Fair Wages Commission (Third Report):

Supporting the Low-Wage Workforce: A Comprehensive Review of the Living Wage in British Columbia

The report makes four recommendations for the Ministry of Labour on how to reconcile the discrepancy between the BC minimum wage and living wage rates in BC communities.s.13; s.14 s.13; s.14

	FWC Recommendation	Ministry review				
1.	Establish a permanent tripartite FWC consisting of representatives from labour, business, and academia, as previously recommended by the FWC, which would report periodically to the BC Legislature. Some of the proposed activities for the permanent commission are: Conducting research on wage levels and monitoring the difference between the BC minimum wage and living wage rates across the province; Connecting with initiatives underway in other ministries (e.g., social development, education, housing, transportation, childcare and social	s.13 s.13				
•	assistance programs); and Monitoring the current approach for regularly adjusting the BC minimum wage and providing guidance to the BC government.					
2.	Strengthen current BC minimum wage protections by eliminating occupational exemptions affecting low-wage workers.	s.13				
3.	Monitor and review funding for the Employment Standards Branch on a periodic basis.	The funding for the Employment Standards Branch is regularly monitored and reviewed. \$11.95M in new funding for the Branch was announced as part of Budget 2023.				

4. The FWC also supports the recommendations from previous FWC reports still under consideration.	s.13
In addition to the above recommendations, the report identified other government policies that could reduce the gap between the BC minimum wage and living wage. Examples include measures related to housing benefits, affordable transportation, educational opportunities, access to telecommunications and food security.	s.13

Invoice

Statistics Canada

Attn: Revenue Management 150 Tunney's Pasture Driveway

Ottawa ON K1A 0T6

Internet: For Payment - Pour paiement :

www.statcan.gc.ca

Facture

Statistique Canada

À l'attention de la gestion des revenus 150, promenade Tunney's Pasture Ottawa ON K1A 0T6

Internet:

 ${\bf STATCAN}. Revenue Group - Groupe Revenu. STATCAN @ statcan.gc. ca$

www.statcan.gc.ca

Date (Y-A/M/D-J): 2023/06/01 Page of-de 1

Invoice - Facture Account - Compte

s.22

Payment terms (Days) Conditions de paiements (jours)

30

Ship to / Bill to - Expédier à / Facturer à :

UNIVERSITY OF BRITISH COLUMBIA UBC.INVOICES@UBC.CA LIBRARY TECH. SERVICES AQUISITIONS PO BOX 6520 2329 WEST MALL VANCOUVER BC V6B 4B5

Statement Address - Adresse du relevé de compte :

UNIVERSITY OF BRITISH COLUMBIA 6000 IONA DR **VANCOUVER BC V6T 2E8**

Catalogue Number Numéro de catalogue	Description	Quantity Quantité	Each Chacun	Amount Montant
P0001062	BR-008655 Labour Force Survey - Custom Tabulations Enquête sur la population active - total	1	357.16	357.16
Comments :	LFS 0323_04 ORD-07194-S6N3L8			

INTRA: 0540 GST/HST - TPS/TVH: 121491807 QST/TVQ: 1018839802

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IMPORTANT: See below for Instructions and Privacy Statement

IMPORTANT: Voir ci-dessous pour Instructions et Avis de confidentialité



Canadä

Instructions

Canadian dollar Wire Transfers:

Canadian dollars only.

Bank Name Fédération des caisses Desjardins du Québec Bank Address

1 Complexe Desjardins, South Tower, 15th floor

Montreal, Quebec, Canada

H5B 1B3 815

Bank Number 98000 Transit Number

Account Number MFI09706240815CAD7 054-25660 - Statistics Account name

Charges Field "OUR"

Statistics Canada 054-25660 Description Field

(Invoice number)

Please note that all bank fees are the client's responsibility when a wire transfer is used or when an intermediary bank (3rd party) is used for International Clients.

Other currencies of incoming Wire Transfers:

Please contact STATCAN.RevenueGroup-GroupeRevenu.STATCAN@statcan.gc.ca for instructions.

BPS (Bill Payment Service - through Canadian financial institution)

This method of payment offers you a more convenient way to pay for your products and/or services, by simply adding Statistics Canada as a payee through your financial institution Note: This payment service may only be used when the client is paying with Canadian Currency.

- Open your banking application from your mobile device or visit the online banking website
- 2. Select the "Bills" module
- Select the option to "add a new payee"
- Select STATISTICS CANADA from the dropdown
- Enter your Customer Number in the "Account number" field.

Direct Deposits

Bank Name: Fédération des caisses Desjardins du Québec

South Tower, 15th floor, 1 Complexe Desjardins

Montreal QC Canada

H5B 1B3 Bank Number: 815

Transit Number: 98000

Beneficiary Name: 054-25660 - Statistics

Beneficiary Account No: 097-062-4

Transaction type: Data element 04 that appears under Logical Record Type C in

Payments Canada Standard 005.

Originator's sundry information: Data element 18 that appears under Logical Record Type C in Payments Canada Standard 005.

Credit Cards

The daily maximum amount is \$3,500 CAD and we accept Visa, MasterCard or American Express. Please contact STATCAN.RevenueGroup-GroupeRevenu.STATCAN@statcan.gc.ca for instructions.

Cheques

· Make cheque payable to the

RECEIVER GENERAL FOR CANADA - STATISTICS CANADA Attn: Revenue Management 150 Tunney's Pasture Driveway Ottawa ON K1A 0T6

- · Please quote your invoice number on the back of your cheque.
- · Clients outside Canada pay in Canadian dollars drawn on a Canadian bank or pay in equivalent US dollars, converted at the prevailing daily exchange rate, drawn on a US bank.

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INTEREST ON PAST DUE ACCOUNTS

Interest will be calculated and compound monthly using the previous month's Bank of Canada rate plus 3%.

Privacy Statement

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Virements bancaires en dollars canadiens :

Dollars canadiens seulement

Numéro de banque

Nom de la banque Fédération des caisses Desjardins du Québec

Adresse de la banque 1 Complexe Desiardins, Tour sud, 15ième

Montréal, Québec, Canada

H5B 1B3

Numéro de succursale 98000 Numéro de compte du bénéficiaire MFI09706240815CAD7

Nom du bénéficiaire 054-25660 - Statistics

Détails des frais « OUR » Champ de description

Statistique Canada 054-25660 (Numéro de la facture)

Veuillez noter que tous les frais bancaires sont à la charge du client lorsqu'un virement bancaire est utilisé ou lorsqu'une banque intermédiaire (tierce partie) est utilisée pour les clients internationaux.

Virements bancaires en autres devises :

Veuillez contacter STATCAN, Revenue Group-Groupe Revenu, STATCAN@statcan, gc.ca pour les instructions

SPF (service de paiement de factures - via votre institution financière canadienne)

Ce mode de paiement vous offre un moyen plus pratique de payer vos produits et/ou services en ajoutant simplement Statistique Canada à titre de bénéficiaire par l'intermédiaire de votre institution financière. Note : Ce service de paiement ne peut être utilisé que lorsque le client paie en devise canadienne

- Ouvrir votre application bancaire sur votre appareil mobile ou visiter le site web de votre institution bancaire;
- 2 Sélectionner le module "facture" ou "payer facture";
- Sélectionner l'option " ajouter un bénéficiaire'
- À partir du menu déroulant, sélectionner STATISTIQUE CANADA;
- Entrer le numéro de client dans le champ "numéro de compte".

Dépôts directs

Nom de la banque: Fédération des caisses Desiardins du Québec

1 Complexe Desiardins, Tour sud, 15ième

Montréal (Québec) Canada, H5B 1B3

815 Numéro de banque:

Numéro de succursale: 98000

Nom du bénéficiaire: 054-25660 - Statistics

No de compte du bénéficiaire: 097-062-4

élément de donnée 04 qui figure dans le type d'enregistrement logique « C » Type de transaction :

à la norme 005 de Paiements Canada

Renseignements divers de l'émetteur : élément de donnée 18 qui figure dans le type d'enregistrement

logique « C » à la norme 005 de Paiements Canada.

Cartes de crédit

Le montant maximal par jour est de 3 500 \$CAN et nous acceptons les cartes Visa, MasterCard ou American Express. Veuillez contacter STATCAN.RevenueGroup-GroupeRevenu.STATCAN@statcan.gc.ca pour les

Des chèques

· Libellez votre chèque à l'ordre du

RECEVEUR GENERAL DU CANADA - STATISTIQUE CANADA

A l'attention de la gestion des revenus 150, promenade Tunney's Pasture

Ottawa ON K1A 0T6

- Veuillez inscrire votre numéro de facture à l'endos de votre chèque.
- · Les clients de l'étranger paient en dollars canadiens tirés sur une banque canadienne ou en dollars US tirés sur une banque américaine selon le taux de change quotidien en vigueur.

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INTÉRÊTS SUR LES COMPTES PÉRIMÉS

L'intérêt sera calculé et composé mensuellement, utilisant la moyenne au taux de la Banque du Canada au mois précédent plus 3%.

Avis de confidentialité

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MINISTRY OF LABOUR

INFORMATION NOTE

Cliff #: 65097

Date: April 24, 2023

PREPARED FOR: Honourable Harry Bains, Minister of Labour

ISSUE: The Fair Wages Commission (FWC) has issued its third report: Supporting the Low-Wage Workforce: A Comprehensive Review of the Living Wage in British Columbia

BACKGROUND:

On March 31, 2023, the Minister of Labour received the FWC's third report, which fulfils the FWC's terms of reference to examine the living wage in BC and recommend strategies to address the discrepancy between the minimum wage and living wage rates in BC. This information note summarizes the FWC's report and their recommendations.

DISCUSSION:

The latest FWC report considers ways to support a living wage in BC. As such, the report defined what constitutes a "living wage", reviewed the BC living wage campaign, and examined the difference between the BC minimum wage and living wages. The report also provided a cross-jurisdictional scan of living wage activity elsewhere in Canada, and in comparable countries, including a literature review of academic findings on this matter. This is in addition to reporting on the outcomes of the FWC's 2019 consultations regarding the living wage with BC workers and labour representatives, anti-poverty advocates and non-profit organizations, and employers.

The FWC made four recommendations for the Ministry of Labour:

- Establish a permanent tripartite FWC consisting of representatives from labour, business, and academia, as previously recommended by the FWC, which would report periodically to the BC Legislature. Potential activities could include:
 - Conducting research on wage levels and monitoring the difference between the BC minimum wage and living wage rates across the province;
 - Connecting with initiatives underway in other ministries (e.g., social development, education, housing, transportation, childcare and social assistance programs); and
 - Monitoring the current approach for regularly adjusting the BC minimum wage (i.e., tied to inflation) and providing guidance to the BC government.

- 2. Strengthen current BC minimum wage protections by eliminating occupational exemptions affecting low-wage workers.
- Monitor and review funding for the Employment Standards Branch on a periodic basis.
- 4. The FWC also supports the recommendations from previous FWC reports still under consideration.

s.13

The FWC also identified several areas and recommendations outside of the Ministry of Labour's scope of responsibility where other BC Ministries could implement policies to help reduce the gap between the BC minimum wage and living wage. The FWC found that, as the BC minimum wage and the living wage are part of a larger social policy context, measures related to housing benefits, affordable transportation, educational opportunities, access to telecommunications, and food security have the potential to reduce this gap.

NEXT STEPS:

Discuss timing for releasing the report and develop a communications plan and related messaging.

DM Contact: Trevor Hughes, 778-974-2189

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

Reviewed by					
Dir:	ED:	ADM:	DM:		

Month:	Aug-23	Name:	Danielle van Jaarsveld
Invoice #:		Address:	s.22
		City:	
		Postal Co	de:
		Telephon	e:
GST #:			

MEETING INFORMATION

			Meeting Ty	e	
			4 hrs or less in a 24 h	our day =	GST (will only
			Half Day. Greater tha	4 hrs in a	populate if GST # is
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EXPENSES

Basic Information Meal/Per Diem Allowances				Persona	l Car Travel		Travel/Other	r Expenses	Accommodation			
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1				maintenance). KM's can be claimed when travelling = or					booked are on the government approved accomodation list (http://csa.pss.gov.bc.ca/businesstravel/) and that you get the government			
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							Statistics Canada custon	n				
					_		tabulations (received	4				
	01-Jun-23				0		March 2023)	\$ 17.86	\$ 375.02			
							RA time in support of					
							report preparation,					
							preparation of tables,					
							figures, conducting					
							literature searches,					
	March 2022-March						creating reference list,					
	2023				0		and organizing articles.		\$ 10,000.00			
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FOR MINISTRY USE ONLY

	Coding	
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Expenses	127.51749.52200.6002.5155589	\$ 10,357.16
GST	060.510CG.00000.1575.5100000	\$ 17.86
Total		#REF!

QUALIFIED RECEIVER CERTIFICATION:	EXPENSE AUTHORITY CERTIFICATION:		
I certify the goods provided or services delivered have been inspected or reviewed; and the goods or services were properly received and documentation to support the ac ordered, correct quantity and suitable quality; services: as contracted, appropriate deliverables and/or performance criteria met; or other conditions, if any, have been me	Certified that the amount to be paid is correct, is a proper charge against an appropriation which I have been delegated authority, is in accordance with appropriate statute or other authority for payment and/or contract, the payment complies with all relevant statutes, regulations, Treasury Board directives other executive orders and central agency and ministry policy, there are sufficient funds in the budget, and where applicable, that the work has been performed, goods supplied, the service rendered and/or conditions met.		
SIGNATURE	DATE	SIGNATURE	DATE
Don Jameld.	5-Apr-23		
PRINTED NAME of QUALIFIED RECEIVER	PRINTED NAME of EXPENSE AUTHORITY		
Danielle van Jaarsveld			

Meal/Per Diem Allowances

Calculation for easy re	eferences:	DEPARTURE & RETURN TIMES
Breakfast only -	\$22.00	On day of departure if travel status begins:
unch only -	\$22.00	- after 7:00 a.m., breakfast cannot be claimed
Dinner only -	\$28.50	- after 12:00 noon, breakfast & lunch cannot be claimed
Breakfast & Lunch -	\$30.00	- after 6:00 p.m., no meals can be claimed
Breakfast & Dinner -	\$36.50	
unch & Dinner -	\$36.50	On day of return if travel status terminates:
Full Day -	\$49.00	- prior to 7:00 a.m., no meals can be claimed
		- prior to 12:00 noon, breakfast can be claimed
		- prior to 6:00 p.m., breakfast and lunch can be claime
		- and after 6:00 p.m., all meals can be claimed.

From: <u>van Jaarsveld, Danielle</u>

To: Hourston, Sveah LBR:EX; Mercredi, Karina JEDI:EX

 Cc:
 Davison, Maurna LBR:EX

 Subject:
 RE: UBC Invoice #s 22

 Date:
 August 10, 2023 3:23:07 PM

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

Dear Karina & Sveah:

Thanks for helping us clear this up.

First, apologies from UBC Sauder Finance. They mistakenly sent a March 2020 invoice. You are absolutely correct, that was already paid in March 2020.

I have attached a further invoice for research assistant time and reimbursement of StatsCanada fees.

Please let me know if you need me to adjust these invoices at all.

Thanks,

Danielle

From: Hourston, Sveah LBR:EX <Sveah.Hourston@gov.bc.ca>

Sent: Thursday, August 10, 2023 2:52 PM

To: Mercredi, Karina JEDI:EX <Karina.Mercredi@gov.bc.ca>; van Jaarsveld, Danielle

<danielle.vanjaarsveld@sauder.ubc.ca>

Cc: Davison, Maurna LBR:EX < Maurna. Davison@gov.bc.ca>

Subject: RE: UBC Invoice #s.22

[CAUTION: Non-UBC Email] Good afternoon Danielle —

I am just following up on Karina's previous email. If you could please confirm back with us that you have contacted UBC about this matter that would be most appreciated.

Thank you, Sveah

From: Mercredi, Karina JEDI:EX < Karina. Mercredi@gov.bc.ca >

Sent: Wednesday, July 26, 2023 9:59 AM

To: van Jaarsveld, Danielle < danielle.vanjaarsveld@sauder.ubc.ca>

Cc: Hourston, Sveah LBR:EX <<u>Sveah.Hourston@gov.bc.ca</u>>; Davison, Maurna LBR:EX

< Maurna. Davison@gov.bc.ca>

Subject: FW: UBC Invoice #NCNW_01MAR2020

Apologies – attachments now included.

From: Mercredi, Karina JEDI:EX

Sent: Wednesday, July 26, 2023 9:48 AM

To: van Jaarsveld, Danielle < danielle.vanjaarsveld@sauder.ubc.ca>

Cc: Hourston, Sveah LBR:EX <<u>Sveah.Hourston@gov.bc.ca</u>>; Davison, Maurna LBR:EX

<<u>Maurna.Davison@gov.bc.ca</u>>

Subject: UBC Invoice s.22

Hi Danielle – hope you're well.

I'm reaching out to you concerning a past due invoice from UBC, dated March 2020.

We've received an email from UBC Sauder Finance indicating that invoice # \$.22 for Research Assistant Time: January 2019 to March 2020 was overdue. (Attachment: PAST DUE: Invoice Min of Labour 01MAR20) I've reviewed my records and found that Deputy Minister Hughes had informed you that you would be reimbursed directly for these costs, not UBC due to the fact that these services were engaged through you.

March 30, 2020 – Sauder Finance submitted invoice for salary and benefits recovery for research assistant

March 30, 2020 – Deputy Minister Hughes advised that the invoice for UBC would need to be paid through you directly. (**Attachment:** RE: Focus group questions)

March 31, 2020 – You submitted revised expense reimbursement form, which included \$10,000 for Research Assistant. (Attachment: RE: Invoice Min of Labour 01MAR20)

Your claimed and approved expenses were split between Meeting Fees and Expenses, \$7,500 and \$14,068.15 respectively.

Based on my accounting records, both of these items were reimbursed to you on April 06, 2020.

Actual	Description Or Supplier Name	GL Posted	JE Line
Amount		Date	Status
\$ 14,068.15	FY20 Mass Accrual - Inv No: 5.15; s.22 Vendor Name: VAN JAARSVELD, DANIELLE	2020-04-06	Posted
\$ 7,500.00	FY20 Mass Accrual - Inv No: s.15; s.22 Vendor Name: VAN JAARSVELD, DANIELLE	2020-04-06	Posted

I am asking that you please inform UBC that the Ministry is not responsible for payment of these costs ASAP as they are emailing us with past due notices.

Please let me know if you have any questions or concerns.

Thank you,

Karina Mercredi

Manager, Financial Planning & Reporting Ministry of Labour 250.508.3745