

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
<p>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:</p> <ul style="list-style-type: none"> • 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 and providing guidance to the BC government. 	<p>s.13</p> <p>s.13</p> <p>1</p>
<p>2. Strengthen current BC minimum wage protections by eliminating occupational exemptions affecting low-wage workers.</p>	<p>s.13</p>
<p>3. Monitor and review funding for the Employment Standards Branch on a periodic basis.</p>	<p>The funding for the Employment Standards Branch is regularly monitored and reviewed.</p> <p>\$11.95M in new funding for the Branch was announced as part of Budget 2023.</p>

<p>4. The FWC also supports the recommendations from previous FWC reports still under consideration.</p>	<p>s.13</p>
<p>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.</p>	<p>s.13</p>

Invoice

Statistics Canada

Attn: Revenue Management
150 Tunney's Pasture Driveway
Ottawa ON K1A 0T6

Internet : www.statcan.gc.ca

For Payment - Pour paiement : STATCAN.RevenueGroup-GroupeRevenu.STATCAN@statcan.gc.ca

Facture

Statistique Canada

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

Internet : www.statcan.gc.ca

Date (Y-A/M/D-J) : 2023/06/01

Page 1 of 1

Invoice - Facture s.22
Account - Compte

Payment terms (Days) 30
Conditions de paiements (jours)

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			

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

Sub-total	Discount	* Shipping charges	GST/HST	PST	Credits	CAD \$ To Pay
Total partiel	Rabais	* Frais de livraison	TPS/TVH	TVP	Crédits	\$ CAD à payer
357.16	0.00	0.00	17.86	0.00	0.00	375.02

IMPORTANT:

See below for Instructions and Privacy Statement

IMPORTANT:

Voir ci-dessous pour Instructions et Avis de confidentialité

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 HSB 1B3
Bank Number	815
Transit Number	98000
Account Number	MF109706240815CAD7
Account name	054-25660 - Statistics
Charges Field	"OUR"
Description Field	Statistics Canada 054-25660 (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.

1. Open your banking application from your mobile device or visit the online banking website
2. Select the "Bills" module
3. Select the option to "add a new payee"
4. Select STATISTICS CANADA from the dropdown
5. 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 HSB 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%.

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Virements bancaires en dollars canadiens :

Dollars canadiens seulement.

Nom de la banque	Fédération des caisses Desjardins du Québec
Adresse de la banque	1 Complexe Desjardins, Tour sud, 15ième Montréal, Québec, Canada HSB 1B3
Numéro de banque	815
Numéro de succursale	98000
Numéro de compte du bénéficiaire	MF109706240815CAD7
Nom du bénéficiaire	054-25660 - Statistics
Détails des frais	« OUR »
Champ de description	Statistique Canada 054-25660 (Numéro de la facture)

Veillez 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 :

Veillez contacter STATCAN.RevenueGroup-GroupeRevenu.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.

1. 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";
3. Sélectionner l'option "ajouter un bénéficiaire";
4. À partir du menu déroulant, sélectionner STATISTIQUE CANADA;
5. Entrer le numéro de client dans le champ "numéro de compte".

Dépôts directs

Nom de la banque:	Fédération des caisses Desjardins du Québec 1 Complexe Desjardins, Tour sud, 15ième, Montréal (Québec) Canada, HSB 1B3
Numéro de banque:	815
Numéro de succursale:	98000

Nom du bénéficiaire:	054-25660 - Statistics
No de compte du bénéficiaire:	097-062-4
Type de transaction :	élément de donnée 04 qui figure dans le type d'enregistrement logique « C » 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 instructions.

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.

RAPPEL AU CLIENT

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Statistique Canada vous rappelle que vous devez strictement vous conformer aux modalités de toute licence qui vous est accordée au moment de l'envoi des produits.

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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

Statistique Canada utilisera les renseignements qui vous concernent seulement pour effectuer la présente transaction, livrer votre (vos) produit(s) et gérer votre compte. Nous pourrions de temps à autre vous informer au sujet d'autres produits et services de Statistique Canada. Si vous ne voulez pas qu'on communique avec vous de nouveau pour des promotions, veuillez aviser votre représentant(e) de Statistique Canada.

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:

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. 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.
3. 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:

From: [van Jaarsveld, Danielle](#)
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 <Sveah.Hourston@gov.bc.ca>; 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 <Sveah.Hourston@gov.bc.ca>; Davison, Maurna LBR:EX <Maurna.Davison@gov.bc.ca>
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 # s.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 Amount	Description Or Supplier Name	GL Posted Date	JE Line Status
\$ 14,068.15	FY20 Mass Accrual - Inv No: s.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