

Page 001 to/à Page 011

Withheld pursuant to/removed as

s.12;s.13;s.17

Tripp, Leigh-Anne LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Friday, July 28, 2017 12:01 PM
To: Collins, Tracey L PREM:EX; MacMillan, Elizabeth PREM:EX
Subject: Minimum wage - tagged OIC PDF- SIGNED
Attachments: 20170728113557.pdf; OIC Cabinet Summary Information.docx.pdf; Distribution Form.docx; 20170728113546.pdf; 116181 - BN re OIC for Minimum Wage Adjustment.docx

Importance: High

Attached is the signed OIC and regulation reform form plus the other 2 documents. Also attached is the BN.

Please let me know if you need anything else! Thanks.

T.

MINISTRY OF LABOUR
INFORMATION NOTE

Cliff #: 116181

Date: July 27, 2017

PREPARED FOR: Honourable Harry Bains, Minister of Labour

ISSUE: Order in Council (OIC) to increase the minimum wage on September 15, 2017.

BACKGROUND/DISCUSSION: On May 4, 2016, the previous government announced that it would increase the minimum wage in two stages. The first increase, effective September 15, 2016, was based on the 2015 B.C. Consumer Price Index (CPI) plus an additional 30 cents. Accordingly, the total increase to the minimum wage was 40 cents - bringing it to its current rate of \$10.85/hour.

The second increase was to be effective September 15, 2017, and would be based on the 2016 B.C. CPI plus an additional 30 cents. The September 15, 2017 increases were publicly announced on February 27, 2017, after the 2016 CPI numbers became available. The February announcement confirmed that the general minimum wage would rise by 50 cents to \$11.35/hour effective September 15, 2017, while the minimum wage for liquor servers would increase by the same amount - to \$10.10/hour, and other minimum wage provisions would receive an increase proportionate to the general minimum wage increase¹. A proportionate increase for the other wages is consistent with the 2016 increase and with most increases for the past several decades.

However, prior to the 2017 election Cabinet had not given formal approval to an OIC amending the Employment Standards Regulation. Although no formal OIC was passed prior to the election, there is an expectation among workers, employers, and the media that the rates will be raising effective September 15, 2017 in accordance with the February 27, 2017 announcement.

The attached OIC establishes new minimum wage rates in accordance with the February 27, 2017 announcement.

Independent of the OIC to implement the September 15, 2017 increases, the Ministry continues to work on the establishment of the Fair Wages Commission which will provide recommendations on raising the minimum wage to \$15/hour by 2021. This work is in accordance with the NDP election platform commitment, the NDP/Green Confidence and Supply Agreement, as well as the Premier's mandate letter to the Minister of Labour.

¹ This includes the daily rate for live-in home support workers and live-in camp leaders (a person who is employed by a charity at a summer camp for persons under age 19), as well as the monthly rates for resident caretakers and the minimum farm worker piece rates (for harvesters of certain fruits and vegetables).

A public announcement regarding the OIC can be made separately or in conjunction with an announcement regarding the establishment of a Fair Wages Commission and the commitment to reach \$15/hour by 2021.

CONCLUSION: Once the OIC is approved, the Employment Standards Branch will update its public information, posting the exact rates to be effective September 15, 2017 for the information of workers, employers and others. The OIC is expected to be reviewed by Cabinet on August 1, 2017.

Prepared by: Jake Ayers, Senior Policy Advisor, Labour Policy and Legislation
Telephone: 250 953-3344

Reviewed by			
Dir: Michael Tanner	ED: John Blakely	ADM:	DM: Trevor Hughes

Page 015 to/à Page 026

Withheld pursuant to/removed as

s.12;s.14;s.13

Tripp, Leigh-Anne LBR:EX

From: Tan, Alyson JTT:EX
Sent: Tuesday, August 8, 2017 12:36 PM
To: Hughes, Trevor LBR:EX
Cc: Birnie, Kayla LBR:EX; Shatzko, Pam J JTT:EX; Kwan, Shirley JTT:EX
Subject: Materials: Fair Wages Commission Meeting - Aug 9
Attachments: 124111 - Attachment FWC - Draft TOR and members - For Consultation.docx; 124111-MN MBR Fair Wages Commission, Joint MIN Meeting.docx

Good afternoon DM Hughes,

Please find attached materials for tomorrow's fair wages commission meeting.

Kind regards,

Alyson Tan
Issues Manager
Deputy Minister's Office
Ministry of Jobs, Trade, and Technology
P: (604) 398-5255

Page 028 to/à Page 032

Withheld pursuant to/removed as

s.13

MINISTRY OF JOBS, TRADE AND TECHNOLOGY
MEETING NOTE

Cliff #124111

Date: August 4, 2017

PREPARED FOR: Honourable Bruce Ralston, Minister of Jobs, Trade and Technology

DATE AND TIME OF MEETING: August 9, 2017, 11:00am, Legislature (Birch Room)

ATTENDEES: Honourable Harry Bains, Minister of Labour
Honourable Shane Simpson, Minister of Social Development and
Poverty Reduction

ISSUE(S): Establishment of a Fair Wages Commission (FWC)

BACKGROUND:

British Columbia's minimum wage rates are established in the Employment Standards Regulation, with changes approved by Cabinet through an Order in Council (OIC). BC's current general minimum wage is \$10.85/hour. The "Working for You" platform committed to bring in a \$15/hour minimum wage by 2021 with increases in each year, followed by indexing to inflation to provide certainty for the future.

The Confidence and Supply Agreement from May 2017 committed to: "Immediately establish an at-arm's-length Fair Wages Commission (FWC) tasked with establishing a pathway to a minimum wage of at least \$15 per hour and overseeing regular rate reviews. The commission will bring forward recommendations regarding strategies to address the discrepancy between minimum wages and liveable wages. The commission will make its first report on a new minimum wage within 90 days of its first meeting."

The Premier's mandate letter to Minister Bains reconfirms this commitment and directed the establishment of a Fair Wages Commission.

Following the former government's recent work on minimum wage adjustment, the Small Business Roundtable, based on consultation with the small business community, advocated for offsets to address increases that are not tied to the Consumer Price Index.^{s.13}

s.13

DISCUSSION:

s.13

SUGGESTED RESPONSE/KEY MESSAGING:

s.13

ATTACHMENTS: Appendix 1 – Draft TOR and Proposed List of FWC Members

ADM Contact: Christine Little, 250-387-0661

Prepared by: Tanya Munro, Senior Policy Analyst, Small Business Branch

Reviewed by			
Dir.: JB	ED: JH	ADM: CL	DM:

Tripp, Leigh-Anne LBR:EX

From: Mark von Schellwitz <mark@restaurantscanada.org>
Sent: Thursday, August 10, 2017 12:48 PM
To: Bains.MLA, Harry LASS:EX
Cc: Hughes, Trevor LBR:EX
Subject: Congratulations & meeting request letter
Attachments: Minister Bains Congratulations ltr August 17.pdf; British-Columbia_Infographic_June_2017.pdf

Attached is a congratulations and meeting request letter addressed to Minister Bains. I would very much appreciate it if you could bring the letter and infographic attachment to the Minister's attention. Please confirm receipt and let me know if you have any questions.

Thanks, Mark

Mark von Schellwitz
Vice President, Western Canada
Restaurants Canada
PO Box 28004, 499 Granville Street
Vancouver, B.C. V6C 3T7
T: 604-685-9655 toll free 1-800-387-5649 x 6500
F: 1-888-923-1458
www.restaurantscanada.org
@RestaurantsWest
Please note new email address: mark@restaurantscanada.org

Have a look at our "I am a Restaurant" video

This e-mail (including any attachments) is for the sole use of the intended recipient(s) and may contain legally privileged or confidential information. If you have received this e-mail in error or are not the intended recipient(s), please immediately advise me by telephone (collect if necessary) or return e-mail, and delete this e-mail and destroy any copies. Any distribution, use or copying of this e-mail or the information it contains by other than the intended recipient is unauthorized.



Formerly the Canadian Restaurant and Foodservices Association
Antérieurement l'Association canadienne des restaurateurs et
des services alimentaires

PO Box 28004
499 Granville Street
Vancouver BC, Canada V6C 3T7
www.restaurantscanada.org

t 604-685-9655
1-800-387-5649 x 6500
f 1-888-923-1458

August 10, 2017

The Honourable Harry Bains
Minister of Labour
Parliament Buildings
Victoria, BC V8V 1X4

Via Email

Dear Minister Bains:

On behalf of Restaurants Canada, I would like to congratulate you on being sworn in as Minister of Labour on July 18th following a historic election result last May! It was a pleasure to meet you briefly at the post swearing in reception.

Restaurants Canada is the largest hospitality industry trade association in British Columbia and Canada representing 30,000 members in communities all across British Columbia and Canada. I would like to take this opportunity to provide you with an overview of the current state of British Columbia's hospitality industry and the importance of labour issues on one of British Columbia's largest private sector employers.

The restaurant industry is a highly competitive, labour intensive, low margin industry with average pre-tax profitability of only 4.4%. The industry relies on consumer confidence and disposable income growth to be successful. While profitability remains low due to ever increasing lease, labour, food, and liquor costs, recent sales growth has been strong. British Columbia's restaurant industry generated a record \$13 billion in foodservice sales in 2016. Due to robust consumer demand, sales in British Columbia jumped by 6.0% in the first five months of 2017 over the same period in 2016. In the past few years since HST and the corresponding 7% provincial sales tax on restaurant meals was eliminated, British Columbia led all provinces with the strongest performance with average annual sales growth of 7.3% compared to 4.7% in the rest of Canada.

Healthy economic growth and consumer appetite for convenience and dining out helped British Columbia surpass Alberta with the highest sales per capita. The foodservice industry accounts for 5.0% of the province's gross domestic product, also the highest share in the country.

As a result, the labour intensive restaurant industry is now the third-largest private-sector employer, directly employing 174,200 people in British Columbia plus more than 40,000 indirect jobs. This represents more than 7% of the province's workforce. The restaurant industry is also the largest youth employer in the province employing nearly 80,000 young people between the ages of 15 and 24, representing nearly one in four youth jobs in British Columbia.

See the attached British Columbia foodservice industry infographic for more information on our dynamic industry.

The voice of foodservice • La voix des services alimentaires

The restaurant and foodservice industry brings jobs, investment, innovation and tourism to every community in the province, while creating a focal point for people to gather. Restaurants, cafeterias, coffee shops and bars are gathering spots for people from all walks of life, and operators are proud to serve as a social club for seniors, the sponsor of the local hockey or sports team, the boardroom of small business, and a meeting place for community groups.

A business climate that enables this important industry to compete and succeed should be a top public policy priority for the provincial government. A policy environment that solidifies a partnership between the innovative restaurant industry and government is a recipe for success. With the right policies and business conditions, we are uniquely positioned to contribute to economic and employment growth. Restaurants Canada looks forward to working with you and your new government to create an environment where restaurant businesses can prosper and create healthy, vibrant communities.

As one of the most labour intensive industries where roughly one third of every revenue dollar goes towards labour costs, labour policies have a significant impact on our industry's viability and ability to continue to create jobs, economic activity, and tax revenue. Restaurants Canada members are concerned about your party's election platform commitment to raise British Columbia's minimum wage to \$15/hour by 2021. Such a large arbitrary increase will have a significant negative impact on the 14,000 small businesses in our industry and their ability to continue to be one of British Columbia's top job creators.

To be clear Restaurants Canada supports reasonable minimum wage increases that:

- ensure our employees keep up with the cost of living
- are announced well in advance to give businesses time to adjust;
- and do not trigger large menu price increases or a reduction in entry level employment.

Restaurants Canada also supports maintaining the current liquor server wage which recognizes that gratuity earning liquor servers are the highest paid hourly workers in any establishment earning well above \$30/hour when factoring in gratuities. The liquor server wage allows restaurateurs to allocate more labour budget dollars towards higher salaries for harder to attract and retain non-gratuity earning kitchen staff. Restaurants Canada also supports the introduction of a youth/student wage that provides an incentive to employers to hire and train young first time employees.

Not only would the proposed \$15 minimum wage policy impact our members ability to hire entry level employees, the ratchet effect of such a large increase would impact the entire payroll as employers have no choice but to increase wages by the same amount for all employees to restore former relative wages. Our BC members do not want to see the significant hospitality industry job losses that have taken place in Alberta as that province moves to a \$15 minimum wage. Statistics Canada reports that in 2016 alone, Alberta's restaurant industry lost more than 4,700 jobs and the youth unemployment rate went from the lowest in Canada to the highest peaking at over 14%.

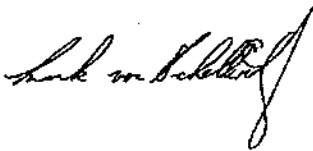
We look forward to working with you and the soon to be established Fair Wage Commission on future minimum wage increases that raise entry level wages without costing entry level employment opportunities.

Our members are also concerned about other direct and indirect labour cost increases that may result from anticipated Employment Standards, Labour Code, and WCB legislative and regulatory changes.

Given the importance of labour policies on our industry, Restaurants Canada's BC directors and I would very much appreciate the opportunity to meet with you to discuss various labour policy issues at your earliest convenience. Please have your office contact me to set up a meeting date and time.

In the mean time I would like to once again congratulate you on being sworn as Minister of Labour and wish you every success in the Labour portfolio.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark von Schellwitz', with a stylized flourish at the end.

Mark von Schellwitz
Vice President, Western Canada

Attachment

Tripp, Leigh-Anne LBR:EX

From: Cooling, Karen LBR:EX
Sent: Monday, August 14, 2017 3:39 PM
To: Hughes, Trevor LBR:EX
Subject: FW: Fair Wages Feedback
Attachments: FWC-Initial feedback-BCGreencaucus.pdf

From: Sanford, Donna L GCPE:EX
Sent: Monday, August 14, 2017 3:20 PM
To: Cooling, Karen PREM:EX; Meggs, Geoff PREM:EX
Subject: FW: Fair Wages Feedback

Hello Karen and Geoff. Attached please find Green Caucus input re: Fair Wages Commission. Karen – for tomorrow's 9 AM meeting.

-Donna
250-893-4771

From: Hartrick, Taylor [<mailto:Taylor.Hartrick@leg.bc.ca>]
Sent: Monday, August 14, 2017 3:01 PM
To: Sanford, Donna L GCPE:EX
Subject: Fair Wages Feedback

Hi Donna,

Here is our feedback on the fair wages commission. Could you please share it with the Minister and the attendees of tomorrow's meeting?

Best wishes,
Taylor

Page 040 to/à Page 041

Withheld pursuant to/removed as

s.13

Tripp, Leigh-Anne LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Tuesday, August 15, 2017 11:15 AM
To: Cooling, Karen LBR:EX
Subject: CASA consultation

Importance: High

s.13

T.

Tripp, Leigh-Anne LBR:EX

From: Birnie, Kayla LBR:EX
Sent: Wednesday, October 4, 2017 12:51 PM
To: Hughes, Trevor LBR:EX
Subject: RE: Minimum Wage CS
Attachments: Minimum Wage Request for Decision rev Jul 29 FINAL.pdf

Attached is the PDF Version

From: Hughes, Trevor LBR:EX
Sent: Wednesday, October 4, 2017 12:48 PM
To: Birnie, Kayla LBR:EX
Subject: RE: Minimum Wage CS

Can you please print Appendix 2 for me?

From: Birnie, Kayla LBR:EX
Sent: Wednesday, October 4, 2017 12:44 PM
To: Hughes, Trevor LBR:EX
Subject: Minimum Wage CS

Attached ☺

Kayla Birnie
A/Manager, Executive Operations
Ministry of Labour
Phone 250.387.3914 | Mobile ^{s.17}

Cabinet Submission

Minister: The Honourable Harry Bains

Ministry: Labour

Date: 29/07/2017

Ministry Document #: MOL 2017-01

Title: Minimum Wage & Fair Wages Commission Preparations

Issue:

In the context of the Fair Wages Commission as outlined in the Confidence and Supply Agreement (CASA) and the Minister of Labour's mandate letter,^{s.12,s.13}

s.12,s.13

s.12,s.13

Implications and Considerations:

- In February 2017, it was announced that the minimum wage would increase to \$11.35/hour effective September 15, 2017 (based on a \$0.20 Consumer Price Index (CPI) increase plus an additional \$0.30).^{s.12,s.13}

s.12,s.13

Background / Context:

Issue 1 – September 15, 2017 Minimum Wage Increase

s.12,s.13

In February 2017, it was announced the minimum wage would be increased to \$11.35/hour effective September 15, 2017. It was also announced that the \$1.25 differential between the general minimum wage and the minimum wage for liquor servers would be maintained (bringing the liquor server rate to \$10.10/hour), and that other minimum wage provisions in the Employment Standards Regulation would receive increases proportionate to the general minimum wage increase (i.e., 4.6%). This includes the daily rate for live-in home support workers and live-in camp leaders (a person who is employed by a charity at a summer camp for persons under age 19), as well as the monthly rates for resident caretakers and the minimum farm worker piece rates (for harvesters of certain fruits and vegetables).^{s.12,s.13}

s.12,s.13

Issue 2 – Fair Wages Commission

The "Working for You" platform made a commitment to bring in a \$15/hour minimum wage by 2021 with increases in each year, followed by indexing to inflation to provide certainty for the future. The CASA makes the following commitment with respect to minimum wage:

Immediately establish an at-arm's-length Fair Wages Commission that will be tasked with establishing a pathway to a minimum wage of at least \$15 per hour and overseeing regular rate reviews. The commission will bring forward recommendations regarding strategies to address the discrepancy between minimum wages and livable wages. The commission will make its first report on a new minimum wage within 90 days of its first meeting.

The Premier's mandate letter to Minister Bains reconfirms this commitment as follows:

Establish a Fair Wage Commission to support the work of implementing the \$15-per-hour minimum wage by 2021 and to bring forward recommendations to close the gap between the minimum wage and livable wages. The commission will make its first report within 90 days of its first meeting.

Issue 1 – September 15, 2017 Minimum Wage Increase

Page 047 to/à Page 049

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s.12;s.13

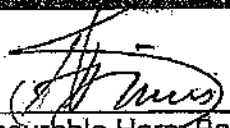
APPENDICES:

Appendix 1 – s.12,s.13

Appendix 2 –

Appendix 3 –

Contact: Trevor Hughes
Deputy Minister


Honourable Harry Bains

July 29, 2017
Date Signed

Page 051 to/à Page 054

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Page 055 to/à Page 058

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s.12;s.13;s.17

Tripp, Leigh-Anne LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Thursday, August 17, 2017 12:47 PM
To: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: Fwd: CBCV: Weaver - NDP-Green coalition ■

L

CBCV (CBC Victoria)
CBC On the Island
17-Aug-2017 08:12

Quoted: Robert Zussman, Andrew Weaver

Copyright

Page 060 to/à Page 061

Withheld pursuant to/removed as

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Tripp, Leigh-Anne LBR:EX

From: Ayers, Jake LBR:EX
Sent: Tuesday, August 15, 2017 7:19 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: Re: Speaking Notes and Q and A for TB Thursday morning

s.13

s.13

> On Aug 15, 2017, at 6:57 PM, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca> wrote:

>
s.13

>
>

>> On Aug 15, 2017, at 6:55 PM, Blakely, John H LBR:EX <John.Blakely@gov.bc.ca> wrote:

>>

>> I agree with your advice^{s.13}

s.13

>>

>> Sent from my iPhone

>>

>>> On Aug 15, 2017, at 6:42 PM, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca> wrote:

>>>

s.13

>>>

>>>

>>>> On Aug 15, 2017, at 6:36 PM, Blakely, John H LBR:EX <John.Blakely@gov.bc.ca> wrote:

>>>>

s.13

>>>>

>>>> Sent from my iPhone

>>>>

>>>>> On Aug 15, 2017, at 6:24 PM, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca> wrote:

>>>>> .

s.13

>>>>>

>>>>>

>>>>>> On Aug 15, 2017, at 6:11 PM, Ayers, Jake LBR:EX <jake.Ayers@gov.bc.ca> wrote:

>>>>>>

s.13

>>>>>>

>>>>>>> On Aug 15, 2017, at 6:06 PM, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca> wrote:

>>>>>>>

s.13

Tripp, Leigh-Anne LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Tuesday, August 15, 2017 6:45 PM
To: Tanner, Michael A LBR:EX; Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: Fwd: Weaver statement on Fair Wages Commission announcement

B.C. GREEN CAUCUS

For immediate release

August 15, 2017

Weaver statement on Fair Wages Commission announcement

VICTORIA, BC - Andrew Weaver, leader of the B.C. Green caucus, issued the following statement today in response to the government's announcement that it plans to use the Fair Wages Commission to achieve a minimum wage of \$15/hour by 2021. The establishment of a Fair Wages Commission was a key element of the B.C. Greens 2017 election platform and was included in the Confidence and Supply Agreement (CASA) signed by Dr. Weaver and Premier Horgan.

"Although I am pleased to see an important piece of our agreement move forward, I am concerned that the apparent addition of a 2021 timeline is prejudicial to the work of the Fair Wages Commission. The Commission falls under the Confidence and Supply Agreement between the BC NDP and BC Green caucuses. The 2021 timeline had not been agreed upon and is, in fact, contradictory to the intention of depoliticizing the Fair Wages Commission.

"The Fair Wages Commission should determine the timeline for minimum wage increases based on evidence and through consultation with stakeholders. The Commission must consult with small businesses, which are the backbone of our economy, to ensure they can continue to thrive. The timeline and wage increases should not be made for political purposes and should not be arbitrarily set in advance.

"British Columbians are facing skyrocketing costs of living and increasing income insecurity as the economy changes rapidly. Minimum wage is just one way we can move towards all British Columbians having a livable income. The Fair Wages Commission must be empowered to make recommendations at arms-length based on evidence to ensure that wage increases create better income security for all British Columbians."

-30-

Media contact

Jillian Oliver, Press Secretary

+1 778-650-0597 | jillian.oliver@leg.bc.ca

Page 067 to/à Page 069

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s.13

Tripp, Leigh-Anne LBR:EX

From: Ayers, Jake LBR:EX
Sent: Friday, August 18, 2017 3:15 PM
To: Hughes, Trevor LBR:EX
Cc: Tanner, Michael A LBR:EX; Blakely, John H LBR:EX
Subject: FW: FWC update
Attachments: Cabinet Decision Summary Sheet.docx; Fair Wages Commission Request for Decision.docx

See attached. Is this what you had in mind?

From: Blakely, John H LBR:EX
Sent: Friday, August 18, 2017 2:02 PM
To: Hughes, Trevor LBR:EX
Cc: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: FW: FWC update

s.13

From: Ayers, Jake LBR:EX
Sent: Friday, August 18, 2017 1:17 PM
To: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: FW: FWC update

How about this then>?

From: Blakely, John H LBR:EX
Sent: Friday, August 18, 2017 1:02 PM
To: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: FW: FWC update

s.13

From: Ayers, Jake LBR:EX
Sent: Friday, August 18, 2017 12:56 PM
To: Tanner, Michael A LBR:EX; Blakely, John H LBR:EX
Subject: FW: FWC update

s.13

From: Blakely, John H LBR:EX
Sent: Friday, August 18, 2017 12:46 PM
To: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: FW: FWC update

Some comments on the submission for your consideration (including one in appendix 3). The summary sheet looks fine to me. Thanks

From: Ayers, Jake LBR:EX
Sent: Friday, August 18, 2017 11:34 AM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: FW: FWC update

John, see attached revised Cab Sub with track changes from both Michael and me. There are a couple comments inserted as well for your and/or Trevor's consideration. Also I have attached the Cabinet Decision Summary Sheet for your review which MHB is also supposed to sign...

From: Hughes, Trevor LBR:EX
Sent: Friday, August 18, 2017 7:23 AM
To: Blakely, John H LBR:EX; Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: FWC update

s.13

Page 072 to/à Page 088

Withheld pursuant to/removed as

s.12;s.13

Tripp, Leigh-Anne LBR:EX

From: Ayers, Jake LBR:EX
Sent: Wednesday, August 16, 2017 3:14 PM
To: Hughes, Trevor LBR:EX
Cc: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: CabSub
Attachments: Fair Wages Commission Request for Decision.docx

In case people are looking for the most up to date version...here is a clean copy (also saved on our N drive). Barring any further direction I think the only outstanding task will be to s.12,s.13
s.12,s.13

From: Blakely, John H LBR:EX
Sent: Wednesday, August 16, 2017 3:06 PM
To: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX; Hughes, Trevor LBR:EX
Subject: RE: CabSub

Okay, thanks

From: Tanner, Michael A LBR:EX
Sent: Wednesday, August 16, 2017 3:05 PM
To: Ayers, Jake LBR:EX; Hughes, Trevor LBR:EX; Blakely, John H LBR:EX
Subject: RE: CabSub

Me too.

From: Ayers, Jake LBR:EX
Sent: Wednesday, August 16, 2017 3:01 PM
To: Hughes, Trevor LBR:EX; Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: CabSub

s.13

Jake

From: Hughes, Trevor LBR:EX
Sent: Wednesday, August 16, 2017 2:51 PM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: RE: CabSub

Thanks. Appreciate your point and logic.
s.13

From: Blakely, John H LBR:EX
Sent: Wednesday, August 16, 2017 2:44 PM
To: Hughes, Trevor LBR:EX
Cc: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: FW: CabSub

s.13

Thanks

From: Hughes, Trevor LBR:EX
Sent: Wednesday, August 16, 2017 2:35 PM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: RE: CabSub

See attached – note I edited the^{s.13}

s.13

From: Blakely, John H LBR:EX
Sent: Wednesday, August 16, 2017 2:24 PM
To: Hughes, Trevor LBR:EX
Cc: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: FW: CabSub

Trevor, please see attached for some further edits to address the issues below. Thanks

From: Ayers, Jake LBR:EX
Sent: Wednesday, August 16, 2017 1:17 PM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: CabSub

See attached

From: Blakely, John H LBR:EX
Sent: Wednesday, August 16, 2017 1:08 PM
To: Ayers, Jake LBR:EX
Cc: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: FW: CabSub

Jake, this looks good to me. But what do you think of my comment and my suggested addition?

Thanks

From: Ayers, Jake LBR:EX
Sent: Wednesday, August 16, 2017 12:35 PM
To: Blakely, John H LBR:EX
Cc: Tanner, Michael A LBR:EX
Subject: RE: CabSub

John, see attached with Track Changes. Does this get what you were after? Also I have further amended the TOR

From: Hughes, Trevor LBR:EX
Sent: Wednesday, August 16, 2017 11:32 AM
To: Blakely, John H LBR:EX
Cc: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: RE: CabSub

See below.

From: Blakely, John H LBR:EX
Sent: Wednesday, August 16, 2017 11:29 AM
To: Hughes, Trevor LBR:EX
Cc: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX
Subject: FW: CabSub

I didn't make any changes in the document because Jake is already working on accepting Michael's changes. But here are three comments for peoples' consideration:

s.13

Thoughts?

From: Tanner, Michael A LBR:EX
Sent: Wednesday, August 16, 2017 10:41 AM
To: Hughes, Trevor LBR:EX

Cc: Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: FW: CabSub

A few suggestions and a question for your addition on page 2. With respect to the suggested additions:

s.13

From: Hughes, Trevor LBR:EX
Sent: Wednesday, August 16, 2017 10:27 AM
To: Ayers, Jake LBR:EX; Tanner, Michael A LBR:EX; Blakely, John H LBR:EX
Subject: RE: CabSub

s.13

Thoughts?
T.

From: Ayers, Jake LBR:EX
Sent: Wednesday, August 16, 2017 9:17 AM
To: Hughes, Trevor LBR:EX; Tanner, Michael A LBR:EX; Blakely, John H LBR:EX
Subject: RE: CabSub

Here you go. It has a comment or two still in there. Also there is a track change to be aware of in the TOR. I had suggested^{s.13}

s.13

From: Hughes, Trevor LBR:EX
Sent: Wednesday, August 16, 2017 8:58 AM
To: Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX; Blakely, John H LBR:EX
Subject: CabSub

Can I please get the latest version from you ASAP this morning?^{s.13}

s.13

Thanks.
T.

Page 093 to/à Page 107

Withheld pursuant to/removed as

s.12;s.13

Page 108 to/à Page 114

Withheld pursuant to/removed as

s.13

Page 115 to/à Page 125

Withheld pursuant to/removed as

DUPLICATE

Questions and Answers

Prepared for the Honourable Harry Bains

Minister of Labour

Presentation to Cabinet September 20, 2017

Fair Wage Commission

s.12,s.13

Page 127 to/à Page 131

Withheld pursuant to/removed as

s.12;s.13

Tripp, Leigh-Anne LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Friday, August 11, 2017 8:18 PM
To: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX; Webb, Jennifer LBR:EX; Rogers, Peter LBR:EX
Cc: Birnie, Kayla LBR:EX
Subject: MBH meetings today - WorkSafeBC and BCFed

s.13

s.13

Tripp, Leigh-Anne LBR:EX

From: Hughes, Trevor LBR:EX
Sent: Wednesday, August 16, 2017 7:14 AM
To: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Subject: Fwd: Advice to minister

The following is advice to Minister Harry Bains on the Green reaction to the recent fair wages commission:

s.13

Tripp, Leigh-Anne LBR:EX

From: Anderson, Heather L AGRI:EX
Sent: Thursday, August 17, 2017 4:52 PM
To: Ayers, Jake LBR:EX
Subject: RE: \$15 minimum wage by 2021

Perfect thanks for that.

From: Ayers, Jake LBR:EX
Sent: Thursday, August 17, 2017 4:38 PM
To: Anderson, Heather L AGRI:EX
Subject: RE: \$15 minimum wage by 2021

No problem,

And if you haven't looked. See item 2(e) in the NDP GREEN CASA – attached.

From: Anderson, Heather L AGRI:EX
Sent: Thursday, August 17, 2017 4:34 PM
To: Ayers, Jake LBR:EX
Subject: RE: \$15 minimum wage by 2021

Hi Jake,

Yes I did manage to find the press release but this other information is very helpful. Thanks so much.

Heather

From: Ayers, Jake LBR:EX
Sent: Thursday, August 17, 2017 3:58 PM
To: Anderson, Heather L AGRI:EX
Subject: RE: \$15 minimum wage by 2021

Hi Heather,

I assume you saw the press release on Tues about the increase effective this September 15. That included some description of the government's commitment to get to \$15 and establish a Fair Wages Commission.

But on the commission specifically, the short answer is that Labour is still finalizing the details of proposed/draft Terms of Reference which are s.12,s.13
s.12,s.13

The commitment for the Fair Wages Commission is one of the items in the NDP/GREEN Confidence and Supply Agreement (CASA), so there has been some consultations going on through the CASA secretariat (and you may have seen some concerns raised in the media about whether the Government should be putting a timeline on getting to \$15

(they have said by 2021)).^{s.13}
s.13

In terms of who will be on the commission, no decisions have been made obviously,^{s.13}
s.13

Does that help at all?

Jake

From: Anderson, Heather L AGRI:EX
Sent: Thursday, August 17, 2017 3:08 PM
To: Ayers, Jake LBR:EX
Subject: \$15 minimum wage by 2021

Hi Jake,

I've been asked to pull together a BN for our minister regarding the \$15 per hour minimum wage issue. Is there some information out there on the Fair Wage Commission i.e. who will be included on it etc.

Thanks for any input you can provide.

Heather

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