone: 250-356-1821
james.mack@gov.bc.ca

From: Blakely, John H LBR:EX
Sent: January 20, 2015 5:30 PM
To: Mack, James AGRI:EX
Cc: Anderson, Heather L AGRI:EX; Scott, Melissa AGRI:EX; Hughes, Trevor LBR:EX
Subject: RE: Minimum Wage s.12,s.13

James, thanks very much for sending this. s.12,s.13

Please let me know if this reflects enough of what you provided to us and/or if you have any suggested changes.
s.12,s.13

- or if you would like

to discuss this, please let us know.

Thanks very much.

John Blakely
Executive Director, Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Ministry Responsible for Labour
250-356-9987

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

From: Mack, James AGRI:EX
Sent: Monday, January 19, 2015 10:51 PM
To: Blakely, John H LBR:EX
Cc: Anderson, Heather L AGRI:EX; Scott, Melissa AGRI:EX
Subject: FW: Minimum Wage s.12,s.13

John,

Sorry for the delay - it was a delay on my end. This may be a tad too long for your purposes so edit as needed to fit you document. Let me know whatever makes it into the final.

s.12,s.13

James Mack
Assistant Deputy Minister
Agriculture Science and Policy, Ministry of Agriculture
Phone: 250-356-1821
james.mack@gov.bc.ca

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

From: Anderson, Heather L AGRI:EX
Sent: January 19, 2015 3:54 PM
To: Scott, Melissa AGRI:EX
Cc: Mack, James AGRI:EX
Subject: FW: Minimum Wage s.12,s.13

Sorry just saw this now. Did something get sent to John?

From: Blakely, John H LBR:EX
Sent: January-19-15 1:14 PM
To: Anderson, Heather L AGRI:EX
Subject: Re: Minimum Wage s.12,s.13

Heather, just checking to see how it is going with respect to the paragraph you are preparing? Thanks

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Anderson, Heather L AGRI:EX
Sent: Tuesday, January 13, 2015 4:14 PM
To: Blakely, John H LBR:EX
Cc: Clunn, Karen E LBR:EX; Scott, Melissa AGRI:EX
Subject: RE: Minimum Wage s.12,s.13

No worries. s.22
looking now at later on in the week.

it will only be James Mack and myself if we are

If Karen wants to connect with Melissa Scott in James' office that would be great. Melissa has access to my calendar too so I'm sure a more convenient time can be had.
s.22

Thanks.

Heather

From: Blakely, John H LBR:EX
Sent: Tuesday, January 13, 2015 4:00 PM
To: Anderson, Heather L AGRI:EX
Cc: Clunn, Karen E LBR:EX
Subject: RE: Minimum Wage s.12,s.13

Hi Heather, I don't think that time will work for either Trevor or me. I will be on a float plane coming back from Vancouver at that time, and Trevor has a meeting that goes until 4:30. Is there any chance that we could do a call a little bit later (i.e., 4:30)? Or if not, perhaps Karen Clunn (our executive coordinator) could work with someone in your office to find a workable time?

Thanks

From: Anderson, Heather L AGRI:EX
Sent: Tuesday, January 13, 2015 3:55 PM
To: Blakely, John H LBR:EX
Subject: RE: Minimum Wage s.12,s.13

Hi John,

It looks like the only time available for James, Alana and myself to be on the conference call is tomorrow, Wednesday at 4:00pm until 4:30pm.

I hope that works for your schedules too.

Heather

Heather Anderson, B.Sc. (Agr), P.Ag. Policy Analyst, Ministry of Agriculture, 250 356-1687

From: Blakely, John H LBR:EX
Sent: Tuesday, January 13, 2015 12:26 PM
To: Anderson, Heather L AGRI:EX
Cc: Mack, James AGRI:EX; Standish, Alana AGRI:EX; Hughes, Trevor LBR:EX
Subject: Minimum Wage s.12,s.13

Heather,

Further to the November 26, 2014 meeting with the BC Agriculture Council that Trevor and I attended with you, James and Alana and the brief discussion we had with them about minimum wage s.12,s.13

To this end, I'm wondering if we can organize a teleconference over the next day or two with you and your colleagues to discuss this, and also to seek your advice and assistance on how best to engage the BCAC.

If you could let me know who would be participating from your Ministry, we would be happy to organize this.

Thanks,

John Blakely
Executive Director, Labour Policy and Legislation Ministry of Jobs, Tourism and Skills Training and Ministry Responsible for Labour
250-356-9987

Page 052 to/à Page 053

Withheld pursuant to/removed as

s.12;s.13

Tanner, Michael A LBR:EX

From: Ayers, Jake LBR:EX
Sent: Wednesday, January 28, 2015 8:59 AM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: Re: February 3

Yes. I am coming in today. s.22

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Blakely, John H LBR:EX
Sent: Tuesday, January 27, 2015 5:03 PM
To: Ayers, Jake LBR:EX
Subject: FW: February 3

Jake, if you are back tomorrow, may I ask you to make this change to the Cabinet Submission, as per below?
Thanks

From: Hughes, Trevor LBR:EX
Sent: Tuesday, January 27, 2015 10:58 AM
To: Blakely, John H LBR:EX; Clunn, Karen E LBR:EX
Subject: RE: February 3

I don't need to wait – just wanted you to have some time to think about and make any changes.

From: Blakely, John H LBR:EX
Sent: Tuesday, January 27, 2015 10:57 AM
To: Hughes, Trevor LBR:EX; Clunn, Karen E LBR:EX
Subject: RE: February 3

Okay, I think we could get the Submission to you at any time. But if you want to wait until you are here on Thursday, we will get the Cabinet Submission to you then.

Thanks

From: Hughes, Trevor LBR:EX
Sent: Tuesday, January 27, 2015 10:53 AM
To: Blakely, John H LBR:EX; Clunn, Karen E LBR:EX
Subject: RE: February 3

Yes, good. I think we should do that and see what it looks like – and save/keep the current format in case they want to keep it. Thank you for considering this.

From: Blakely, John H LBR:EX
Sent: Tuesday, January 27, 2015 10:52 AM
To: Hughes, Trevor LBR:EX; Clunn, Karen E LBR:EX
Subject: RE: February 3

s.12,s.13

•
•

s.12,s.13

Would that work?

Thanks,

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

From: Hughes, Trevor LBR:EX

Sent: Tuesday, January 27, 2015 10:21 AM

To: Blakely, John H LBR:EX; Clunn, Karen E LBR:EX

Subject: February 3

Hi - just been advised on JTST Exec that there is a Minister briefing next Tues Feb 3 at 1000. The topics for us will be

s.12,s.13 and Minimum Wage.

s.12,s.13

On the second item, can you please get me the latest draft of the Minimum Wage CabSub on Thursday? Should have the updated Agriculture input. s.12,s.13

Thanks.

T.

Clunn, Karen E LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Wednesday, January 28, 2015 11:27 AM
To: 'Judy Cavanagh'
Cc: Denise Moffatt; Ayers, Jake LBR:EX
Subject: RE: minimum wage statistics

Hi Judy – Jake has provided me with the information for the answers below. See below in red. I hope this helps. We would be happy to answer any follow-up questions subject to the caveat we are using StatsCan to gather our data.

Thanks.

T.

From: Judy Cavanagh [mailto:JCavanagh@bcfed.ca]
Sent: Wednesday, January 28, 2015 10:40 AM
To: Hughes, Trevor LBR:EX
Cc: Denise Moffatt
Subject: minimum wage statistics

Hi Trevor,

At our meeting yesterday, a few statistics were mentioned. Can you send us the information and the citation? In particular it's for the following:

- The number of minimum wage earners is shrinking (do you have any information why this is the case. For example, they could be getting paid \$10.30 an hour and not count as a minimum wage earner. In 2012, 136,300 employees earned minimum wage or less (including those earning liquor server or babysitting rates). In 2013, it was 120,400. A similar downward trend occurred after the 2001 increase. As market forces drive wages up, the number of minimum wage earners tends to decrease. You are correct that someone getting paid \$10.30 is not a minimum wage earner.
- 50% of the students living at home make minimum wage. The relevant statistic that we should have referred to yesterday is that 52.8% of employees earning minimum wage or less live at home with their parents and 44% of those are attending school. That's a 2013 statistic.
- Average youth wage is \$14. In December 2014, it was \$14.94.
- Average wage in BC is \$24. In December 2014, it was \$24.82. The average wage stats are online here: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labr69k-eng.htm>

I've copied Denise on this email as she is the lead on our minimum wage file.

Thanks Trevor and it's been great working with you.

Judy

Judy Cavanagh

Assistant to the President

BC Federation of Labour (CLC)

Direct Line: 9.22

E-mail: jcavanagh@bcfed.ca

Website: www.bcfed.ca

Tanner, Michael A LBR:EX

From: Clunn, Karen E LBR:EX
Sent: Monday, February 16, 2015 9:49 AM
To: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: FW: Min Wage Sub
Attachments: 20150216094633.pdf

FYI

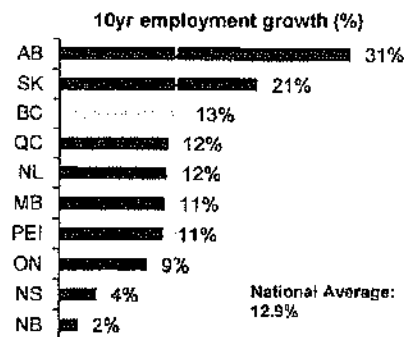
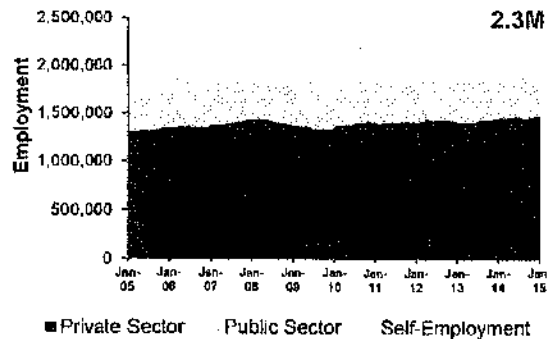
From: Kwan, Shirley JTST:EX
Sent: Monday, February 16, 2015 9:48 AM
To: Hughes, Trevor LBR:EX
Cc: Clunn, Karen E LBR:EX; Hourston, Sveah JTST:EX
Subject: Min Wage Sub

Good Morning Trevor -

Athana wanted to make sure, you are using above attachment stat in the Min Wage Sub.

Thanks!

Shirley



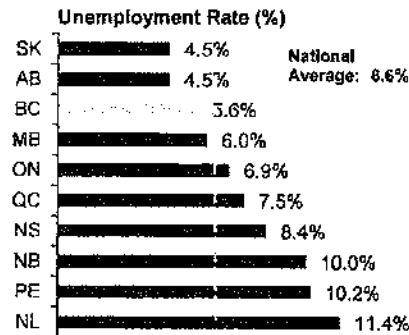
0.3%

Since 2005, employment in B.C. has gone up from 2,055,600 to 2,290,600 - an increase of approx. 250,000

Full-time employment makes up the bulk of job gains (increase of approx. 200,000).

Since the launch of the Jobs Plan, B.C. has created 74,000 new jobs.

UNEMPLOYMENT RATE



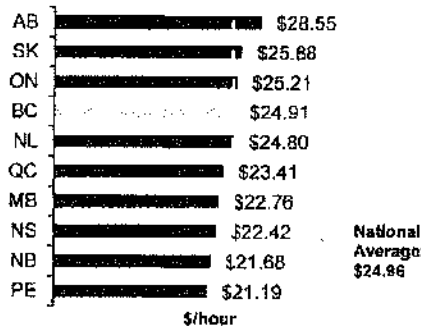
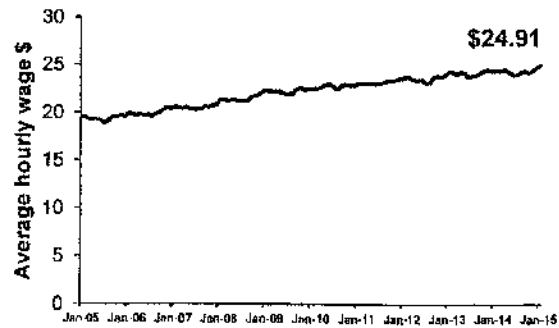
0.1%

B.C.'s unemployment rate has been trending downward since the recession.

The unemployment rate has decreased since Jan

please make sure Trevor is using this stat in the m in wage sub

AVERAGE HOURLY WAGE



+\$0.20

B.C.'s average hourly wage ranks 4th in the country this month. It is 5 cents lower than the national rate of \$24.96

BRITISH COLUMBIA

WorkBC

#FINDYOURFIT

Ayers, Jake LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Monday, February 16, 2015 1:25 PM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: Re: Alberta - minimum wage document

Thanks. s.12,s.13,s.16

Thoughts?

T.

> On Feb 16, 2015, at 11:55 AM, Ayers, Jake LBR:EX <Jake.Ayers@gov.bc.ca> wrote:

>

> So here is the Min Wage profile prepared by Alberta. <http://work.alberta.ca/documents/alberta-minimim-wage-profile.pdf> The reference period for most of it is for April 2013 - March 2014. The table in question (with after tax rankings) is in Appendix C. It uses the available tax info for April 2014 applied to the min wage in October 2014 and it tries to calculate the after tax min wage for a "single income" earner who worked 2000 hours (i.e., 40 hours per week for 50 weeks). On this measure, according to Alb, BC ranked THIRD - behind Ontario and Alberta. s.12,s.13,s.16

>

>

s.12,s.13

>
>
> Thoughts?
>
> -----Original Message-----
> From: Hughes, Trevor LBR:EX
> Sent: Monday, February 16, 2015 10:26 AM
> To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX
> Subject: Alberta - minimum wage document
>
> Athana on the exec call just now has referenced that Alberta prepared in October 2014 a document that explains that B.C. has the second highest effective minimum wage in Canada. s.12,s.13

Thoughts?
> Thanks.
> T.
>
>

Ayers, Jake LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Tuesday, February 17, 2015 2:12 PM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: FW: VBOT policy table follow-up

Importance: High

See below. This addresses the comment Jake has place-held in CabSub.

From: Mentzelopoulos, Athana JTST:EX
Sent: Tuesday, February 17, 2015 2:11 PM
To: Hughes, Trevor LBR:EX
Subject: RE: VBOT policy table follow-up

I talked to Rob in the lock-up. s.12,s.13

From: Hughes, Trevor LBR:EX
Sent: Tuesday, February 17, 2015 11:26 AM
To: Mentzelopoulos, Athana JTST:EX
Subject: FW: VBOT policy table follow-up

FYI. Not looking good for us to get anything back from VBOT before our deadline for completing the CabSub. If you see Rob or Iain at budget lock-up.....
T.

From: Rob MacKay-Dunn [<mailto:rmackay-dunn@boardoftrade.com>]
Sent: Tuesday, February 17, 2015 8:52 AM
To: Hughes, Trevor LBR:EX; Robin.Silvester@portmetrovanancouver.com
Subject: Re: VBOT policy table follow-up

Hi Trevor, I'm with Iain in budget lock up and we'll see what we can do.

Thx, R

From: Hughes, Trevor LBR:EX [<mailto:Trevor.Hughes@gov.bc.ca>]
Sent: Monday, February 16, 2015 02:09 PM
To: Rob MacKay-Dunn; 'robin.silvester@portmetrovanancouver.com' <robin.silvester@portmetrovanancouver.com>
Subject: VBOT policy table follow-up

Rob and Robin -- thanks for making time for Athana and me last week. We are hoping to hear back from you before noon tomorrow if at all possible on any formal response/position from the VBOT policy table on our discussion of minimum wage. Our intention is to complete some work we have

been asked to do by incorporating anything you provide us beyond the discussion last week. Please let me know ASAP.

Many thanks.

Best,

T.

Trevor Hughes
Assistant Deputy Minister
Industrial Relations and Labour Programs
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour

Victoria: 250 356-1346

Vancouver: 604 660-5157

Mobile: s.17

Clunn, Karen E LBR:EX

From: Clunn, Karen E LBR:EX
Sent: Thursday, February 19, 2015 1:03 PM
To: Hughes, Trevor LBR:EX; Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: FW: FINAL Min Wage 021915
Attachments: Min Wage FINAL 201915.pdf

Signed PDF for your records. I have let Sveah know that we will have speaking notes and Q&As to her by end of day tomorrow.

K

From: Hourston, Sveah JTST:EX
Sent: Thursday, February 19, 2015 10:17 AM
To: Clunn, Karen E LBR:EX
Subject: FW: FINAL Min Wage 021915

Hi Karen, here is the signed and converted Pdf that went to Cab Ops this morning. Are there speaking points ready to send up?

Thanks!

Sveah

Cabinet Decision Summary Sheet

Ministry: Jobs, Tourism and Skills Training and Minister Responsible for Labour

Date: 17/02/2015

Title: Minimum Wage

s.12

Contact: Athana Mentzelopoulos, Deputy
Minister

(250) 952-0102



Honourable Shirley Bond

February 19, 2015

Date Signed

Cabinet Submission – Request for Decision

Minister: The Honourable Shirley Bond
Ministry: Jobs, Tourism and Skills Training, and Minister Responsible for Labour
Date: 17/02/2015 **Ministry Document #:** JTSTL 14-14
Title: Minimum Wage

Issue:

s.12

Request:

s.12

Implications and Considerations:

- B.C.'s general minimum wage is \$10.25/hour which is tied for 9th among Canadian jurisdictions. The last increase was May 1, 2012. Minimum wage rates in Canada range from \$10/hour to \$11/hr.
- In January 2015 B.C.'s average hourly wage was \$24.91 (up 2.3% from January 2014). This ranks fourth highest among Canadian provinces.
- All Canadian jurisdictions, other than B.C., have commitments to regular minimum wage increases based on a statistical measure (e.g., inflation) and/or a mechanism in place for a formal review (e.g., panel of experts). See Appendix 1 for further detail. B.C. increases its minimum wage on an ad hoc basis.
- The B.C. Federation of Labour has called for an immediate increase to \$15/hour and for subsequent yearly increases tied to inflation.
- Employers have indicated that small, regular increases with sufficient advance notice are preferable over large, one time jumps.

Background / Context:

Since the last increase to the minimum wage on May 1, 2012, questions have been raised about how and when future increases will occur. No commitment to a particular form of review was made by government, nor was there any commitment to "tie" future increases to particular measures such as inflation or changes in average wage rates. In 2014 every province other than B.C. raised its minimum wage at least once. Several provinces have scheduled increases for 2015. Since May 1, 2012, B.C. has slid from 3rd (behind only

Yukon and Nunavut) to 9th among all Canadian jurisdictions as of January 1, 2015. Based on current commitments in other jurisdictions, B.C. will likely be last among Canadian jurisdictions if there is no increase by October 2015.

Based on statistics for 2013, 120,400 employees (6.4%) in B.C. earn the minimum wage or less. See Appendix 2 for a profile of minimum wage earners in B.C.

s.12,s.13

CPI and Wage Growth in B.C.:

When considering these various approaches in the B.C. context it is useful to examine the historical trends of average wages and CPI. Increases in the CPI have averaged around 2% annually for most of the last 15 years. Over the same period, changes in weekly and hourly wages have fluctuated between zero and 4.5%. Barring any major economic changes over the next decade these trends are likely continue.

s.12,s.13

Stakeholder Views:**Labour:**

The BC Federation of Labour (BCFED) has recently launched a campaign for a \$15/hour minimum wage as well as the elimination of the liquor server rate (currently \$9/hour) and a commitment for subsequent yearly changes equivalent to changes in CPI.

s.12,s.13

Employers:

The Coalition of B.C. Businesses (the Coalition) supports small, predictable increases and has indicated that tying the minimum wage to yearly changes in CPI is a reasonable approach. s.12,s.13

The B.C. Business Council has recently stated publicly that it:

"believes there is an argument for adjusting it in small steps on a regular basis (e.g., every 1- 2 years), perhaps in line with changes in the cost of living, rather than keeping it frozen for a lengthy period, as British Columbia did between 2001 and 2010. Experience indicates that when the minimum wage is fixed for long stretches of time, political pressure eventually builds to enact big increases – and it is these, rather than small periodic increases, which cause the most serious disruptions for the business sectors that rely on relatively low-paid employees to staff their facilities and run their operations."

Page 070 to/à Page 074

Withheld pursuant to/removed as

s.12;s.13

APPENDICES:

Appendix 1 – Minimum Wage in Canadian Jurisdictions

Appendix 2 – Profile of Minimum Wage Earners

Appendix 3 – s.12,s.13

Contact: Athana Mentzelopoulos
Deputy Minister

(250) 952-0102



Honourable Shirley Bond

February 19, 2015

Date Signed



APPENDIX 1

Table 1.1 General Minimum Wages as of January 15, 2015

Jurisdiction	Rate (\$/hr)	Effective Date	Future Changes
Ontario	11.00	June 1, 2014	Yearly changes to be indexed with Ontario inflation (CPI). Mandated in the Statute.
Nunavut	11.00	Jan 1, 2011	Mandatory review by Minister.
Yukon	10.72	April 1, 2014	On April 1 of each year, the rate increases based on annual increase for the preceding year in the CPI for Whitehorse.
Manitoba	10.70	Oct 1, 2014	Independent body gives advice.
Nova Scotia	10.40	April 1, 2014	Increase to 10.60 on April 1, 2015. Each year rates increase to reflect previous year changes in national CPI (indexing formula in regulation). Independent body gives advice.
Quebec	10.35	May 1, 2014	Rate to increase to \$10.55 on May 1, 2015. Since 2002 annual review is made by the minister, according to a framework with 13 indicators (not a statutory requirement).
Prince Edward Island	10.35	Oct 1, 2014	Increase to \$10.50 in July 2015. Independent body gives advice.
New Brunswick	10.30	Dec 31, 2014	Rate to increase to \$11.00 by 2017. Tied to inflation thereafter. Independent body gives advice.
British Columbia	10.25	May 1, 2012	
Newfoundland and Labrador	10.25	Oct 1, 2014	Rate to increase to \$10.50 on Oct.1, 2015. Independent body gives advice.
Alberta	10.20	Sept 1, 2014	Annual increases linked to an average of the annual increases in average Weekly Earnings and the CPI in Alberta (policy commitment).
Saskatchewan	10.20	Oct 1, 2014	Yearly increases based on average of increases in CPI and average hourly wage for the previous year (indexing formula in



			regulation).
Northwest Territories	10.00	April 1, 2011	Increase to \$12.50 on June 1, 2015 Independent body gives advice.

Page 078

Withheld pursuant to/removed as

s.12;s.13





APPENDIX 2 – Statistical Profile of Minimum Wage Earners

The most recent annual minimum wage statistics available are for the year 2013. The 2013 annual statistics discussed below represent yearly averages of survey information collected each month. Employees who earn "minimum wage or less" include paid employees (not the self-employed) aged 15 and above earning the general minimum wage or the "liquor server rate". In some cases employees may also be earning less than the minimum wage in contravention of the *Employment Standards Act* or because they are excluded from the minimum hourly wage provisions of the Act (e.g., babysitters).

Number and Percentage of Employees Earning Minimum Wage or Less:

- In 2013, 6.4% of employees in BC were earning minimum wage or less. This was slightly below the Canadian average of 6.7%. PEI had the highest rate at 9.4% and Alberta had the lowest at 1.8%.
- The 2013 rate of 6.4% in BC was a decrease from 7.2% in 2012.
- The number of B.C. employees earning minimum wage or less in 2013 was 120,400 out of a total of 1,891,600 paid employees (i.e., excluding the self-employed). This compares to 136,300 employees earning minimum or less in 2012 out of a total of 1,893,900 paid employees.

NOTE - ^{s.12,s.13}

Age, Gender and Education of Employees Earning Minimum Wage or Less:

Of the 120,400 BC employees earning minimum or less in 2013:

- 64,300 (53%) were youth aged 15-24 and 56,100 (47%) were aged 25 or older.
- 9,900 (8.2%) were aged 55 or older.
- 75,500 (63%) were female.
- 27,100 (23%) did not have high school education while 16,800 (14%) had a university degree.

Industry, Job Type and Firm Size:

Of the 120,400 BC employees earning minimum or less in 2013:

- 111,000 (93%) worked in the service producing sector. 36,800 (31%) worked specifically in accommodation and food services. 38,200 (32%) worked in Trade (this includes retail trade).
- 20,200 (17%) had been in their job for three months or less while 65,800 (55%) had been in their job for at least one year.
- 41,800 (35%) worked in firms with less than twenty employees. 55,200 (46%) worked in firms with more than five hundred employees.
- 52,300 (43%) were full time workers.
- 112,100 (93%) were not members of a union or covered by a collective agreement.

Family Status



Of the 120,400 BC employees earning minimum wage or less in 2013:

- 30,600 (25.4%) were defined by the labour force survey as being a member of a couple.
- 7,700 (6.4%) were defined by the labour force survey as being the head of a family.
- 18,500 (15.4%) lived as "unattached" (i.e., without a spouse or family member).
- 63,100 (52.8%) lived with their parents.
- Of the minimum wage earners living with their parents, 44% were attending school.

Page 082

Withheld pursuant to/removed as

s.12;s.13

Clunn, Karen E LBR:EX

From: Ayers, Jake LBR:EX
Sent: Friday, February 20, 2015 10:46 AM
To: Blakely, John H LBR:EX; Hughes, Trevor LBR:EX
Subject: RE: Min Wage Speaking notes and Q and A
Attachments: Speaking Notes.docx; Questions and Answers.docx

Here are the clean versions...

From: Blakely, John H LBR:EX
Sent: Friday, February 20, 2015 10:44 AM
To: Ayers, Jake LBR:EX; Hughes, Trevor LBR:EX
Subject: RE: Min Wage Speaking notes

Yes, it works for me too. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, February 20, 2015 10:41 AM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min Wage Speaking notes

What about this?

From: Hughes, Trevor LBR:EX
Sent: Friday, February 20, 2015 10:29 AM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Min Wage Speaking notes

Edits on SNs are good – accept them all please.
s.12,s.13

Thoughts?

From: Ayers, Jake LBR:EX
Sent: Friday, February 20, 2015 10:26 AM
To: Hughes, Trevor LBR:EX

Cc: Blakely, John H LBR:EX
Subject: FW: Min Wage Speaking notes

See my comment in the Q and As and a few small edits in both...

From: Hughes, Trevor LBR:EX
Sent: Thursday, February 19, 2015 6:18 PM
To: Blakely, John H LBR:EX
Cc: Ayers, Jake LBR:EX; Clunn, Karen E LBR:EX
Subject: RE: Min Wage Speaking notes

Very good – but I did take a bit of a red pen to both documents. Let me know your thoughts.

From: Blakely, John H LBR:EX
Sent: Thursday, February 19, 2015 1:37 PM
To: Hughes, Trevor LBR:EX
Cc: Ayers, Jake LBR:EX; Clunn, Karen E LBR:EX
Subject: FW: Min Wage Speaking notes

Trevor, here are some draft speaking notes and Qs and As for your consideration.

Thanks

From: Ayers, Jake LBR:EX
Sent: Thursday, February 19, 2015 12:30 PM
To: Blakely, John H LBR:EX
Subject: RE: Min Wage Speaking notes

Here are the speaking notes (I think this is what you had in mind?).

Also I attached the Q and As in case you want to forward to Trevor.

From: Blakely, John H LBR:EX
Sent: Thursday, February 19, 2015 11:37 AM
To: Ayers, Jake LBR:EX
Subject: RE: Min Wage Speaking notes

Perhaps we can chat when you are finished with Michael. Thanks

From: Ayers, Jake LBR:EX
Sent: Thursday, February 19, 2015 11:19 AM
To: Blakely, John H LBR:EX
Subject: RE: Min Wage Speaking notes

s.22 I am a bit unclear on what to say in the speaking notes. Thoughts about this?

From: Blakely, John H LBR:EX
Sent: Thursday, February 19, 2015 11:08 AM
To: Ayers, Jake LBR:EX
Subject: FW: Min Wage Q and A

Thanks for addressing my comments. I removed the comments, but left in the track changes. You can go ahead and accept the changes.

It would probably be best to send the Qs and As and the speaking notes together – so, let's aim for later today to send both over.

Thanks

From: Ayers, Jake LBR:EX
Sent: Thursday, February 19, 2015 10:02 AM
To: Blakely, John H LBR:EX
Subject: RE: Min Wage Q and A

Can you look at my comment and tracked changes? We could send this for trevor's review or wait until we finalize the speaking notes (later today) and send it together?

From: Blakely, John H LBR:EX
Sent: Wednesday, February 18, 2015 4:05 PM
To: Ayers, Jake LBR:EX
Subject: FW: Min Wage Q and A

Jake, this looks good to me. Let me know what you think about my two suggested edits and my comments. Thanks

From: Ayers, Jake LBR:EX
Sent: Wednesday, February 18, 2015 2:42 PM
To: Blakely, John H LBR:EX
Subject: Min Wage Q and A

John,

Here are some Q and A's to consider...

Cabinet Committee on Priorities and Planning (February 26)

Speaking Notes for Minister Bond – Minimum Wage:

s.12,s.13

Page 087 to/à Page 088

Withheld pursuant to/removed as

s.12;s.13

Questions and Answers

s.12,s.13

Page 090 to/à Page 095

Withheld pursuant to/removed as

s.12;s.13

Clunn, Karen E LBR:EX

From: Mentzelopoulos, Athana JTST:EX
Sent: Friday, February 27, 2015 9:56 AM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: Re: Minimum Wage - next steps

Couple of comments...

s.12,s.13

from my BlackBerry 10 smartphone on the TELUS network.

From: Hughes, Trevor LBR:EX
Sent: Friday, February 27, 2015 9:51 AM
To: Mentzelopoulos, Athana JTST:EX
Cc: Blakely, John H LBR:EX
Subject: Minimum Wage - next steps

s.12,s.13

Look forward to hearing from you. Thank you.

T.

Tanner, Michael A LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 10:23 AM
To: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: FW: Minimum Wage Cabinet Submission

Importance: High

Fyi, here is what I sent to Cabinet Operations. s.12,s.13

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 10:21 AM
To: Anderson, Steve PREM:EX
Subject: Minimum Wage Cabinet Submission
Importance: High

Steve, further to my phone message, as you know, our cabinet submission on minimum wage went to PPC yesterday.
s.12,s.13

Let me know if you would like to discuss this.

Thanks,

John Blakely
Executive Director, Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Ministry Responsible for Labour
250-356-9987

Tanner, Michael A LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 10:24 AM
To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: Minimum Wage - next steps

I left a message for Steve, and I also emailed him. I will let you know when he gets back to me.

From: Hughes, Trevor LBR:EX
Sent: Friday, February 27, 2015 10:08 AM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: Minimum Wage - next steps

Thanks – s.12,s.13

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 10:07 AM
To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: Minimum Wage - next steps

s.12,s.13

Thanks

From: Hughes, Trevor LBR:EX
Sent: Friday, February 27, 2015 9:59 AM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: FW: Minimum Wage - next steps

John, I know you were cc'd but this is for Jake's input, too.

s.12,s.13

T.

From: Mentzelopoulos, Athana JTST:EX
Sent: Friday, February 27, 2015 9:56 AM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX
Subject: Re: Minimum Wage - next steps

Couple of comments...

from my BlackBerry 10 smartphone on the TELUS network.

From: Hughes, Trevor LBR:EX
Sent: Friday, February 27, 2015 9:51 AM
To: Mentzelopoulos, Athana JTST:EX
Cc: Blakely, John H LBR:EX
Subject: Minimum Wage - next steps

s.12,s.13

Look forward to hearing from you. Thank you.
T.

Tanner, Michael A LBR:EX

From: Blakely, John H LBR:EX
Sent: Thursday, February 26, 2015 3:52 PM
To: Tanner, Michael A LBR:EX
Cc: Ayers, Jake LBR:EX
Subject: FW: Minimum Wage Implementation

Michael, I meant to copy you on this.

Thanks

From: Blakely, John H LBR:EX
Sent: Thursday, February 26, 2015 3:49 PM
To: Hughes, Trevor LBR:EX
Cc: Ayers, Jake LBR:EX
Subject: Minimum Wage Implementation

Trevor, as discussed, here are some of the implementation considerations flowing from the direction that came from P&P today:

s.12,s.13

Let me know if you would like to discuss this.

Thanks,

Tanner, Michael A LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 5:03 PM
To: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: OIC request - minimum wage

Okay, thanks

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 5:00 PM
To: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: Re: OIC request - minimum wage

s.12,s.13,s.14

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 4:58 PM
To: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: OIC request - minimum wage

Yes, I agree. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 4:54 PM
To: Tanner, Michael A LBR:EX; Blakely, John H LBR:EX
Subject: RE: OIC request - minimum wage

Good. Thought. s.12,s.13,s.14

From: Tanner, Michael A LBR:EX
Sent: Friday, February 27, 2015 4:53 PM
To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX
Subject: RE: OIC request - minimum wage

s.12,s.13,s.14

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 4:41 PM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: OIC request - minimum wage

I looked at the draft and so no issues – other than the two minor editing things you pointed out below.

s.12,s.13,s.14

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 4:08 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: OIC request - minimum wage

Jake, fyi, s.12,s.13,s.14

Do you see any other issues or concerns?

Thanks,

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 3:21 PM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: Re: OIC request - minimum wage

Yes, s.12,s.13,s.14

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 3:17 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: OIC request - minimum wage

And I just spoke to Corinne, and she said that Scott Webber will be working on this. s.12,s.13,s.14

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 1:39 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: FW: OIC request - minimum wage

Jake, thanks for this. I have left a message for Corinne to call me. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 1:31 PM
To: AG LSB OIC Requests, AG:EX
Cc: Blakely, John H LBR:EX
Subject: OIC request - minimum wage

Hello, please see attached drafting instructions/request for an OIC amendment to the BC Employment Standards Regulation. s.12,s.13,s.14

Please contact me with any questions.

Thanks

Jake

Jake Ayers
Senior Policy Advisor
Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Ph: 250-953-3344 | Cell: s.17

Tanner, Michael A LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 3:26 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: OIC request - minimum wage

s.12,s.13,s.14

Thanks,

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 3:21 PM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: Re: OIC request - minimum wage

Yes, s.12,s.13,s.14

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 3:17 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: OIC request - minimum wage

And I just spoke to Corinne, and she said that Scott Webber will be working on this. s.12,s.13,s.14

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 1:39 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: FW: OIC request - minimum wage

Jake, thanks for this. I have left a message for Corinne to call me. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 1:31 PM
To: AG LSB OIC Requests, AG:EX
Cc: Blakely, John H LBR:EX
Subject: OIC request - minimum wage

Hello, please see attached drafting instructions/request for an OIC amendment to the BC Employment Standards Regulation. s.12,s.13,s.14

Please contact me with any questions.

Thanks

Jake

Jake Ayers

Senior Policy Advisor

Labour Policy and Legislation

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Ph: 250-953-3344 | Cell: s.17

Tanner, Michael A LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 1:22 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: Minimum wage

s.12,s.13

Thanks,

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 1:19 PM
To: Blakely, John H LBR:EX
Subject: RE: Minimum wage

The changes look fine to me. I will send this to Leg Counsel. s.12,s.13

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 1:01 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: FW: Minimum wage

Jake, s.12,s.13

If you haven't sent the drafting instructions yet, please have a look at my suggested addition, and let me know what you think. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 11:25 AM
To: Tanner, Michael A LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Minimum wage

Michael, here are some drafting instructions. s.12,s.13

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 10:38 AM
To: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: Minimum wage

You're right. s.12,s.13

please go ahead

with the drafting instructions and let's see what Steve Anderson says. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 10:33 AM
To: Tanner, Michael A LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Minimum wage

I will work on the drafting instructions. s.12,s.13

From: Tanner, Michael A LBR:EX
Sent: Friday, February 27, 2015 9:48 AM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: Minimum wage

Thanks Jake.

I just spoke to John and can you get started on arranging for the required OIC from legislative counsel. Will require putting together drafting instructions and submitting the request to the Leg Counsel email address for OIC requests, and letting them know our deadlines. I understand you are aware of the details for the regulation. Let me know if you have any questions. Thanks.

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 8:49 AM
To: Tanner, Michael A LBR:EX
Cc: Blakely, John H LBR:EX
Subject:

Michael,

s.22

Jake

Tanner, Michael A LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 12:19 PM
To: Tanner, Michael A LBR:EX
Subject: RE: Minimum wage

This looks good to me. s.12,s.13

Does that work?

Thanks

From: Tanner, Michael A LBR:EX
Sent: Friday, February 27, 2015 12:17 PM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Minimum wage

Jake – this looks good to me to proceed. s.12,s.13

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 11:25 AM
To: Tanner, Michael A LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Minimum wage

Michael, here are some drafting instructions. s.12,s.13

DUPLICATE

Tanner, Michael A LBR:EX

From: Blakely, John H LBR:EX
Sent: Friday, February 27, 2015 11:30 AM
To: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: Minimum wage

Jake, if I could wade in at this point, s.12,s.13

Thanks,

From: Ayers, Jake LBR:EX
Sent: Friday, February 27, 2015 11:25 AM
To: Tanner, Michael A LBR:EX
Cc: Blakely, John H LBR:EX
Subject: RE: Minimum wage

Michael, here are some drafting instructions. s.12,s.13

DUPLICATE

Page 110 to/à Page 112

Withheld pursuant to/removed as

s.12;s.13

Clunn, Karen E LBR:EX

From: Ayers, Jake LBR:EX
Sent: Tuesday, March 3, 2015 2:46 PM
To: Anderson, Erin GCPE:EX
Cc: Stewart, Janet GCPE:EX; Blakely, John H LBR:EX; Hughes, Trevor LBR:EX; Currie, David GCPE:EX
Subject: FW: MW stats
Attachments: 2014 stat summary.docx

Hi Erin,

Please see the attached document which provides a summary of the key data we have received for 2014. You will see on the first page I included a table which goes back to 2001 illustrating the % of employees who earn min wage or less.
s.12,s.13

One final point, is that you might notice the historical data is a bit different than the historical data we had last year (e.g. We now have 118,600 as the number of min wage workers in 2013 as opposed to the 120,400 we were citing). This is because Stats Canada recently did an adjustment to the historical labour force data...

Let us know if you have any questions.

Jake

Jake Ayers
Senior Policy Advisor
Labour Policy and Legislation
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Ph: 250-953-3344 | Cell: s.17

From: Anderson, Erin GCPE:EX
Sent: Tuesday, March 3, 2015 1:25 PM
To: Blakely, John H LBR:EX; Stewart, Janet GCPE:EX; Ayers, Jake LBR:EX
Cc: Hughes, Trevor LBR:EX; Currie, David GCPE:EX
Subject: RE: MW stats

Perfect, Thanks John. Look forward to getting those this afternoon.

s.12,s.13

Thanks,

Erin Anderson
Corporate Director
Ministry of Jobs, Tourism and Skills Training and Responsible for Labour
Government Communications and Public Engagement
W: 250-952-0876 | C: s.17
E: erin.l.anderson@gov.bc.ca

From: Blakely, John H LBR:EX
Sent: Tuesday, March 3, 2015 1:21 PM
To: Stewart, Janet GCPE:EX; Ayers, Jake LBR:EX
Cc: Anderson, Erin GCPE:EX; Hughes, Trevor LBR:EX; Currie, David GCPE:EX
Subject: Re: MW stats

We now have the stats, and will be in a position to forward to you a 3-pager summary this afternoon. Thanks

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Stewart, Janet GCPE:EX
Sent: Tuesday, March 3, 2015 1:17 PM
To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX
Cc: Anderson, Erin GCPE:EX; Hughes, Trevor LBR:EX; Currie, David GCPE:EX
Subject: RE: MW stats

Hi guys, Erin will connect with you to get the info she needs. tx

From: Hughes, Trevor LBR:EX
Sent: Tuesday, March 3, 2015 1:08 PM
To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX
Cc: Stewart, Janet GCPE:EX; Anderson, Erin GCPE:EX
Subject: MW stats

Linking you all to discuss GCPE needs for 2014 stats and possible data for visuals for announcement. Over to you, Janet, to provide your asks.

Highlight of Statistics Canada Labour Force Survey Custom Statistics

The 2014 annual statistics discussed below represent yearly averages of survey information collected each month. Employees who earn "minimum wage or less" include paid employees (not the self-employed) aged 15 and above earning the general minimum wage or the "liquor server rate". In some cases employees may also be earning less than the minimum wage in contravention of the *Employment Standards Act* or because they are excluded from the minimum hourly wage provisions of the Act (e.g., Babysitters).

Number and Percentage of Employees Earning Minimum Wage or Less:

- In 2014, 5.9% of employees in BC were earning minimum wage or less. This was slightly below the Canadian average of 7.2%. Ontario had the highest rate at 10.4% and Alberta had the lowest at 1.7%.
- The 2014 rate of 5.9% in BC was a decrease from 6.4% in 2013.
- The total number of BC employees earning minimum wage or less in 2014 was 110,400. This was a decrease from 118,600 in 2013.

Share of employees working for adult minimum wage or less by province, annual averages 2001 to 2014.

	2001 (%)	2002 (%)	2003 (%)	2004 (%)	2005 (%)	2006 (%)	2007 (%)	2008 (%)	2009 (%)	2010 (%)	2011 (%)	2012 (%)	2013 (%)	2014 (%)
Canada	4.8	4.8	4.1	4.6	4.3	4.4	5.1	5.2	5.8	7.0	6.8	7.1	6.7	7.2
Newfoundland and Labrador	5.7	7.3	8.3	6.4	6.0	7.6	7.4	7.8	9.4	11.0	9.7	8.0	5.9	5.4
Prince Edward Island	3.2	4.5	4.0	4.3	5.1	4.5	6.7	5.7	4.1	6.0	7.0	11.0	9.4	6.1
Nova Scotia	4.1	4.6	5.9	5.5	5.1	5.9	6.3	6.5	6.8	7.4	6.0	8.8	5.9	5.7
New Brunswick	4.3	4.2	4.0	2.5	3.1	4.2	5.7	4.8	5.4	6.7	9.7	11.1	7.9	6.7
Québec	7.0	6.1	5.2	4.4	4.6	4.2	5.4	5.9	6.2	6.9	5.7	5.5	6.2	6.0
Ontario	4.1	4.0	3.5	5.3	4.4	4.8	6.4	6.7	8.2	10.7	10.3	9.3	8.9	10.9
Manitoba	4.5	4.8	4.6	4.9	4.9	4.8	5.5	5.4	3.8	5.3	7.2	8.5	6.0	5.1
Saskatchewan	4.4	4.8	5.0	3.3	4.0	5.5	3.2	3.9	3.9	4.3	4.2	2.9	4.5	3.5
Alberta	1.5	1.1	1.1	0.9	1.5	1.7	1.2	1.7	1.3	1.3	1.1	1.9	1.8	1.7
British Columbia	6.0	7.7	5.6	6.2	5.6	4.7	3.4	2.7	2.3	2.2	3.7	7.2	6.4	5.9

Age, Gender and Education of Employees Earning Minimum Wage or Less:

Of the 110,400 BC employees earning minimum or less in 2014:

- 59,300 (54%) were youth aged 15-24 and 51,100 (46%) were aged 25 or older.
- 12,100 (11%) were aged 55 or older.
- 67,500 (61%) were female.
- 28,000 (25%) did not have high school education completion while 13,900 (13%) had a university degree.

2014 BC Minimum Wage Employees by Age and Gender				
		Total Employees (' 000)	Minimum wage employees Total (' 000)	Incidence (%)
Both sexes	Total	1882.5	110.4	5.9%
	15-24 years	305.2	59.3	19.4%
	25 years and over	1577.3	51.1	3.2%
	55 years and over	325.1	12.1	3.7%
Men	Total	941.2	42.9	4.6%
	15-24 years	150.8	24.5	16.2%
	25 years and over	790.4	18.5	2.3%
	55 years and over	165.8	5.7	3.4%
Women	Total	941.3	67.5	7.2%
	15-24 years	154.4	34.9	22.6%
	25 years and over	786.9	32.6	4.1%
	55 years and over	159.3	6.3	4.0%

Source: Statistics Canada, Labour Force Survey, custom tabulation

Industry, Job Type and Firm Size:

Of the 110,400 BC employees earning minimum or less in 2014:

- 100,800 (91%) worked in the service producing sector. 35,200 (32%) worked specifically in accommodation and food services. 32,900 (30%) worked in Trade (this includes retail trade).
- 21,300 (19%) had been in their job for three months or less while 54,100 (49%) had been in their job for at least one year.
- 36,900 (33%) worked in firms with less than twenty employees. 47,700 (43%) worked in firms with more than five hundred employees.
- 47,900 (43%) were full time workers.
- 103,400 (94%) were not members of a union or covered by a collective agreement.

Family Status

Of the 110,400 BC employees earning minimum wage or less in 2014:

- 27,800 (25%) were defined by the labour force survey as being a member of a couple.
- 7,800 (7%) were defined by the labour force survey as being the head of a family.
- 16,600 (15 %) lived as "unattached" (i.e., without a spouse or family member).
- 57,800 (52%) lived with their parents.
- Of the minimum wage earners living with their parents, 47% were attending school.

Number of employees working for less the \$12/hour

Given that any raise to the minimum wage will impact workers earning wages immediately above the minimum wage, it is useful to consider the number of workers who earn less than \$12/hour. In 2014 in BC:

- 243,100 employees in BC earned less than \$12 per hour. In 2013 this number was 247,000.
- 124,100 (51%) were youth (aged 15-24).
- 150,100 (62%) were female.

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Withheld pursuant to/removed as

s.12;s.13

Tanner, Michael A LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Thursday, March 5, 2015 7:19 AM
To: Blakely, John H LBR:EX
Cc: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: Re: Premier promises increase to minimum wage, but not to \$15

I hadn't seen this until you sent it - thanks. s.12,s.13

From: Blakely, John H LBR:EX
Sent: Wednesday, March 04, 2015 10:29 PM
To: Hughes, Trevor LBR:EX
Cc: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: Premier promises increase to minimum wage, but not to \$15
I'm sure you've seen this. s.12,s.13

<http://www.vancouversun.com/touch/news/metro/Premier+promises+increase+minimum+wage/10862179/story.html?rel=813152>

Sent from my BlackBerry 10 smartphone on the Rogers network.

Clunn, Karen E LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Thursday, March 5, 2015 4:32 PM
To: Mentzelopoulos, Athana JTST:EX
Cc: Blakely, John H LBR:EX; Kwan, Shirley JTST:EX; Olson, Lianna JTST:EX
Subject: MSB speaking notes - Minimum Wage
Attachments: Speaking Notes.docx

Athana, we haven't been asked but out of an abundance of caution, we have prepared 2 pages of speaking notes for MSB for next week at Cabinet on minimum wage. If you are able to have a peek, we can make any edits you wish to suggest. Of if you're good, they could be sent along for MSB's consideration.

Hope this is helpful.

T.

Speaking Notes for Minister Bond – Minimum Wage OIC

s.12,s.13

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Withheld pursuant to/removed as

s.12;s.13

Clunn, Karen E LBR:EX

From: Emily Morrey-Jones <emorrey-jones@boardoftrade.com>
Sent: Wednesday, March 4, 2015 9:46 AM
To: Minister, JTST JTST:EX
Cc: Mentzelopoulos, Athana JTST:EX; Hughes, Trevor LBR:EX; iblack@boardoftrade.com
Subject: Minimum wage policy
Attachments: 20150303 VBOT MSB.pdf

Dear Minister Bond,

Please find attached the correspondence from the Vancouver Board of Trade Policy Council.

Thank you again for the opportunity to provide input on the minimum wage policy.

Best regards,

Emily Morrey-Jones

Executive Coordinator, The Vancouver Board of Trade

t. s.22 f. 604-681-0437

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To unsubscribe email unsubscribe@boardoftrade.com

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Withheld pursuant to/removed as

s.12;s.13

Clunn, Karen E LBR:EX

From: Merrifield, Katy JTST:EX
Sent: Friday, March 6, 2015 10:47 AM
To: Hughes, Trevor LBR:EX
Subject: RE: question -- min wage

Trevor, closing the loop here. s.12,s.13

Katy Merrifield

Chief of Staff to the Hon. Shirley Bond
Minister of Jobs, Tourism and Skills Training, and Minister Responsible for Labour
Office: (250) 356-2771

From: Hughes, Trevor LBR:EX
Sent: Thursday, March 5, 2015 11:55 AM
To: Merrifield, Katy JTST:EX
Subject: FW: question -- min wage
Importance: High

See below s.12,s.13

Thanks.
T.

From: Mentzelopoulos, Athana JTST:EX
Sent: Thursday, March 5, 2015 9:24 AM
To: Hughes, Trevor LBR:EX
Subject: question -- min wage

Hi there – I got the following note from MSB last night. s.12,s.13

A

> s.12,s.13
>
>

Clunn, Karen E LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Friday, March 6, 2015 9:56 AM
To: Stewart, Janet GCPE:EX; Merrifield, Katy JTST:EX; Mentzelopoulos, Athana JTST:EX
Cc: Currie, David GCPE:EX; Anderson, Erin GCPE:EX; Keenan, Jason GCPE:EX; Blakely, John H LBR:EX
Subject: RE: FOR REVIEW: Draft MW comm plan

If I might, I'd like to make some comments as this was the first I have seen of this document.

s.12,s.13

Happy to discuss as you see fit.
T.

From: Stewart, Janet GCPE:EX
Sent: Thursday, March 5, 2015 8:34 PM
To: Merrifield, Katy JTST:EX; Mentzelopoulos, Athana JTST:EX; Hughes, Trevor LBR:EX
Cc: Currie, David GCPE:EX; Stewart, Janet GCPE:EX; Anderson, Erin GCPE:EX; Keenan, Jason GCPE:EX
Subject: FOR REVIEW: Draft MW comm plan
Importance: High

Katy, as promised the draft comm plan for review/input. Includes KMs, QA, and announcement rollout. I look forward to receiving comments.

The NR and backgrounder will follow tomorrow.

Cheers,
Janet

Clunn, Karen E LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Friday, March 6, 2015 9:58 AM
To: Stewart, Janet GCPE:EX
Cc: Mentzelopoulos, Athana JTST:EX; Anderson, Erin GCPE:EX; Keenan, Jason GCPE:EX; Currie, David GCPE:EX; Blakely, John H LBR:EX
Subject: RE: min wage

Janet, further to my email just now, think we need to give the Comms Plan another look to see how and if we have addressed Athana's points below.

From: Mentzelopoulos, Athana JTST:EX
Sent: Tuesday, March 3, 2015 7:12 AM
To: Keenan, Jason GCPE:EX; Stewart, Janet GCPE:EX
Cc: Hughes, Trevor LBR:EX
Subject: min wage

After a discussion with the BCFed last night, my suggestions on min wage comms ...

s.12,s.13

Let's make sure we have good response to all.

Tanner, Michael A LBR:EX

From: Ayers, Jake LBR:EX
Sent: Thursday, March 12, 2015 2:34 PM
To: Hughes, Trevor LBR:EX; Tanner, Michael A LBR:EX; Blakely, John H LBR:EX
Subject: RE: Social media and media summary - Min wage

s.13

From: Hughes, Trevor LBR:EX
Sent: Thursday, March 12, 2015 1:22 PM
To: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: Fw: Social media and media summary - Min wage

See below.^{s.13}

From: Currie, David GCPE:EX <David.Currie@gov.bc.ca>
Sent: Thursday, March 12, 2015 1:10 PM
To: Bond, Shirley B JTST:EX; Mentzelopoulos, Athana JTST:EX
Cc: Yamamoto, Naomi JTST:EX; Merrifield, Katy JTST:EX; Knudsen, Mark JTST:EX; Cyr, Cole JTST:EX; Mason, Jordan A JTST:EX; Holme, Matt JTST:EX; Sandur, Parveen JTST:EX; Fraser, John Paul GCPE:EX; Gleeson, Kelly T GCPE:EX; Keenan, Jason GCPE:EX; McAndrews, Caroline GCPE:EX; Stewart, Janet GCPE:EX; Anderson, Erin GCPE:EX; Hughes, Trevor LBR:EX; Blakely, John H LBR:EX
Subject: Social media and media summary - Min wage

Ministers – summary of min wage commentary to 1 p.m.

Media is mainly factual at this point.

BCFed, BCTF and student unions w/ vocal opposition centering on indexing entrenching poverty as well as slow growth of min wage w/ indexing.

Stakeholders

Reporters & Media

Stakeholders:

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Tanner, Michael A LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Thursday, March 12, 2015 2:44 PM
To: Ayers, Jake LBR:EX
Cc: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: TRANSCRIPT of announcement: Bond/Yamamoto - minimum wage index

Yes... s.13

From: Ayers, Jake LBR:EX
Sent: Thursday, March 12, 2015 2:27 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: TRANSCRIPT of announcement: Bond/Yamamoto - minimum wage index

s.13

As you say, probably just the 2011 versus 2012 issue worth correcting...

From: Hughes, Trevor LBR:EX
Sent: Thursday, March 12, 2015 2:16 PM
To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: Fwd: TRANSCRIPT of announcement: Bond/Yamamoto - minimum wage index

See below. Think only thing I heard was the second para on 2011 vs. 2012 being last time for increase. You guys see anything else?

Begin forwarded message:

From: "Bond, Shirley B JTST:EX" <Shirley.Bond@gov.bc.ca>
Date: March 12, 2015 at 1:43:56 PM PDT
To: "Stewart, Janet GCPE:EX" <Janet.Stewart@gov.bc.ca>
Cc: "Yamamoto, Naomi JTST:EX" <Naomi.Yamamoto@gov.bc.ca>, "Mentzelopoulos, Athana JTST:EX" <Athana.Mentzelopoulos@gov.bc.ca>, "Merrifield, Katy JTST:EX" <Katy.Merrifield@gov.bc.ca>, "Holme, Matt JTST:EX" <Matt.Holme@gov.bc.ca>, "Knudsen, Mark JTST:EX" <Mark.Knudsen@gov.bc.ca>, "Sandur, Parveen JTST:EX" <Parveen.Sandur@gov.bc.ca>, "Cyr, Cole JTST:EX" <Cole.Cyr@gov.bc.ca>, "Mason, Jordan A JTST:EX" <Jordan.Mason@gov.bc.ca>, "Currie, David GCPE:EX" <David.Currie@gov.bc.ca>, "Bajwa, Pavan GCPE:EX" <Pavan.Bajwa@gov.bc.ca>, "Kristofferson, Kristie L GCPE:EX" <Kristie.Kristofferson@gov.bc.ca>, "Kecnan, Jason GCPE:EX" <Jason.Kecnan@gov.bc.ca>, "Anderson, Erin GCPE:EX" <Erin.I.Anderson@gov.bc.ca>, "McAndrews, Caroline GCPE:EX" <Caroline.McAndrews@gov.bc.ca>, "Gleeson, Kelly T GCPE:EX"

<Kelly.Gleeson@gov.bc.ca>, "Fraser, John Paul GCPE:EX" <JohnPaul.Fraser@gov.bc.ca>, "Hughes, Trevor LBR:EX" <Trevor.Hughes@gov.bc.ca>

Subject: Re: TRANSCRIPT of announcement: Bond/Yamamoto - minimum wage index

Trevor can you review this for me for any issues we may need to correct -

Sent from my iPad

On Mar 12, 2015, at 1:36 PM, Stewart, Janet GCPE:EX <Janet.Stewart@gov.bc.ca> wrote:

Includes the media QA segment at the bottom:

Media Availability

Bond/Yamamoto confcall minimum wage increase

12-Mar-2015 11:07

Copyright

Page 135 to/à Page 140

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Tanner, Michael A LBR:EX

From: Tanner, Michael A LBR:EX
Sent: Thursday, March 12, 2015 3:11 PM
To: Blakely, John H LBR:EX; Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX
Subject: Re: TRANSCRIPT of announcement: Bond/Yamamoto - minimum wage index

I didn't see any thing else. Great work on this file you guys.

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Blakely, John H LBR:EX
Sent: Thursday, March 12, 2015 2:48 PM
To: Hughes, Trevor LBR:EX; Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: TRANSCRIPT of announcement: Bond/Yamamoto - minimum wage index

s.12,s.13

Thanks

From: Hughes, Trevor LBR:EX
Sent: Thursday, March 12, 2015 2:16 PM
To: Ayers, Jake LBR:EX; Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: Fwd: TRANSCRIPT of announcement: Bond/Yamamoto - minimum wage index
See below. Think only thing I heard was the second para on 2011 vs. 2012 being last time for increase. You guys see anything else?

DUPLICATE

Ayers, Jake LBR:EX

From: Ayers, Jake LBR:EX
Sent: Monday, March 16, 2015 7:36 PM
To: Hughes, Trevor LBR:EX
Subject: Re: For input - Media - min wage differential

Categories: Red Category

Did you mean there is or here is? I didn't see an attachment. Either way I think that covers it.

Sent from my BlackBerry 10 smartphone on the Rogers network.

From: Hughes, Trevor LBR:EX
Sent: Monday, March 16, 2015 7:29 PM
To: Currie, David GCPE:EX; Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Cc: Kristofferson, Kristie L GCPE:EX; Stewart, Janet GCPE:EX
Subject: RE: For input - Media - min wage differential

Here is NR where it was introduced in 2011. The reason why was tips/gratuities offset the difference for those who serve alcohol – and also to copy Ont (see last sentence from MSC in NR).
Good?

From: Currie, David GCPE:EX
Sent: Monday, March 16, 2015 7:20 PM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX; Hughes, Trevor LBR:EX
Cc: Kristofferson, Kristie L GCPE:EX; Stewart, Janet GCPE:EX
Subject: For input - Media - min wage differential

s.13

Original response:

Reporter – Outlet – Contact: Heather Black -- Okanagan Advertiser – heather@okadvertiser.com / 250-546-3121

Deadline: 3:30pm, Monday, March 17, 2015

Topic: Minimum Wage – Liquor Servers / Food Servers

Background: Reporter wants clarification on why there are two rates for servers.

Recommendation: Provide backgrounder before deadline.

Response: With GCPE.

Question:

1. **Why do liquor servers have a different rate than food servers?**

The definition of “liquor server” in the Employment Standards regulation is an employee:

- a) Whose primary duties are as a server of food or drink or both, and
- b) Who, as a regular part of his or her employment, serves liquor directly to customers, guests, members or patrons in premises for which a licence to sell liquor has been issued under the Liquor Control and Licensing Act...”

The liquor server rate applies to employees whose employment duties include serving liquor directly to customers, guests, members or patrons in premises for which a licence has been issued under the Liquor Control and Licensing Act.

Link for Employment Standards info: <http://www.labour.gov.bc.ca/esb/facshts/min-wage-liquor.htm>

Ayers, Jake LBR:EX

From: Ayers, Jake LBR:EX
Sent: Monday, March 16, 2015 3:32 PM
To: Hughes, Trevor LBR:EX
Cc: Clunn, Karen E LBR:EX
Subject: FW: minimum wage statistics

Categories: Red Category

Trevor, sorry for all this confusion. I think I think I found what BCFED was referring to. Perhaps you can send them this (including the full email string):

At the bottom of the email string is what we sent January. As you can see those were based on statistics we got in 2014. In early 2015 we acquired updated stats which included stats for the years 2014 as well as the previous years. Our understand is that the reason some of the new 2012 and 2013 stats are slightly different from what we had earlier is that they were adjusted after the labour force survey underwent a revision process by Statistics Canada. That process is described here: (<http://www.statcan.gc.ca/pub/71f0031x/2015001/part-partiel-eng.htm>).

Here are the most recent numbers we have (e.g., for 2014 as well as the slightly revised numbers for 2012 and 2013):

- In 2012, 138,200 employees earned minimum wage or less (including those earning liquor server or babysitting rates). In 2013, it was 118,600. In 2014, it was 110,400.
- 52.4% of employees earning minimum wage or less live at home with their parents and 47.4% of those are attending school. That's the 2014 statistic.
- In February 2015 the average hourly wage for youth (aged 15-25) was \$14.41.
- In February 2015 the average hourly wage was \$24.79. The average wage stats are online here: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labr69k-eng.htm>

From: Hughes, Trevor LBR:EX
Sent: Wednesday, January 28, 2015 11:27 AM
To: 'Judy Cavanagh'
Cc: Denise Moffatt; Ayers, Jake LBR:EX
Subject: RE: minimum wage statistics

Hi Judy – Jake has provided me with the information for the answers below. See below in red. I hope this helps. We would be happy to answer any follow-up questions subject to the caveat we are using StatsCan to gather our data.

Thanks.

T.

From: Judy Cavanagh [<mailto:JCavanagh@bcfed.ca>]
Sent: Wednesday, January 28, 2015 10:40 AM

To: Hughes, Trevor LBR:EX
Cc: Denise Moffatt
Subject: minimum wage statistics

Hi Trevor,

At our meeting yesterday, a few statistics were mentioned. Can you send us the information and the citation? In particular it's for the following:

- The number of minimum wage earners is shrinking (do you have any information why this is the case. For example, they could be getting paid \$10.30 an hour and not count as a minimum wage earner. In 2012, 136,300 employees earned minimum wage or less (including those earning liquor server or babysitting rates). In 2013, it was 120,400. A similar downward trend occurred after the 2001 increase. As market forces drive wages up, the number of minimum wage earners tends to decrease. You are correct that someone getting paid \$10.30 is not a minimum wage earner.
- 50% of the students living at home make minimum wage. The relevant statistic that we should have referred to yesterday is that 52.8% of employees earning minimum wage or less live at home with their parents and 44% of those are attending school. That's a 2013 statistic.
- Average youth wage is \$14. In December 2014, it was \$14.94.
- Average wage in BC is \$24. In December 2014, it was \$24.82. The average wage stats are online here: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labr69k-eng.htm>

I've copied Denise on this email as she is the lead on our minimum wage file.

Thanks Trevor and it's been great working with you.

Judy

Judy Cavanagh
Assistant to the President

BC Federation of Labour (CLC)
Direct Line: s.22
E-mail: jcavanagh@bcfed.ca

Website: www.bcfed.ca

Ayers, Jake LBR:EX

From: Ayers, Jake LBR:EX
Sent: Monday, March 16, 2015 3:12 PM
To: Hughes, Trevor LBR:EX
Subject: FW: Updated minimum wage statisitcs

Categories: Red Category

Sorry, to be more clear – the note to you from Lynn says you sent them the 2014 min wage stats and that the press release uses different stats. I don't understand what you would have sent them as "2014 stats" that would be different from what's in the press release.

From: Ayers, Jake LBR:EX
Sent: Monday, March 16, 2015 3:07 PM
To: Hughes, Trevor LBR:EX
Subject: RE: Updated minimum wage statisitcs

Do you still have what we sent them? My understanding is that the reason the numbers are different (i.e., the 2013 numbers we gave them versus the 2013 numbers we are citing now) is that stats canada recently underwent a revision of the LFS data (which they do now and again) and so some the historical stuff changed). It's all very complicated and technical but here is a description of the revision process: <http://www.statcan.gc.ca/pub/71f0031x/2015001/part-partie1-eng.htm>

I cant remember if we just sent them all the files we had or not? I guess we could just forward all the custom files we got and say have at it. These represent the most up to date numbers...

From: Hughes, Trevor LBR:EX
Sent: Monday, March 16, 2015 2:58 PM
To: Ayers, Jake LBR:EX
Subject: Fwd: Updated minimum wage statisitcs

Please send me what I need to respond to this and note clearly what is different and why - thanks.

Begin forwarded message:

From: Lynn Bueckert <LBueckert@bcfed.ca>
Date: March 16, 2015 at 2:55:43 PM PDT
To: "trevor.hughes@gov.bc.ca" <trevor.hughes@gov.bc.ca>
Cc: "karen.clunn@gov.bc.ca" <karen.clunn@gov.bc.ca>, Denise Moffatt <DMoffatt@bcfed.ca>
Subject: Updated minimum wage statisitcs

Hi Trevor,

Following our meeting with Minister Bond in January you sent us the 2014 minimum wage statistics. The statistics quoted in the March 12th Ministry press release regarding the Government's announcement on minimum wage were different. Can you please send us the updated statistics?

Thanks Trevor. s.22

Lynn

Lynn Bueckert
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| Cell: s.22

Ayers, Jake LBR:EX

From: Ayers, Jake LBR:EX
Sent: Monday, March 16, 2015 9:39 AM
To: Kristofferson, Kristie L GCPE:EX
Subject: RE: Stat available online?

Categories: Red Category

Hi Kristie

It's not online that I know of. That is a stat we had to custom order from Statistics Canada. It is possible that later in the year Stats Can will publish a report on minimum wage earners across the country and include that stat. Although there is a good chance they won't. (they seem to do a min wage report like that every three of four years...) .

From: Kristofferson, Kristie L GCPE:EX
Sent: Monday, March 16, 2015 8:49 AM
To: Ayers, Jake LBR:EX
Subject: Stat available online?
Importance: High

Hi Jake:

Do you know if/where the stat below is available online? We'd like to be able to direct media to it, so they know it is correct. Thank you!

110,400 B.C. employees earning minimum or less in 2014

Regards,

Kristie Kristofferson
Government Communications and Public Engagement
Ministry of Jobs, Tourism and Skills Training
250 356-0736 cell: s.17
kristie.kristofferson@gov.bc.ca

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