

Page 001 to/à Page 004

Withheld pursuant to/removed as

s.12;s.13;s.17

From: Steinmetz, Susanne K FIN:EX
Sent: Tuesday, August 22, 2017 9:45 AM
To: Mirza, Sadaf FIN:EX
Subject: FW: LBR - Minimum Wage impacts

Here is the ministry's summary of the impacts.

From: Mortimer, David JTST:EX
Sent: Tuesday, August 22, 2017 9:43 AM
To: Steinmetz, Susanne K FIN:EX
Subject: FW: LBR - Minimum Wage impacts

Reaching out to other areas as well
Here is LBR response

From: Tanner, Michael A LBR:EX
Sent: Monday, August 21, 2017 5:41 PM
To: Mortimer, David JTST:EX
Cc: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: RE: LBR - Minimum Wage impacts

Hi David – here is the response from the Labour Policy and Legislation Branch (mostly Jake, who is our lead Senior Policy Advisor on minimum wage):

At this point, there has not been any academic research focused specifically on the potential impacts of A \$15/hour minimum wage in BC. One of the main purposes of the Fair Wages Commission will be to consider how the available research (mainly from other jurisdictions) could be applied to the BC context. We have been monitoring research and the various debates among economists from other jurisdictions (Canadian and U.S.) over the past several years. This includes, for example the recent work coming out of the University of Washington focussed on Seattle as it implements its \$15 minimum wage. As we have seen with that research, there remains considerable debate around the quality and reliability of any one particular study.

s.13

From: Mortimer, David JTST:EX
Sent: Monday, August 21, 2017 4:35 PM
To: Tanner, Michael A LBR:EX
Subject: FW: LBR - Minimum Wage impacts

Hi Michael

Do you have any material that may help Suzie with her request below?

From: Steinmetz, Susanne K FIN:EX
Sent: Monday, August 21, 2017 2:35 PM
To: Mortimer, David JTST:EX
Subject: LBR - Minimum Wage impacts

Hey,

Do you or the ministry have any research on the potential economic impacts that can be expected as a result of raising the minimum wage to \$15?

Thanks,

S

ECON – Economic Impact of \$15 Minimum Wage

What is the economic impact of raising BC's minimum wage to \$15 per hour?

Key Messages:

- **Effective September 15, 2017, BC's minimum wage will increase from \$10.85 per hour to \$11.35 per hour.**
- **The province is committed to raising the minimum wage further and is establishing a Fair Wages Commission with the objective of determining a responsible path for raising BC's minimum wage to \$15 per hour.**
- **While economists generally find that increasing the minimum wage has a negative impact on employment, it is difficult to quantify the precise impact due to the complexity of the issue (including timing of the economic cycle and composition of industries, among other factors).**

Background:

- Despite some conflicting results, economic studies generally find that raising the minimum wage has a small negative impact on employment, concentrated among youth.
- When faced with an increase in the minimum wage, businesses that rely on low-skilled labour will tend to:
 - demand fewer hours in the low-skilled labour market, leading to unemployment and underemployment;
 - substitute toward other production inputs (capital or higher-skilled labour), changing business processes, for example through automation;
 - pass costs backward to suppliers by paying suppliers less for products;
 - pass costs forward to consumers through higher prices; or
 - absorb costs in the form of lower profits.
- Consequently, the minimum wage increase is paid for by consumers in the form of higher prices and by businesses in the form of lost profits.
- Furthermore, there could be a large impact on low-skilled individuals that may miss out on opportunities to acquire the skills they would have learned on the job, which can have potentially long lasting impacts on their careers.

- On the positive side, higher wages for people working in minimum wage jobs can contribute towards consumer spending.

Historical examples and other jurisdictions

- After nearly a decade of staying constant at \$8 per hour (and declining in real terms due to inflation), BC's minimum wage increased 28.1 per cent in the twelve months prior to May 2012 (from \$8.00 per hour to \$8.75 per hour on May 1, 2011, to \$9.50 per hour on November 1, 2011, and to \$10.25 per hour on May 1, 2012).
- Comparing 2013 to 2010, BC's youth employment (ages 15 to 24) fell by 1.2 per cent (about 3,800 jobs), while youth employment in the rest of Canada increased 2.0 per cent.
- While many factors were responsible for the performance of employment during this time beside the increase in the minimum wage, BC's experience in 2012 is consistent with economic studies that generally find a small negative impact on employment concentrated on youth employment.
- However, an increase to \$15 per hour in the medium-term may be more disruptive than previous increases in the minimum wage because the minimum wage has already increased 35.6 per cent since April 2011 and \$15 per hour would represent an increase of an additional 38.2 per cent once fully implemented. By contrast, the minimum wage was relatively low when raised in 2012.
- Seattle has increased its minimum wage from US\$9.47 to US\$15 per hour in three years, an increase of 58.4 per cent, and economic studies have found concerning preliminary indications that an increase of this magnitude may be having a significant negative impact on employment.
- Further evidence will become available as other jurisdictions are expected to implement "\$15 policies", including Alberta (October 2018), Ontario (January 2019), San Francisco (July 2018), New York City (December 2018) and California (January 2022).

What is the business community saying?

- While recognizing the need to raise the minimum wage in BC, various business organizations (e.g. Canadian Federation of Independent Business, BC Federation of Labour, Greater Victoria Chamber of Commerce, BC Restaurant and Food Services Association, Surrey Board of Trade) recommend a phased-in approach so that businesses can plan ahead and try to adjust to the increased costs.
 - Note that the Canadian Federation of Independent Business opposes raising the minimum wage to \$15 per hour in four years, recommending six years instead.

- The speed and magnitude of minimum wage increases are a concern for businesses, especially small businesses.
- Some also recommend linking minimum wage increases to the consumer price index.

Quick facts (from Ministry of Labour news release)

- The number of BC employees earning minimum wage in 2016 was 93,800 out of a total of 1,958,600 paid employees (excluding self-employed), i.e. 4.8 per cent of the total.
 - The national average for the percentage of people earning minimum wage last year was 6.9 per cent.
- The following is a breakdown of the 93,800 who earned minimum wage in BC in 2016:
 - 50,600, or 54 per cent, were youth aged 15 to 24 years
 - 13,100, or 14 per cent, were aged 55 years or older
 - 57,700, or 62 per cent, were female
 - 23,900, or 25 per cent, did not have high school graduation
 - 12,200, or 13 per cent, had a university degree

Mirza, Sadaf FIN:EX

From: Mirza, Sadaf FIN:EX
Sent: Wednesday, October 4, 2017 7:36 AM
To: FIN TBS EFA; Riley, Dave FIN:EX
Subject: FW: Briefing notes
Attachments: 9I - 2016 Statistical Profile of Minimum Wage Earners.docx; 9I - LBR - \$15 Minimum Wage - IN - Aug 23 2017.docx

FYI

From: Latham, David FIN:EX
Sent: Tuesday, October 3, 2017 3:15 PM
To: Mirza, Sadaf FIN:EX
Subject: RE: Briefing notes

Hi Sadaf,

I received some material on minimum wage today – please see attached (still waiting on NAFTA). It was also mentioned:

“You will see references in the Issue Note to a Fair Wages Commission, which will be tasked with making recommendations on how quickly BC should be moving to \$15.00/hour. The terms of reference for this Commission have not yet been announced, but I expect they will be within a matter of days.”

Thanks,
David

From: Mirza, Sadaf FIN:EX
Sent: Wednesday, September 27, 2017 12:19 PM
To: Latham, David FIN:EX
Subject: Briefing notes

Hi David: Have you received any briefing notes from the ministries regarding NAFTA, Softwood lumber or minimum wage? I know you're collecting information for the IR tour....just wondering if you have those notes, so I can use them to prepare for rating agencies next week?

Thanks,
Sadaf

2016 Statistical Profile of Minimum Wage Earners

The most recent annual minimum wage statistics available are for the year 2016. The 2016 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 because they are excluded from the minimum hourly wage provisions of the Act (e.g., babysitters) or in contravention of the *Employment Standards Act*.

Number and Percentage of Employees Earning Minimum Wage or Less:

- In 2016, 4.8% of employees in BC were earning minimum wage or less. This was slightly below the Canadian average of 6.9%. Ontario had the highest rate at 9.2% and Saskatchewan had the lowest at 3.5%.
- The 2016 rate of 4.8% in BC was a slight decrease from 5.0% in 2015.
- The number of BC employees earning minimum wage or less in 2016 was 93,800 out of a total of 1,958,600 paid employees (i.e., excluding the self-employed). This compares to 93,700 employees earning minimum wage or less in 2015 out of a total of 1,892,700 paid employees.

NOTE - should the minimum wage increase it is likely that the percentage of employees earning minimum wage or less will also increase as employees earning just above the current minimum wage rate will be captured by the new rate. After almost 10 years of the BC minimum wage at \$8/hour the percentage of employees earning minimum wage fell to 2.2% (in the year 2010). After the 2011 and 2012 increases (bringing the rate to \$10.25/hour) the percent of employees earning minimum wage or less climbed to 7.5%.

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

Of the 93,800 BC employees earning minimum or less in 2016:

- 50,600 (54%) were youth aged 15-24.
- 13,100 (14%) were aged 55 or older.
- 57,700 (62%) were female.
- 23,900 (25%) did not have high school graduation while 12,200 (13%) had a university degree.

Industry, Job Type and Firm Size:

Of the 93,800 BC employees earning minimum or less in 2016:

- 87,200 (93%) worked in the service producing sector. 25,700 (27%) worked specifically in accommodation and food services. 31,200 (33%) worked in Trade (this includes retail trade).

- 16,100 (17%) had been in their job for three months or less while 45,500 (49%) had been in their job for at least one year.
- 26,700 (28%) worked in firms with less than twenty employees. 42,300 (45%) worked in firms with more than five hundred employees.
- 38,300 (41%) were full time workers.
- 86,300 (92%) were not members of a union or covered by a collective agreement.

Family Status

Of the 93,800 BC employees earning minimum wage or less in 2016:

- 23,400 (25%) were defined by the labour force survey as being a member of a couple.
- 5,300 (6%) were defined by the labour force survey as being the head of a family with no spouse present.
- 14,200 (15%) lived as “unattached” (i.e., without a spouse or family member).
- 49,600 (53%) lived with their parents.
- Of the minimum wage earners living with their parents, approximately 53% were attending school.

Employees Earning less than \$15/hr - 2016

- In 2016, 489,800 paid employees earned less than \$15/hr. That equates to 25% of all paid employees.
- For comparison - in Canada 26% of paid employees earned less than \$15/hr. In Alberta, 19% of paid employees earned less than \$15/hr. In Saskatchewan it was 21%.
- 56% of BC employees earning less than \$15 per hour were aged 25 or older. 59% were women. 89% were in the service sector.

ADVICE TO MINISTER

CONFIDENTIAL ISSUES NOTE

Ministry of Labour

Date: Aug 23, 2017

Minister Responsible: Hon. Harry Bains

Minimum Wage Increase to \$15/hr

SUGGESTED RESPONSES:

- British Columbia's lowest-paid workers need a raise.
 - The minimum wage was, at one point by the Campbell administration, frozen for 10 years.
 - Our minimum wage is \$11.35 an hour effective September 15, 2017. Adjusted for inflation, that's barely \$1 higher than its value in 1977. Yet over the same four decades, the average productivity of workers has increased by 40%.
- Increasing minimum wage is about helping everyday workers – the lowest paid in the province – in their everyday struggle to make ends meet.
 - A little more money back into the wallets of almost 94,000 people in B.C.
 - Not simply teenagers at after school jobs, but working parents, seniors and new Canadians that are trying to make a living from minimum wage jobs.
- Increasing the minimum wage is only one way that the new government will help make life more affordable for British Columbians.
 - We're reducing the financial burden on families through reduced costs of living (eg. toll and MSP premium elimination, affordable daycare options, etc).

If asked about the target date of 2021:

- The promise of \$15 will be met, we are holding true to our promise, but we must also hold true to our agreement with MLA Weaver and that means the target date of achieving that promise needs to be determined by the Fair Wages Commission.
- This is a minority government and working with other parties means we must be willing to compromise sometimes while holding true to our values; I think that's what people expect of their leaders.

- We're unwavering in our \$15-an-hour minimum wage commitment and the Fair Wages Commission is going to get us there.

If asked about the Commission:

- We have every faith that the Commission will achieve \$15 as quickly as possible, while providing businesses with the certainty of scheduled, gradual and responsible increases that allow them to plan and absorb the increased minimum wage costs.
- I will leave it to the wisdom of the Commission, through their research and consultation, to tell us what is reasonable and feasible for target dates, but the element of timing is less critical than the absolute commitment to getting to our goal of at least \$15/hour and we are absolutely committed to reaching that \$15 goal.
- We anticipate that the commission may well:
 - Analyze other jurisdictions who have adopted \$15 minimum wages;
 - Consult widely among business and labour stakeholders;
 - Ensure the incremental increases are measured, predictable and responsible;
 - Look at the other minimum wage rates, like piece rates for agricultural workers and a pathway to eliminating the liquor server rate; and
 - Review strategies to close the gap between the minimum wage and the liveable wage based on the different costs of living in communities across BC.

If asked about impacts to businesses:

- More money earned means more money to spend, and the increase in consumer spending will help fuel our province's continued economic growth.
- We have listened to business and industry, to manufacturers and hospitality owners, and to those representing the interests of workers; we recognize the need for a gradual, phased-in strategy for increases that is predictable and responsible.
 - That's why the BC government is creating a Fair Wages Commission that will set the pathway to a \$15 minimum wage and help ensure a timeline that allows employers to plan, budget and adapt their payroll. Importantly, the Commission will be expected to engage directly with business and industry to hear and consider their concerns in making its recommendations.

ADVICE TO MINISTER

If asked about studies that predict job losses:

- For every study that claims there will be job losses, there are studies – legitimate ones by academics and economists – where the weight of evidence shows that there is minimal correlation between job losses relating to increased minimum wages.
- Many Canadian economists and academics agree; at the end of June 50 Canadian economists – including 7 from BC’s leading universities like UBC, SFU and UNBC – signed an open letter of support for the \$15 minimum wage.
 - Their letter plainly states that low wages are bad for workers as individuals, but just as clearly says that low wages are also bad for our economy.
 - Their letter adds that it’s fear mongering when people say that increasing the minimum wage will kill jobs, raise prices and cause business to flee.
 - And our intention is to ask the Commission to consider how to get to \$15 an hour while being mindful of any impacts on employment.

Background:

The BC Federation of Labour (BCFL) continues to press for a \$15/hour minimum wage with its “Fight for 15” campaign launched on Nov. 25, 2014. They claim the current minimum wage does not meet the basic poverty level, and claims a higher minimum wage would help fuel local economies. The 2016 BC Child Poverty Report Card, released Nov. 24, 2016 also advocates for a \$15/hr minimum wage, indexed annually to the cost of living.

On Aug. 15, 2017 the B.C. Government announced a 50 cent increase to the minimum wage. Effective September 15 the minimum wage increases to \$11.35 per hour from \$10.85 per hour, giving B.C. the third-highest minimum wage among Canada’s provinces — up from seventh position.

At the same time as the general minimum-wage increase, the liquor servers’ wage is also rising by 50 cents to \$10.10 per hour. Other minimum-wage provisions in the Employment Standards Regulation will also receive increases in line with the general minimum-wage increase of 4.6 per cent. This includes the daily rate for live-in home support workers and live-in camp leaders, as well as the monthly rates for resident caretakers and the minimum farm-worker piece rates for harvesters of certain fruits and vegetables.

Other Jurisdictions:

Ontario introduced legislation to bring their minimum wage to \$15/hr by 2019. The proposed changes would include increases to \$11.60 on Oct. 1/17, and to \$14 on Jan 1/18, and \$15 on Jan 1/19.

Alberta’s government is similarly planning a minimum wage increase to \$15/hr by the end of 2018.

Alberta raised their minimum wage by \$1 to \$12.20 per hour, and their liquor server rate was abolished effective Oct. 1/16. The minimum wage will rise to \$13.60 per hour on Oct. 1/17, and to \$15 per hour on Oct. 1/18. Effective Oct. 1/15 they had raised it to \$11.20/hour and the liquor server rate to \$10.70/hour.

In Washington, the general statewide rate for workers is \$11/hr effective Jan. 1/17. However, Seattle, Tacoma and SeaTac have higher local minimum wages. On June 2/14, Seattle council unanimously passed a motion to raise its minimum wage to \$15/hour from \$9.32/hour. This rate is being implemented over seven years and the rate applies differently to employers depending on its size.

Mirza, Sadaf FIN:EX

From: Enemark, Gord FIN:EX
Sent: Monday, January 15, 2018 12:45 PM
To: Galbraith, David J FIN:EX
Cc: Barnes, Carla FIN:EX; Mirza, Sadaf FIN:EX
Subject: RE: Minimum Wage Note

Dave, last week Rob and Robyn suggested something like this might be needed for the meeting with PJH. I forgot ask the minister this morning if it was something she wanted to bring up. Will leave with you and we can revisit tomorrow.

Thanks Sadaf and crew for the quick turnaround.

Gord

From: Mirza, Sadaf FIN:EX
Sent: Monday, January 15, 2018 12:44 PM
To: Enemark, Gord FIN:EX; Galbraith, David J FIN:EX
Cc: Barnes, Carla FIN:EX
Subject: Minimum Wage Note

Hi Gord: Attached is a 1-pager on the minimum wage.

Please let me know if there are any questions.

Thanks,
Sadaf

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Withheld pursuant to/removed as

s.12;s.13;s.17

Mirza, Sadaf FIN:EX

From: John, Rebecca FIN:EX
Sent: Wednesday, January 24, 2018 4:22 PM
To: Mirza, Sadaf FIN:EX
Subject: FW: revised, cab sub FWC
Attachments: REFORMATTED CabSub FWC.DOCX; ATT00001.htm

s.12,s.13

Would this impact any of your modelling?

s.13

s.13

From: Steinmetz, Susanne K FIN:EX
Sent: Wednesday, January 24, 2018 3:41 PM
To: John, Rebecca FIN:EX
Subject: FW: revised, cab sub FWC

FYI – they expect this item to go forward on Jan. 31 too.

From: Mortimer, David JTT:EX
Sent: Wednesday, January 24, 2018 1:57 PM
To: Steinmetz, Susanne K FIN:EX
Subject: Fwd: revised, cab sub FWC

Hi Susie

For tbs review

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Withheld pursuant to/removed as

s.12;s.13;s.17



COMMUNICATIONS PLAN

MINISTRY OF < NAME >

CABINET SUBMISSION

ITEM:

eg. Wildfire announcement

SUMMARY:

Type:	eg. Event / Announcement / News Release / Technical Briefing / Other		
Item Summary:	< Brief description of the <i>communications</i> aspect of the item >		
Date:	Month / Day / Year	Venue / Location:	
Primary:	< eg. Premier >	Featuring:	< Other Ministers/MLAs > < Other elected officials > < Stakeholders >
Audiences:			
Message Frame:	< List key messages >		
Key Validating Facts:	< List any facts that support the key messages >		
Potential Issues/ Challenges:	< List potential resulting issues with announcement >		

MEDIA PLAN – Stakeholders:

Approvals Required:	• < TB / Cabinet / PO / Other approvals outstanding >		
Stakeholders:	• < Provide list of stakeholders >		
Notify Stakeholders:	<input type="checkbox"/> Before announcement	<input type="checkbox"/> After announcement	
Does CASA Apply?:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	
Inform CASA Secretariat on:	Month / Day / Year	Brief Green Caucus on:	Month / Day / Year
Local NR Opportunity:	• < List MLAs who could do a riding-specific NR >		

MEDIA PLAN – Event Overview:

Complete only if this item involves an event.

Has an Event Plan been completed?:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Has Event Services been contacted?:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Event Summary:	• < Brief summary of event details (where, when, etc.) >	

MEDIA PLAN – Announcement:

Announcement Details:	• < Brief description of how the announcement, event, etc. will play out >
Specific Media Engagement:	• < Regional media, one-on-one's, etc. >
Digital Release:	• < What is being done concurrently on social media? >
Ethnic Media Plan:	• < Focus on Asian and South Asian communities >

MEDIA PLAN – Follow Up:

Sustaining Activities:	• < Recommended follow-up activities, in brief, by Ministers or MLAs >
Digital Follow Up:	• < Any ongoing social media activities? >
Consultation/ Engagement:	• < Does this announcement require a consultation process? If so, has this been discussed/approved by the GCPE Public Consultation Unit? >

AUTHORIZATION:

Director of Communications
Ministry of < Name >

Deputy Minister (Ministry)

Month Day, Year

Mirza, Sadaf FIN:EX

From: Mirza, Sadaf FIN:EX
Sent: Friday, January 26, 2018 8:43 AM
To: John, Rebecca FIN:EX
Cc: Steinmetz, Susanne K FIN:EX; Barnes, Carla FIN:EX
Subject: RE: revised, cab sub FWC

Hi Rebecca: Thank you for drafting this and the eyes note. It reads well – we just have a few suggested edits.

- s.12,s.13,s.17

Thanks,
Sadaf

From: John, Rebecca FIN:EX
Sent: Thursday, January 25, 2018 4:53 PM
To: Mirza, Sadaf FIN:EX
Cc: Steinmetz, Susanne K FIN:EX
Subject: RE: revised, cab sub FWC
Importance: High

Sadaf, they need our comments asap...by tomorrow first thing at the latest. Can you look at this and help me out...sorry for the timelines. I am also doing the eyes note.

From: Steinmetz, Susanne K FIN:EX
Sent: Thursday, January 25, 2018 4:04 PM
To: John, Rebecca FIN:EX
Subject: FW: revised, cab sub FWC

FYI

From: Mortimer, David JTT:EX
Sent: Thursday, January 25, 2018 3:59 PM

To: Steinmetz, Susanne K FIN:EX
Subject: RE: revised, cab sub FWC

Further to this – apparently the program needs to submit the material to hit a 10 am deadline tomorrow –

Anything you can do to help would be appreciated

From: Mortimer, David JTT:EX
Sent: Wednesday, January 24, 2018 4:46 PM
To: Steinmetz, Susanne K FIN:EX
Subject: RE: revised, cab sub FWC

The big show

From: Steinmetz, Susanne K FIN:EX
Sent: Wednesday, January 24, 2018 4:42 PM
To: Mortimer, David JTT:EX
Subject: RE: revised, cab sub FWC

Thanks.

Is this going to Cabinet? Or a committee (if so, which one)?

From: Mortimer, David JTT:EX
Sent: Wednesday, January 24, 2018 3:39 PM
To: Steinmetz, Susanne K FIN:EX
Subject: Re: revised, cab sub FWC

Jan 31

Sent from my iPhone

On Jan 24, 2018, at 3:02 PM, Steinmetz, Susanne K FIN:EX <Susanne.Steinmetz@gov.bc.ca> wrote:

Thanks, do you know the date and committee that this is expected to go to?

S.

From: Mortimer, David JTT:EX
Sent: Wednesday, January 24, 2018 1:57 PM
To: Steinmetz, Susanne K FIN:EX
Subject: Fwd: revised, cab sub FWC

Hi Susie

For tbs review

Mirza, Sadaf FIN:EX

From: John, Rebecca FIN:EX
Sent: Friday, January 26, 2018 3:45 PM
To: Mirza, Sadaf FIN:EX
Subject: RE: s.12 - Cabinet Jan 31-18

Thanks...I accepted the changes...weird how that got missed.
Will fix.

From: Mirza, Sadaf FIN:EX
Sent: Friday, January 26, 2018 3:34 PM
To: John, Rebecca FIN:EX; Steinmetz, Susanne K FIN:EX
Subject: RE: s.12 - Cabinet Jan 31-18

Thanks Rebecca. Just a comment on the second to last bullet on the first page, I think we need to clarify the youth employment decline as follows:

- From 2011 to 2012, when the minimum wage increased by a total of \$2.25 (or 28%) with three \$0.75 increases over the period of a year, BC youth employment decreased by 1.2% (between 2010 and 2013).

From: John, Rebecca FIN:EX
Sent: Friday, January 26, 2018 3:16 PM
To: Mirza, Sadaf FIN:EX; Steinmetz, Susanne K FIN:EX
Subject: s.12 - Cabinet Jan 31-18

Sending the cleaned up version. Will give this to Gord now.
Thanks!

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Withheld pursuant to/removed as

s.12;s.13;s.17

ECON – Economic Impact of \$15 Minimum Wage

What is the economic impact of raising B.C.'s minimum wage to \$15 per hour?

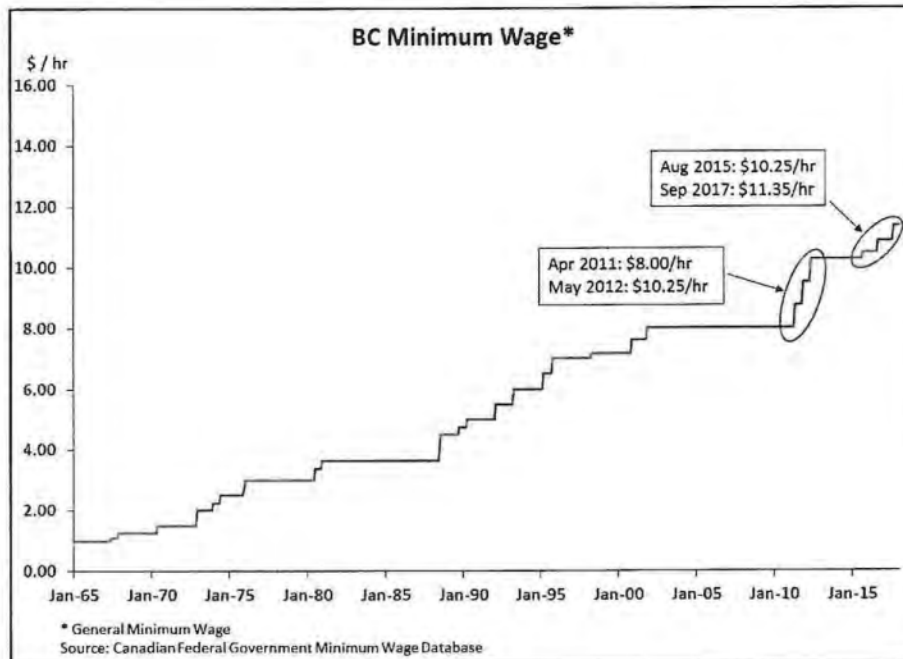
Key Messages:

- **Many factors affect the performance of an economy, including the minimum wage.**
- **The economic impact of raising the minimum wage will depend on a number of factors including, but not limited to, the timing of the economic cycle; the composition of industries; and the speed and magnitude of the minimum wage increase.**
- **In general however, economists find that increasing the minimum wage:**
 - **often has a small negative impact on employment, concentrated among youth.**
 - **results in businesses that rely on low-skilled labour having to make choices about passing costs along to consumers (in the form of higher prices), absorbing some of the costs (through lower profits), and/or changing business processes (e.g. through automation).**
 - **may not have a substantial impact on aggregate income and GDP as the higher wages of people working in minimum wage jobs contributes to consumer spending.**

Background:

Past experience in BC

- After nearly a decade of staying constant at \$8/hr (and declining in real terms due to inflation), BC's minimum wage increased 28.1 per cent in the twelve months prior to May 2012 (from \$8.00/hr on April 30, 2011 to \$10.25/hr on May 1, 2012). There were 3 incremental increases during this period.
 - Comparing 2013 to 2010, BC's youth employment (ages 15 to 24) decreased by 1.2 per cent, while youth employment in the rest of Canada increased 2.0 per cent. This is consistent with economic studies that generally find a small negative impact on employment concentrated on youth employment.
- However, BC's youth employment increased 11.7 per cent from 2014 to 2017 despite 3 increases to the minimum wage during this period (to the current level of \$11.35/hr), while youth employment in the rest of Canada decreased 3.0 per cent.
 - From 2014 to 2017, BC's economy was in a favourable economic cycle and the minimum wage increases were more gradual than during the 2010-2013 experience.



Statistics on Minimum Wage Earners (source: Ministry of Labour)

- The number of BC employees earning minimum wage or less in 2016 was 93,800 out of a total of 1,958,600 paid employees (excluding self-employed), i.e. 4.8 per cent of the total. This is slightly lower than the Canadian average of 6.9 per cent.
- Of the 93,800 employees who earned minimum wage or less in BC in 2016, 54 per cent were youth aged 15 to 24, 93 per cent worked in the service sector, and 28 per cent worked in firms with less than 20 employees.

Mirza, Sadaf FIN:EX

From: John, Rebecca FIN:EX
Sent: Thursday, March 22, 2018 12:09 PM
To: Mirza, Sadaf FIN:EX
Subject: FW: TBS/EFO review Cab Sub FWC
Attachments: s.12

Importance: High

fyi

From: Steinmetz, Susanne K FIN:EX
Sent: Wednesday, March 21, 2018 5:08 PM
To: John, Rebecca FIN:EX
Subject: FW: TBS/EFO review Cab Sub FWC
Importance: High

Fyi – cab sub on s.12

From: Critchley, Carla JTT:EX
Sent: Wednesday, March 21, 2018 4:37 PM
To: Steinmetz, Susanne K FIN:EX
Cc: Mortimer, David JTT:EX; Wilson, Shawna M MAH:EX
Subject: TBS/EFO review Cab Sub FWC
Importance: High

Hi Susie,

Please find the attached draft of s.12 scheduled for cabinet April 11th (final materials due April 4th). s.12,s.13,s.22

s.12,s.13

s.12,s.13

We can provide further information late tomorrow as to whether there will be any substantive changes.

Let us know if you have any questions.

Thanks,
Carla

From: Basi, Selena LBR:EX
Sent: Wednesday, March 21, 2018 4:05 PM
To: Campbell, Tracy MAH:EX
Cc: Critchley, Carla JTT:EX; Mortimer, David JTT:EX
Subject: RE: TBS/EFO review Cab Sub FWC

Thanks, if they can go ahead and begin the process that would be great.
I can provide an update on how substantive the changes are by end of day tomorrow for further consideration. *SB

From: Campbell, Tracy MAH:EX
Sent: Wednesday, March 21, 2018 4:03 PM
To: Basi, Selena LBR:EX
Cc: Critchley, Carla JTT:EX; Mortimer, David JTT:EX
Subject: Re: TBS/EFO review Cab Sub FWC

Just connected with TB and they are happy to review the preliminary draft and provide comments. That said- if there are significant changes in updated draft, may warrant additional time on their end.

On Mar 21, 2018, at 1:40 PM, Basi, Selena LBR:EX <Selena.Basi@gov.bc.ca> wrote:

Hi Tracy and Carla,

We have prepared materials for Cabinet to support a discussion/decision s.12

s.12

The item is scheduled to go to full Cabinet on April 11th; with final materials due April 4th. However, since our Minister will be out of country until April 6th, we are attempting to finalize the materials and have Minister sign the cab sub before his departure, on Tuesday March 27th.

Do you think it's possible to facilitate TBS review before this time?

s.12,s.13

Happy to discuss, but wanted to give you a heads up that this is coming and get your advice on next steps.

Thanks,
Selena
250-208-7070

Page 037 to/à Page 045

Withheld pursuant to/removed as

s.12;s.13;s.17



COMMUNICATIONS PLAN

MINISTRY OF < NAME >

CABINET SUBMISSION

ITEM: eg. Wildfire announcement

SUMMARY:

Type:	eg. Event / Announcement / News Release / Technical Briefing / Other		
Item Summary:	< Brief description of the <i>communications</i> aspect of the item >		
Date:	Month / Day / Year	Venue / Location:	
Primary:	< eg. Premier >	Featuring:	< Other Ministers/MLAs > < Other elected officials > < Stakeholders >
Audiences:			
Message Frame:	< List key messages >		
Key Validating Facts:	< List any facts that support the key messages >		
Potential Issues/ Challenges:	< List potential resulting issues with announcement >		



MEDIA PLAN – Stakeholders:

Approvals Required:	<ul style="list-style-type: none"> < TB / Cabinet / PO / Other approvals outstanding > 		
Stakeholders:	<ul style="list-style-type: none"> < Provide list of stakeholders > 		
Notify Stakeholders:	<input type="checkbox"/> Before announcement	<input type="checkbox"/> After announcement	
Does CASA Apply?:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	
Inform CASA Secretariat on:	Month / Day / Year	Brief Green Caucus on:	Month / Day / Year
Local NR Opportunity:	<ul style="list-style-type: none"> < List MLAs who could do a riding-specific NR > 		

MEDIA PLAN – Event Overview:

Complete only if this item involves an event.

Has an Event Plan been completed?:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Has Event Services been contacted?:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Event Summary:	<ul style="list-style-type: none"> < Brief summary of event details (where, when, etc.) > 	



MEDIA PLAN – Announcement:

Announcement Details:	<ul style="list-style-type: none">• < Brief description of how the announcement, event, etc. will play out >
Specific Media Engagement:	<ul style="list-style-type: none">• < Regional media, one-on-one's, etc. >
Digital Release:	<ul style="list-style-type: none">• < What is being done concurrently on social media? >
Ethnic Media Plan:	<ul style="list-style-type: none">• < Focus on Asian and South Asian communities >

MEDIA PLAN – Follow Up:

Sustaining Activities:	<ul style="list-style-type: none">• < Recommended follow-up activities, in brief, by Ministers or MLAs >
Digital Follow Up:	<ul style="list-style-type: none">• < Any ongoing social media activities? >
Consultation/ Engagement:	<ul style="list-style-type: none">• < Does this announcement require a consultation process? If so, has this been discussed/approved by the GCPE Public Consultation Unit? >

AUTHORIZATION:

Director of Communications
Ministry of < Name >

Deputy Minister (Ministry)

Month Day, Year

Page 049 to/à Page 050

Withheld pursuant to/removed as

s.12;s.13;s.17

Steinmetz, Susanne K FIN:EX

From: Critchley, Carla JTT:EX
Sent: Friday, March 23, 2018 4:13 PM
To: Steinmetz, Susanne K FIN:EX
Subject: FW: FWC #2 Cab Sub April 2018 (6) (2)
Attachments: Scan_20180323.pdf

From: Basi, Selena LBR:EX
Sent: Friday, March 23, 2018 3:35 PM
To: Critchley, Carla JTT:EX
Subject: RE: FWC #2 Cab Sub April 2018 (6) (2)

s.12,s.13,s.17

Let me know next steps or if we can close off the process and provide final to Tracy *SB

From: Steinmetz, Susanne K FIN:EX
Sent: Friday, March 23, 2018 3:27 PM
To: Critchley, Carla JTT:EX
Cc: Mortimer, David JTT:EX; Basi, Selena LBR:EX
Subject: RE: FWC #2 Cab Sub April 2018 (6) (2)

Hi Carla,

s.12,s.13,s.17

Cheers,
Susie

From: Critchley, Carla JTT:EX
Sent: Thursday, March 22, 2018 3:49 PM
To: Steinmetz, Susanne K FIN:EX
Cc: Mortimer, David JTT:EX; Basi, Selena LBR:EX
Subject: FW: FWC #2 Cab Sub April 2018 (6) (2)

Hi Susie – here's the updated version in terms of direction from today (with tracked changes). There will likely be some minor modifications in terms of wording, etc. but wanted to share the decision as soon as possible for your review. Any initial comments you can provide would be appreciated.

Cheers,
Carla

From: Basi, Selena LBR:EX
Sent: Thursday, March 22, 2018 3:45 PM
To: Critchley, Carla JTT:EX
Subject: FWC #2 Cab Sub April 2018 (6) (2)

Hi Carla, please provide this to TBS for the purposes of review.
As mentioned, we are trying to get Minister Bains to sign off by Tuesday 27th.
Cabinet is on April 11th (full cabinet).

This is revised from yesterday (changes in track changes and yellow highlight for ease of review) to reflect the decided course from today's meeting.
Please let me know if there's questions.

s.12,s.13,s.17

Table 2. Percent increases of minimum wages for piece rates and general minimum wage, 1990-2017

	1990	1992	1995	1996	1998	1999	2000	2001	2003	2011	2015	2016	2017	PERCENT INCREASE 1990-2017
	PER CENT INCREASE													
General minimum wage	10.00%	0.10%	18.18%	7.69%	2.14%	0.00%	6.29%	5.26%	0.00%	18.75%	10.00%	3.83%	4.61%	127.00%
Apples	5.28%	9.95%	9.21%	0.00%	2.13%	7.59%	6.29%	5.27%	-3.58%	9.36%	1.93%	3.85%	4.60%	72.35%
Apricots	5.24%	10.05%	9.21%	8.22%	2.11%	7.57%	6.31%	5.26%	-3.60%	9.36%	1.94%	3.85%	4.62%	86.68%
Beans	3.85%	11.11%	10.00%	9.09%	2.22%	7.61%	6.06%	5.71%	-3.60%	9.35%	2.14%	3.77%	4.44%	91.85%
Blueberries	3.92%	11.32%	0.00%	3.39%	2.30%	7.69%	6.25%	5.32%	-3.72%	9.39%	2.02%	3.71%	4.53%	65.28%
Brussel sprouts	5.56%	10.53%	9.52%	8.70%	2.40%	7.81%	5.80%	5.48%	-3.25%	9.40%	1.84%	3.61%	4.65%	89.47%
Cherries	7.41%	10.34%	8.12%	0.00%	2.31%	7.34%	6.32%	5.45%	-3.76%	9.27%	1.79%	3.95%	4.64%	71.03%
Daffodils	0.00%	0.00%	0.00%	0.00%	1.82%	0.00%	0.00%	11.61%	0.00%	9.60%	2.19%	3.57%	4.83%	38.18%
Grapes	5.24%	10.05%	9.21%	0.00%	2.14%	7.63%	6.24%	5.26%	-3.60%	9.35%	1.93%	3.84%	4.59%	72.42%
Mushrooms	3.45%	10.00%	9.70%	0.00%	2.21%	7.57%	6.53%	5.19%	-3.59%	9.30%	2.13%	3.75%	4.42%	73.33%
Peaches	5.24%	10.05%	9.21%	0.00%	2.14%	7.63%	6.24%	5.26%	-3.60%	9.35%	1.93%	3.84%	4.59%	72.42%
Pears	5.29%	9.98%	9.22%	0.00%	2.16%	7.60%	6.27%	5.32%	-3.62%	9.40%	1.93%	3.83%	4.62%	72.51%
Peas	6.25%	11.76%	8.42%	9.22%	2.22%	7.39%	6.48%	5.32%	-3.61%	9.36%	2.05%	3.69%	4.53%	90.00%
Prune plums	5.29%	9.98%	9.22%	0.00%	2.16%	7.60%	6.27%	5.32%	-3.62%	9.40%	1.93%	3.83%	4.62%	72.51%
Raspberries	5.00%	11.90%	8.51%	7.84%	2.18%	7.47%	6.29%	5.30%	-3.55%	9.51%	1.96%	3.85%	4.50%	88.10%
Strawberries	5.13%	9.76%	9.78%	7.29%	2.26%	7.75%	6.16%	5.16%	-3.68%	9.24%	2.04%	3.71%	4.68%	85.37%

On Mar 21, 2018, at 1:40 PM, Basi, Selena LBR:EX <Selena.Basi@gov.bc.ca> wrote:

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s.12

s.12

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Do you think it's possible to facilitate TBS review before this time?

s.12,s.13

Happy to discuss, but wanted to give you a heads up that this is coming and get your advice on next steps.

Thanks,
Selena
250-208-7070

<APP 1 to FWC #2 Cab Sub April 2018.docx>

<FWC #2 Cab Sub April 2018.docx>

Page 055 to/à Page 063

Withheld pursuant to/removed as

s.12;s.13;s.17



COMMUNICATIONS PLAN

MINISTRY OF < NAME >

CABINET SUBMISSION

ITEM:

eg. Wildfire announcement

SUMMARY:

Type: eg. Event / Announcement / News Release / Technical Briefing / Other

Item Summary: < Brief description of the *communications* aspect of the item >

Date: Month / Day / Year

Venue /

Location:

Primary: < eg. Premier >

Featuring: < Other Ministers/MLAs >

< Other elected officials >

< Stakeholders >

Audiences:

Message < List key messages >

Frame:

Key Validating < List any facts that support the key messages >

Facts:

Potential < List potential resulting issues with announcement >

Issues/

Challenges:



MEDIA PLAN – Stakeholders:

Approvals [TB / Cabinet / PO / Other approvals outstanding >](#)

Required:

Stakeholders: [Provide list of stakeholders >](#)

Notify ☐ Before announcement ☐ After announcement

Stakeholders:

Does CASA ☐ Yes ☐ No

Apply?:

Inform CASA Month / Day / Year Brief Green Month / Day / Year

Secretariat on: Caucus on:

Local NR [List MLAs who could do a riding-specific NR >](#)

Opportunity:

MEDIA PLAN – Event Overview:

Complete only if this item involves an event.

Has an Event ☐ Yes ☐ No

Plan been
completed?:

Has Event ☐ Yes ☐ No

Services been
contacted?:

Event [Brief summary of event details \(where, when, etc.\) >](#)

Summary:



MEDIA PLAN – Announcement:

Announcement * < Brief description of how the announcement, event, etc. will play out >

Details:

Specific Media * < Regional media, one-on-one's, etc. >

Engagement:

Digital Release: * < What is being done concurrently on social media? >

Ethnic Media * < Focus on Asian and South Asian communities >

Plan:

MEDIA PLAN – Follow Up:

Sustaining * < Recommended follow up activities, in brief, by Ministers or MIA >

Activities:

Digital Follow * < Any ongoing social media activities? >

Up:

Consultation/ * < Does this announcement require a consultation process? If so, has this
Engagement: been discussed/approved by the GCPE Public Consultation Unit? >

AUTHORIZATION:

Director of Communications
Ministry of < Name >

Deputy Minister (Ministry)

Month Day, Year

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Withheld pursuant to/removed as

s.12;s.13;s.17

Steinmetz, Susanne K FIN:EX

From: Mirza, Sadaf FIN:EX
Sent: Tuesday, August 22, 2017 9:33 AM
To: Steinmetz, Susanne K FIN:EX
Subject: RE: background for Q&A on economic impacts of minimum wage increase

Thanks Susie.

From: Steinmetz, Susanne K FIN:EX
Sent: Tuesday, August 22, 2017 9:32 AM
To: Mirza, Sadaf FIN:EX
Subject: background for Q&A on economic impacts of minimum wage increase

Hi Sadaf,

The ministry hasn't sent me any materials that they are working from yet, but there was this times colonist opinion piece a couple of weeks ago that pointed out a study on the wage increase in Seattle. Here is the link to the study: <https://evans.uw.edu/policy-impact/minimum-wage-study>

Evidence against minimum-wage hike
Times Colonist (Victoria)
Friday, August 04, 2017
Page A11
By Lawrie Mcfarlane-1

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Page 072

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Steinmetz, Susanne K FIN:EX

From: Mortimer, David JTT:EX
Sent: Friday, January 26, 2018 8:53 AM
To: John, Rebecca FIN:EX; Steinmetz, Susanne K FIN:EX
Subject: RE: revised, cab sub FWC

Thanks for the quick turn around

From: John, Rebecca FIN:EX
Sent: Friday, January 26, 2018 8:52 AM
To: Steinmetz, Susanne K FIN:EX; Mortimer, David JTT:EX
Subject: FW: revised, cab sub FWC

Here you go David...

S.12,S.13,S.17

From: Mortimer, David JTT:EX
Sent: Thursday, January 25, 2018 3:59 PM
To: Steinmetz, Susanne K FIN:EX
Subject: RE: revised, cab sub FWC

Further to this – apparently the program needs to submit the material to hit a 10 am deadline tomorrow –

Anything you can do to help would be appreciated

From: Mortimer, David JTT:EX
Sent: Wednesday, January 24, 2018 4:46 PM
To: Steinmetz, Susanne K FIN:EX
Subject: RE: revised, cab sub FWC

The big show

From: Steinmetz, Susanne K FIN:EX
Sent: Wednesday, January 24, 2018 4:42 PM
To: Mortimer, David JTT:EX
Subject: RE: revised, cab sub FWC

Thanks.

Is this going to Cabinet? Or a committee (if so, which one)?

From: Mortimer, David JTT:EX
Sent: Wednesday, January 24, 2018 3:39 PM
To: Steinmetz, Susanne K FIN:EX
Subject: Re: revised, cab sub FWC

Jan 31

Sent from my iPhone

On Jan 24, 2018, at 3:02 PM, Steinmetz, Susanne K FIN:EX <Susanne.Steinmetz@gov.bc.ca> wrote:

Thanks, do you know the date and committee that this is expected to go to?

S.

From: Mortimer, David JTT:EX
Sent: Wednesday, January 24, 2018 1:57 PM
To: Steinmetz, Susanne K FIN:EX
Subject: Fwd: revised, cab sub FWC

Hi Susie

For tbs review

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Withheld pursuant to/removed as

s.12;s.13;s.17



COMMUNICATIONS PLAN

MINISTRY OF < NAME >

CABINET SUBMISSION

ITEM: **eg. Wildfire announcement**

SUMMARY:

Type: **eg. Event / Announcement / News Release / Technical Briefing / Other**

Item Summary: **< Brief description of the *communications* aspect of the item >**

Date: **Month / Day / Year**

Venue /

Location:

Primary: **< eg. Premier >**

Featuring: **< Other Ministers/MLAs >**

< Other elected officials >

< Stakeholders >

Audiences:

Message **< List key messages >**

Frame:

Key Validating **< List any facts that support the key messages >**

Facts:

Potential **< List potential resulting issues with announcement >**

Issues/

Challenges:



MEDIA PLAN – Stakeholders:

Approvals • < TB / Cabinet / PO / Other approvals outstanding >

Required:

Stakeholders: • < Provide list of stakeholders >

Notify ☐ Before announcement

☐ After announcement

Stakeholders:

Does CASA ☐ Yes

☐ No

Apply?:

Inform CASA Month / Day / Year

Brief Green

Secretariat on:

Caucus on:

Local NR • < List MLAs who could do a riding-specific #li >

Opportunity:

MEDIA PLAN – Event Overview:

Complete only if this item involves an event.

Has an Event ☐ Yes

☐ No

Plan been
completed?:

Has Event ☐ Yes

☐ No

Services been
contacted?:

Event • < Brief summary of event details (where, when, etc) >

Summary:



MEDIA PLAN – Announcement:

Announcement • < Brief description of how the announcement, event, etc. will play out >

Details:

Specific Media • < Regional media, one-on-one's, etc. >

Engagement:

Digital Release: • < What is being done concurrently on social media? >

Ethnic Media • < Focus on Asian and South Asian communities >

Plan:

MEDIA PLAN – Follow Up:

Sustaining • < Recommended follow-up activities, in brief, by Ministers or MLAs >

Activities:

Digital Follow • < Any ongoing social media activities? >

Up:

Consultation/Engagement: • < Does this announcement require a consultation process? If so, has this been discussed/approved by the GCPE Public Consultation Unit? >

AUTHORIZATION:

Director of Communications
Ministry of < Name >

Deputy Minister (Ministry)

Month Day, Year



The Transition to a \$15 Minimum Wage and Subsequent Increases

**BC FAIR WAGES COMMISSION REPORT AND
RECOMMENDATIONS TO THE MINISTER OF LABOUR**

Marjorie Griffin Cohen, Chair | Ivan Limpricht, Member | Ken Peacock, Member

First Report January 2018

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Page 141 to/à Page 151

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