

Fair Wages Commission Cabinet submission Draft September 5, 2017

Cabinet Sept 20, 2017

1. Addressing Cabinet direction:

- The current submission reference: On August 1, 2017 Cabinet approved an OIC which implements the previous government's announcement that the minimum wage would be raised by 50 cents, to \$11.35/hour, effective September 15, 2017. s.12,s.13
s.12,s.13

- The ROD: s.12,s.13
s.12,s.13

- s.12,s.13

s.12,s.13

2. Addressing Commitments:

- Mandate letter: 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.
- CASA Agreement: 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.
- Platform Commitments:
 - N19: Bring in a \$15/hour minimum wage by 2021, with increases each year. Once it reaches \$15/hour, index the minimum wage to inflation.
 - N138: Make sure hard work is rewarded, with a fair minimum wage and safer workplaces.
 - N239: Increase the minimum wage to \$15 an hour over our first term, then tie it to inflation so that workers and businesses have certainty for the future.

s.12,s.13

3. Additional Notes:

s.12,s.13

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

Request:

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
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.

Discussion:

s.12,s.13

Issue 1 – September 15, 2017 Minimum Wage Increase

s.12,s.13

Page 006 to/à Page 008

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s.12;s.13

APPENDICES:

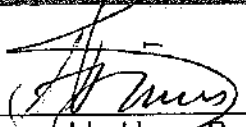
s.12

Appendix 1 –

Appendix 2 –

Appendix 3 –

Contact: Trevor Hughes
Deputy Minister


Honourable Harry Bains

July 29, 2017
Date Signed

Page 010 to/à Page 013

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s.12;s.13



Cabinet Decision Summary Sheet

Ministry: Labour

Date: 12/09/2017

Title: Fair Wages Commission

Issue:

s.12,s.13

Contact: Trevor Hughes, Deputy Minister
(250) 356-1346

A handwritten signature in black ink, appearing to read "Harry Bains", written over a horizontal line.

Honourable Harry Bains

Sept - 13 / 2017

Date Signed

Cabinet Submission

Minister: The Honourable Harry Bains

Ministry: Labour

Date: 12/09/2017

Ministry Document #: MOL 2017-02

Title: Fair Wages Commission

Issue:

s.12,s.13

Background / Context:

Government's election platform made a commitment to 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 of July 18, 2017, to the Minister of Labour confirms this commitment as a priority for the Minister to lead.

s.12,s.13

s.12,s.13

s.12,s.13

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s.12;s.13

Page 020

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s.12;s.14;s.13

APPENDICES:
s.12

Appendix 1 -

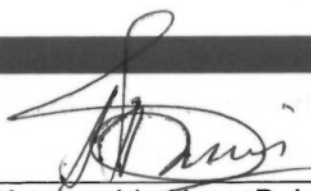
Appendix 2 -

Appendix 3 -

Appendix 4 -

Appendix 5 -

Contact: Trevor Hughes
Deputy Minister


Honourable Harry Bains

Sept. 13/2017
Date Signed

Page 022 to/à Page 034

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s.12;s.13

Cabinet Submission

Minister: The Honourable Harry Bains

Ministry: Labour

Date: 18/08/2017

Ministry Document #: MOL 2017-02

Title: Fair Wages Commission

Issue:

s.12,s.13

Background / Context:

Government's election platform made a commitment to 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 of July 18, 2017, to the Minister of Labour confirms this commitment as a priority for the Minister to lead.^{s.12,s.13}

s.12,s.13

s.12,s.13

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s.12;s.13

Page 040

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s.12;s.14;s.13

APPENDICES:

Appendix 1 – ^{s.12}

Appendix 2 –

Appendix 3 –

Appendix 4 –

Appendix 5 –

Contact: Trevor Hughes
Deputy Minister

Honourable Harry Bains

Date Signed

Page 042 to/à Page 050

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s.12;s.13

Page 051 to/à Page 053

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s.12;s.13

Subject: Touching base on minimum wage

Date: Friday, July 21, 2017 at 7:32:14 AM Pacific Daylight Time

From: Wright, Don J. PREM:EX

To: Hughes, Trevor LBR:EX

Hi Trevor,

Hope your first few days have not been too crazy. Can we touch base on the minimum wage/fair wage commission? Give me a call at your convenience at ^{s.17}

Thanks.

Don

Subject: Re: Mandate letter vs. CASA - minimum wage

Date: Tuesday, August 15, 2017 at 9:32:11 PM Pacific Daylight Time

From: Wright, Don J. PREM:EX

To: Hughes, Trevor LBR:EX

Thanks for the note Trevor.^{s.13}
were right to follow the mandate letter.

. You

Worth a short discussion at DMC on Friday. Can you please remind me if I forget?

Thanks.

Don

Sent from my iPhone

On Aug 15, 2017, at 6:49 PM, Hughes, Trevor LBR:EX <Trevor.Hughes@gov.bc.ca> wrote:

Don, today Minister Bains did an announcement on the minimum wage, including reference language in his mandate letter about getting to \$15 "by 2021".^{s.13}
s.13

Happy to discuss.

Thanks.

T.

From: McCaffrey, Julianne GCPE:EX
Sent: Tuesday, August 15, 2017 8:33 AM
To: GCPE Editors
Subject: FOR TODAY - minimum wage announcement
Attachments: LBR - Minimum wage announcement - MA - Aug 15 2017.docx; LBR - Minimum wage announcement - NR - Aug 15 2017.docx

Importance: High

Good morning editors.

Attached are two documents for prov-wide dissemination today:

- (1) A media advisory to go out to advise of the media call, perhaps 11 am?
- (2) A news release that we would like to schedule sending just after 2 pm.

Many thanks,

Jules

Julianne McCaffrey
Communications Director
Ministry of Labour
Desk: 778-698-8964
Cell: 250-888-8074

August 15, 2017

Ministry of Labour - teleconference

MEDIA ADVISORY

VICTORIA – Hon. Harry Bains, Minister of Labour, will make a minimum wage announcement. There will be a moderated question and answer session during the call.

Event Date: Tues, Aug 15, 2017

Time: 2:00 p.m.

Dial-in information:

In Vancouver: 604-681-0260

From elsewhere in Canada and the U.S., toll-free: 1 877 353-9184

Passcode: 53206#

Special instructions: Telephone lines will open at 1:30 p.m. Due to the high volume of participants, media are encouraged to dial-in at their earliest convenience as the call will begin promptly at 2:00 p.m.

Contact:

Media Relations
Ministry of Labour
778 698-8964

Connect with the Province of B.C. at: www.gov.bc.ca/connect

NEWS RELEASE

For Immediate Release
[release number]
August 15, 2017

Ministry of Labour

B.C. sets sights on \$15 an hour minimum wage, reaffirms Fair Wages Commission commitment

VICTORIA – The provincial government is making its first move towards a \$15 an hour minimum wage for B.C. by announcing a 50 cent increase for September and renewing its commitment to a Fair Wages Commission.

In making the announcement today, Premier John Horgan says moving over time to a \$15 minimum wage is long overdue in making life more affordable for British Columbians.

“British Columbia’s lowest-paid workers need a raise,” said Horgan. “The action we’re taking will make life better for working parents, seniors, new Canadians, student and more — these are people struggling to get by.”

Effective Sept. 15, minimum wage earners will see their pay increase 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.

“Today’s increase and our commitment to the \$15 minimum wage will benefit almost 100,000 British Columbians who have been getting by on one of the lowest minimum wages in the country,” said Horgan, adding that 62 percent of minimum-wage earners are women.

Labour Minister Harry Bains said details around the Fair Wages Commission’s composition and terms of reference will be announced in the coming weeks, but that its overarching objective is to get BC to \$15 along a planned, responsible path. The Commission will submit its first report within 90 days of its first meeting.

“We’ve listened to business owners, who have told us gradual, predictable increases are the way to go to minimize the impact on their businesses,” said Bains. “And they recognize that the move to a \$15 minimum wage is good for retention for their businesses, and good for the B.C. economy.”

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.

BACKGROUND: Minimum wage increase and Fair Wage Commission

Irene Lanzinger, president, B.C. Federation of Labour:

"A fair minimum wage will be good for working families and good for the economy of B.C. We look forward to working with the B.C. government as we advocate for better wages, including increasing the minimum wage to \$15 per hour as soon as possible. We need to remember that the minimum wage in B.C. was frozen for 10 years by the previous government, and as a result many low-wage workers have suffered just trying to keep their heads above water."

Mark von Schellwitz, vice-president, Western Canada, Restaurants Canada:

"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 is pleased that the new government is proceeding with the previously announced \$.50/hour minimum-wage increases that small businesses have been preparing for. We look forward to working with the new government on future minimum-wage increases that raise wages without costing entry-level employment opportunities."

Quick Facts:

- In 2016, the percentage of employees earning minimum wage in B.C. was 4.8 per cent.
- The national average for the percentage of people earning minimum wage last year was 6.9 per cent.
- The number of B.C. employees earning minimum wage in 2016 was 93,800 out of a total of 1,958,600 paid employees (excluding self-employed).
- The following is a breakdown of the 93,800 who earned minimum wage in B.C. 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.

Learn More:

For more information on finding jobs, exploring career options and improving skills, visit WorkBC's website at: <https://www.workbc.ca/>

Resources for workers and employers are available on the Employment Standards Branch website: <http://www.gov.bc.ca/EmploymentStandards/>

B.C. Labour Market Outlook: www.workbc.ca/Labour-Market-Information/B-C-s-Economy/Reports.aspx

Media Contact:

Media Relations
Ministry of Labour
778 698-8964

From: McConnell, Sheena PREM:EX
Sent: Friday, September 1, 2017 9:21 AM
To: Charlie Cho
Cc: Holmwood, Jen PREM:EX
Subject: Re: TODAY NOON open-line guest request - CBC Radio B.C. Almanac

Hi Charlie!

Unfortunately the premier has back to back meetings surrounding his announcement. Can I suggest Minister Bains pre-tape if possible? I am ccing Jen Holmwood who can help connect you with the right person.

Thanks!

Sheena

On Sep 1, 2017, at 9:07 AM, Charlie Cho <charlie.cho@cbc.ca> wrote:

Good morning, Sheena.

Would Premier John Horgan be available **today from 12:05 to 12:30 p.m.** to be a guest on an open-line segment about the minimum wage timeline?

<http://vancouver.sun.com/news/politics/ndp-abandons-2021-deadline-to-reach-15-minimum-wage>

(I did request Harry Bains, but he's unavailable today.)

If John is not available to respond to our listeners for the full period, could he do a live interview at 12:05 p.m. -- or pretape an interview if he can't do live?

Please let me know **as soon as you can** what is possible.

My desk number is **604-662-6982**.

Michelle Eliot is our guest host

Many thanks,
Charlie.

--

Charlie Cho
Associate Producer, The Early Edition / B.C. Almanac
CBC Vancouver
604-662-6982

From: Lowe, Mike GCPE:EX
Sent: Saturday, September 2, 2017 10:14 AM
To: Aaron, Sage PREM:EX; Holmwood, Jen PREM:EX
Subject: Fwd: Labour Day Opinion Editorials
Attachments: LBR - Labour Day Message - Ethnic OpEd - Aug 24 2017.docx; ATT00001.htm; LBR - Labour Day Message - OpEd - Aug 24 2017.docx; ATT00002.htm

Meant to include you....

Sent from my iPhone

Begin forwarded message:

From: "Lowe, Mike GCPE:EX" <Mike.Lowe@gov.bc.ca>
To: "May, Ed LASS:EX" <Ed.May@leg.bc.ca>
Cc: "McGregor, Cara GCPE:EX" <Cara.McGregor@gov.bc.ca>, "Gibbs, Robb GCPE:EX" <Robb.Gibbs@gov.bc.ca>
Subject: Fwd: Labour Day Opinion Editorials

Ed attached is the Labour Day op-ed from Minister Bains.

Sent from my iPhone

Begin forwarded message:

From: "McCaffrey, Julianne GCPE:EX" <Julianne.McCaffrey@gov.bc.ca>
To: "GCPE Editors" <GCPEEDIT@Victoria1.gov.bc.ca>
Subject: Labour Day Opinion Editorials

Hi there editors.

My Minister is looking to send out an opinion editorial to majors, as well as a separate one to Punjabi papers; both to be embargoed until weekend editions for obvious reason. It's noted in the corp cal in LBR 81825.

After talking to Stephanie in media relations about it, we determined it best go out today so they can plan for it on the holiday production schedule.

The same one sent to majors I will look to shop out to weeklies by way of individual emails.

Jules

Julianne McCaffrey
Communications Director
Ministry of Labour
Desk: 778-698-8964
Cell: 250-888-8074

OPINION-EDITORIAL

Raising the bar for worker safety: new Labour Minister on Labour Day

By Hon. Harry Bains
Minister of Labour
September 4, 2017
(499 words)

Many forget that Labour Day is much more than an opportunity for family to gather and for some to enjoy a day off work. The first celebration of Labour Day in India took place in Chennai in 1923; it left a legacy of strengthened unity and spirit for the working class people.

In British Columbia we celebrate the equivalent of spring's Antarrashtriya Shramik Diwas or International Workers' Day, at the close of summer. Although India and Canada book end the summer with differing dates to celebrate the hard-won economic and social achievements of the labour class, the belief behind the holiday – that workers have rights that must be guarded – has no boundaries and it is a celebration that now spans more than 80 nations.

Certainly many of us, myself included, came to Canada in search of economic opportunity and social and political equality. Here we compete based on merit and hard work in a country rich with opportunity and high standards of living. We are fortunate for the lifestyle afforded to us in British Columbia, but even here there is work to do to raise the standards for the working citizen – most notably, safe working conditions.

Labour Day was founded on these principles advocated by unions reaching back to the 1870s and the relevance of unions remains as important today as it was then, today providing certainty of safe and fair working conditions in the workplace – minimums that have become enshrined in legislation over time. My entire life as a trade unionist I have known one thing: workers want fairness, a level playing field for all workers.

And throughout my career I have stood up for the working man and woman; those discriminated against, those paid unfair wages, and those mourning the loss of loved ones because of a work accident; family members who kissed their husband or wife goodbye in the morning for a day filled with promise, never to return home because the promise of a safe workplace was broken.

Workers deserve and should demand safe working conditions. The legacy I hope to leave as the new Minister of Labour and first NDP Labour Minister in more than 16 years, is to make British Columbia the safest jurisdiction in Canada for workers. So that we don't repeat the needless deaths and injuries from tragedies like the 2007 farm van accident in Abbotsford, or from the toxic compost fumes at the mushroom farm in Langley, or the combustible dust explosions and fires at Babine and Pinnacle Pellet mills.

Whether it's ensuring safety for workers, giving workers a long overdue raise by increasing the minimum wage, or bringing back the Human Rights Commission dismantled by our predecessors, you can trust that your B.C. government is fighting for families, on real issues like affordability, good paying jobs and improved public services, as well as an economy that works for and is inclusive of everyone. However, top among my priorities is ensuring a safe work environment for you and your families.

OPINION-EDITORIAL

At the crux of this Labour Day: ensuring worker safety

By Hon. Harry Bains
Minister of Labour
September 4, 2017
(483 words)

Many forget that Labour Day is much more than an opportunity for backyard barbecues, community picnics and for some, a day off work. However, the true purpose of the holiday is a celebration of the achievements and progress of the working class.

Communities, big and small, urban or rural, depend on business and industry; not just for maintaining jobs and the tax base, but because they help define the culture and spirit of the place we call home. The bakeries, the unique gift shop, the local mechanic's garage and community grocer that also sponsor the little league team. Also the large employers, the chains and franchises, that invest in our cities and employ our families and neighbours.

We owe much to these employers, but Labour Day is about what is also owed to the workers. Labour Day sprung forth in 1872 because working class people realized there is strength in their unity of effort, and that these efforts must be applied to create safe and healthy working conditions, fair pay and the right to organize. The good work of unions remain as relevant today as they were in the 1870s, because unions are good for the economy as they help to create wealth for workers and communities as well as providing certainty of safe and fair working conditions in the workplace – minimums that have become enshrined in legislation over time.

Throughout my career as a trade unionist I have known one thing: workers want fairness. They want a level playing field for all workers. I have devoted my time to helping people gain a voice when discriminated against, when treated unfairly by the employer, when rights and freedoms are not respected. However, the biggest impact on me personally, professionally and politically, was helping families find their voice after tragedy. I have stood beside loved ones mourning the loss of a family member, a husband or wife that they kissed goodbye in the morning for a day filled with promise, never to return home because the promise of a safe workplace was broken.

Workers deserve and should demand safe working conditions. The legacy I hope to leave as the new Minister of Labour and first NDP Labour Minister in more than 16 years, is to make British Columbia the safest jurisdiction in Canada for workers. We have come a long way, but more can be done – and must be done!

Whether it's ensuring safety for workers, giving workers a long overdue raise by increasing the minimum wage, or bringing back the Human Rights Commission dismantled by our predecessors, you can trust that your B.C. government is fighting for families, on real issues like affordability, good paying jobs and improved public services, as well as an economy that works

for and is inclusive of everyone. However, central to our promises this Labour Day is also our pledge to do everything we can to help reduce preventable work accidents, to enforce the regulations and support workers in their journey to get back to work.

On this Labour Day, join me in celebrating all that workers have done to make life better for workers and their families.

From: McGachie, Joanne GCPE:EX
Sent: Monday, October 30, 2017 12:11 PM
To: GCPE Editors
Cc: McCaffrey, Julianne GCPE:EX; Wey, Melody GCPE:EX
Subject: Labour - IB - Fair Wages Commission
Attachments: LBR - Fair Wages Commission consultations - IB - Oct 30 2017.docx

Hi, there

Here's an Information Bulletin for province wide release and to ethnic media, to go out tomorrow morning at 8:00 am, please.

Let me know if you have any questions - thanks!

Joanne

Joanne McGachie
Public Affairs Officer
Government Communications and Public Engagement
Labour Communications Office
Joanne.McGachie@gov.bc.ca
778-698-8254 (work)
s.17 (mobile)

INFORMATION BULLETIN

[release number]
Oct. 31, 2017

Ministry of Labour

Fair Wages Commission invites people to chart the path to \$15 an hour minimum wage

VICTORIA – Over the next six weeks, British Columbians have the opportunity to share their perspective on the path to raising B.C.'s minimum wage to \$15 an hour.

The Fair Wages Commission is seeking input on the timing of wage increases for the general workforce, as well as looking at wage fairness for liquor servers, live-in camp leaders, home support workers, resident caretakers and certain farm workers.

Beginning today until December 7, the commission is providing two ways for people to participate.

The commission will hold in-person consultations in eight communities around the province. Individuals, businesses and organizations can schedule a time to present to the commission. People are also invited to submit a brief or other written feedback by sending an email to FWC@gov.bc.ca.

In-person consultations will be held in the following communities:

- | | |
|---------------|---------------|
| • November 16 | Abbotsford |
| • November 17 | Nanaimo |
| • November 21 | Kelowna |
| • November 23 | Vancouver |
| • November 28 | Prince George |
| • November 29 | Victoria |
| • November 30 | Surrey |
| • December 7 | Cranbrook |

The Fair Wages Commission was established by the Ministry of Labour in October 2017 to advise government on how to move towards a \$15-an-hour minimum wage with increases that are regular, measured and predictable. This arms-length commission has been directed to consult with economists, trade unions, the technology sector, small businesses, youth and others from all regions of the province.

The commission's first task is to advise the government on a timeline for raising minimum wages. It will also advise on a process for regular reviews and increases to the minimum wage once \$15 an hour is achieved. The commission has also been tasked to study and make recommendations on dealing with the discrepancy between the minimum wage and a 'living wage' in B.C.

For more information about how to participate, visit
<https://engage.gov.bc.ca/fairwagescommission>.

Media contact: Media Relations
Government Communications and Public Engagement
Ministry of Labour
778 698 8964

Wensink, Alison PREM:EX

From: Holmwood, Jen PREM:EX
Sent: Monday, October 30, 2017 10:45 AM
To: Vaughn Palmer
Subject: RE: premier, the fed, victoria, friday....
Attachments: 20171027_SN_BC FED_PJH_V3.docx

Hi Vaughn,
Here is the text – as you know, he departed from it quite a bit.

Cheers,
Jen

From: Vaughn Palmer [<mailto:vpalmer@shawlink.ca>]
Sent: Monday, October 30, 2017 6:34 AM
To: Holmwood, Jen PREM:EX
Subject: premier, the fed, victoria, friday....

Was there a text?

Sage already cautioned us that he, of course, departed from it...still would be interested in seeing please.

can check against delivery, because I was there.

thank you.

--vaughn

- Thank you Irene
- Give a hand to our performers!
- We're here on the traditional territories of the Lekwungen speaking peoples -- Songhees and Esquimalt First Nations
- A lot has happened since the last time the BC Fed got together
- We have a new government!

[pause]

- For 16 years, the BC Liberals shut working people out and left families behind.
- Contracts were ripped up...
- Hard-won rights were rolled back...
- And cuts to public services hurt people every day.
- Friends -- it is a new day
- With a new NDP government
- For the first time in 16 years, working people will get a fair shake!

- I'm proud to lead a government that's making life better for people
- Although government is slightly different than I remember
- I had a lot more hair back in the 1990s
- Work and workplaces will always change with the times
- But as trade unionists, our goals must be the same:

- Fair treatment for workers
- Secure and safe work
- And good jobs for people in communities across BC.
- This will always be our fight.
- I will always be in your corner.
- You can count on it.

[pause]

- It's been 101 days since we formed government.

- I'm proud of what we've been able to achieve in that time:
- We made Adult Basic Education and English Language Learning tuition free -- creating opportunity for people
- We eliminated tuition for kids in care -- giving them hope and a chance at a better life
- We removed unfair tolls on the Port Mann and Golden Ears bridges
- We banned big money in politics

- We lifted social assistance rates by \$100 a month, the first increase in 10 years
- We ended the heartless bus pass clawback for people with disabilities.
- And thanks to your hard work and the Fight for 15 campaign...
- We raised the minimum wage and created a fair wage commission to get us to \$15 an hour
- B.C.'s lowest-paid workers will finally get the raise they deserve.

- The Fair Wage Commission will look at the world of work, not just wages
- We must address unstable and unfair employment...
- And update our labour laws in a changing world.
- We're strengthening public services like health care and education
- And bringing back the Human Rights Commission.
- We're standing up for B.C.'s interests on Kinder Morgan

- We're tackling the challenges of climate change
- We're acting quickly to address the opioid crisis
- We're ending the grizzly bear trophy hunt
- And taking meaningful steps toward reconciliation with Indigenous peoples.
- We did all of these things while dealing with the worst wildfire season in BC history.

- When communities are in trouble, people come together.
- Many of you stepped up, opened your hearts and homes, and volunteered to help.
- STORY -- PREOC Government workers from every Ministry, communities across the province
- It was a long and difficult fire season
- We got through it because the people of BC stood together.
- And together, we will support communities as they rebuild.

- Friends, if this is what we can accomplish in just 100 days...
- Imagine what we can do in the months and years ahead.
- It's going to take time to clean up the mess the BC Liberals created.
- 16 years of bad choices and neglect really add up.
- Families have been working harder, and falling further behind.
- The BC Liberals only care about the wealthy and well-connected

- They ignored the problems facing real people
- They did nothing while housing costs spiralled out of control
- They ignored a generation of students learning in overcrowded classrooms
- They ignored our seniors, left alone without the care they needed
- They cut supports to vital public services

- And they rolled back rights for working people
- Rights that were hard-fought and fairly bargained.
- The BC Liberals have no respect for workers – and it shows.
- They ripped up contracts.
- Their six dollar-an-hour training wage was a recipe for poverty and exploitation.
- They put up roadblocks to education with sky-high tuition fees

- They eroded skills training and apprenticeships, and increased temporary foreign workers
- The BC Liberals shut working people out.
- That's going to change.
- We've hired thousands of teachers and put resources back in BC classrooms
- So that our kids the education they deserve
- And teachers get the working conditions they bargained for.

- We're going to build roads, schools, and hospitals across our province
- And we'll use Project Labour Agreements to do it.
- Success stories like the Vancouver Island Highway project can happen again.
- It put thousands of local people to work, with good jobs that benefit families and communities.
- PLAs invest in the next generation of skilled workers by providing skills training and apprenticeships

- Including equity hiring to create more opportunities for women and First Nations
- We're going to make workplace safety a priority, and protect workers from the harms of asbestos, the leading cause of workplace deaths
- Because every worker deserves to come home at the end of the day.

[pause]

- Friends, we are working to build a Better BC

- Guided by the values we share:
fairness, equality, and opportunity
for all.
- **Our government will make life more
affordable for people.**
- We'll create safe, affordable
universal childcare
- We'll help build housing for people
- We'll bring in fair ferry fares
- And eliminate unfair MSP premiums

- **We'll deliver the services people count on.**
- Including help for people with mental health and addictions, with a stand-alone Ministry of Mental Health
- We'll build hospitals and urgent care centres
- Safer schools with better resources to help students succeed
- And we'll invest in transit and transportation to get people moving

- **We're going to grow our economy to make it work for everyone**
- We'll continue to support traditional industries like forestry and mining.
- We'll fight for a fair deal on softwood lumber
- We'll promote our value added and manufacturing sector...
- To make sure communities benefit from the wealth they helped create.
- We are supporting tourism and film -- two of our fastest growing sectors

- And encouraging new economic activity in our tech sector.
- The people of BC work hard every day to build a better life for themselves and their families.
- It's time they had a government that worked for them.
- Not millionaires or the highest bidder
- But real people.
- Together, we will build a stronger, fairer, more just province where no one is left behind.

- We've only just begun.
- I look forward to building that Better BC with you
- Thank you very much

Wensink, Alison PREM:EX

From: Holmwood, Jen PREM:EX
Sent: Thursday, September 14, 2017 4:35 PM
To: Cooling, Karen LBR:EX
Subject: Min wage increase

Hi Karen,

Do you know if the Minister plans to release a statement or anything on the minimum wage increase tomorrow?
Might be a good idea.

Jen Holmwood
Deputy Communications Director
Office of the Premier | Government of BC
250-818-4881

Wensink, Alison PREM:EX

From: Holmwood, Jen PREM:EX
Sent: Friday, September 1, 2017 9:57 AM
To: Cooling, Karen LBR:EX
Subject: ADVICE TO MINISTER: min wage

ADVICE TO MINISTER: DRAFT

s.13

*** note: Charlie Cho at CBC would likely be fine taking a statement from the minister.

Jen Holmwood, Deputy Communications Director

Office of the Premier | Government of BC

British Columbia Parliament Buildings | 501 Belleville St, Victoria, BC V8V 2L8 | 250-818-4881

Wensink, Alison PREM:EX

From: Matthen, Sheila GCPE:EX
Sent: Friday, November 17, 2017 10:54 AM
To: Canitz, Shelley L PREM:EX; Mulloy, Eleanor PREM:EX
Subject: Final Estimates Notes
Attachments: LBR - Fair Wages Commission - IN - Oct 18 2017.docx; 2017.11.16 QP
JobsTradeTech - Softwood Lumber.docx

Hi again,

Here's another batch of notes.

Please use this note on softwood lumber dated Nov. 16 instead of the one in the last email (from Oct. 18). Apologies for the confusion.

Best,

Sheila Matthen
Issues Management | 250-893-5218

ADVICE TO MINISTER

CONFIDENTIAL ISSUES NOTE

Ministry of Labour

Date: Oct. 18, 2017

Minister Responsible: Hon. Harry Bains

Fair Wages Commission

SUGGESTED RESPONSES:

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ADVICE TO MINISTER

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Background:

On Oct. 5, 2017, the Ministry officially launched the Fair Wages Commission by naming the Chair and two members who together will form the Commission. The Commission members had their first substantial meeting on October 9 and a second meeting on October 17.

The Commission will bring forward recommendations to achieve a minimum wage increase to \$15-an-hour and provide strategies to address the discrepancy between minimum wages and liveable wages. Members of the Commission represent both employer and worker interests.

The Commission will deliver its first report to the Minister by the end of the year, which is within 90 days of their first meeting. There is a budget of \$490,000 over two years for the Commission and its operations. The budget is \$240,000 for 2017/18 and \$250,000 in 2018/19 and will cover payment for appointees, costs for travel, consultations and contract writing/publication, and support such as research and advisory services.

The Commission will determine its own procedures, including the format for receiving submissions and consulting stakeholders, as well as reporting out or communicating findings and recommendations.

- The Commission has been tasked to:
 - Analyze other jurisdictions who have adopted \$15 minimum wages;
 - Consult widely;
 - Ensure the incremental increases are regular, measured and predictable;
 - Look at the other minimum wage rates, such as piece rates for agricultural workers and the liquor server rate; and
 - Review how to close the gap between the minimum wage and living wages.

The Fair Wages Commission falls under the Confidence and Supply Agreement between the BC NDP and BC Green caucuses.

The CASA signed in May 2017 contains the following commitment at Section 2 (e): "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."

Wage Increases:

On Aug. 15, 2017 the B.C. Government announced a 50 cent increase to the minimum wage. This increase took effect on September 15, with the minimum wage increasing to \$11.35 per hour from

\$10.85 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 increased by 50 cents to \$10.10 per hour. Other minimum-wage provisions in the Employment Standards Regulation also received increases in line with the general minimum-wage increase of 4.6%. This included 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.

Page 096 to/à Page 098

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Wensink, Alison PREM:EX

From: Canitz, Shelley L PREM:EX
Sent: Monday, November 6, 2017 3:21 PM
To: Mulloy, Eleanor PREM:EX
Subject: FW: Table of Contents for Estimates Binder
Attachments: Minimum Wage and the Fair Wages Commission.docx

Please add this

From: Birnie, Kayla LBR:EX
Sent: Monday, October 30, 2017 10:23 AM
To: Canitz, Shelley L PREM:EX
Cc: Mulloy, Eleanor FIN:EX
Subject: RE: Table of Contents for Estimates Binder

Hey Shelley & Eleanor,

Please find attached 😊

Thx
K

From: Canitz, Shelley L PREM:EX
Sent: Friday, October 27, 2017 5:15 PM
To: Birnie, Kayla LBR:EX
Cc: Mulloy, Eleanor FIN:EX
Subject: RE: Table of Contents for Estimates Binder

Kayla – would you have a note on the Fair Wages Commission that you could send to Eleanor and me on Monday?

thanks

From: Birnie, Kayla LBR:EX
Sent: Friday, October 13, 2017 4:30 PM
To: Canitz, Shelley L PREM:EX
Subject: RE: Table of Contents for Estimates Binder

Hey Shelley,

Please find attached 😊

Thx
Kayla

From: Canitz, Shelley L PREM:EX
Sent: Friday, October 13, 2017 4:28 PM
To: Birnie, Kayla LBR:EX
Subject: RE: Table of Contents for Estimates Binder

Kayla – may I have a copy of the note for Forest Safety Issues, including Resource Roads?

thanks

Shelley Canitz

Executive Director | Corporate Initiatives
Office of the Deputy Minister to the Premier
272 West Annex, Parliament Buildings | Victoria, BC | V8V 1X4
250-356-1499

From: Birnie, Kayla LBR:EX
Sent: Thursday, September 28, 2017 8:24 AM
To: Canitz, Shelley L PREM:EX
Subject: RE: Table of Contents for Estimates Binder

Hi Shelley,

Please find attached the Estimate TOC For the Ministry of Labour.

If you need anything else, please let me know

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

From: Canitz, Shelley L PREM:EX
Sent: Tuesday, September 26, 2017 3:12 PM
To: BCPSA Agency DMC Admin & Operational Support
Subject: RE: Table of Contents for Estimates Binder

If I could get it by Friday afternoon, that would be great. If you can't make that work, let me know what day would be possible.

Thanks
Shelley

From: Canitz, Shelley L PREM:EX
Sent: Tuesday, September 26, 2017 3:09 PM
To: BCPSA Agency DMC Admin & Operational Support
Subject: Table of Contents for Estimates Binder

Hello, all – may I have a copy of the Table of Contents for your Ministry/Agency's Estimates Binder? Even if it is in draft form, I would appreciate a copy.

Many thanks
Shelley

Shelley Canitz

Executive Director | Corporate Initiatives

Office of the Deputy Minister to the Premier

272 West Annex, Parliament Buildings | Victoria, BC | V8V 1X4

250-356-1499

2017/18 Estimates Note Advice to the Minister

Ministry: Ministry of Labour
Minister Responsible: Hon. Harry Bains

Title: Minimum Wage and the Fair Wages Commission

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Background/Status:

- Government's election platform made a commitment to a \$15/hour minimum wage by 2021 with increases in each year, followed by indexing to inflation to provide certainty for the future.
- The NDP/Green Confidence and Supply Agreement (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.

- On August 15, 2017 the B.C. government announced a 50 cent increase to the minimum wage. Effective September 15, the minimum wage increased 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.

2017/18 Estimates Note Advice to the Minister

Ministry: Ministry of Labour
Minister Responsible: Hon. Harry Bains

- At the same time as the general minimum-wage increase, the liquor servers' wage also rose by 50 cents to \$10.10 per hour. Other minimum-wage provisions in the Employment Standards Regulation also received 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.
- The September 15, 2017 increase implemented what the previous government had announced in May 2016 and reconfirmed in February 2017.
- When government announced the September 15, 2017 increase it also confirmed its intention to establish a Fair Wages Commission.

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Liquor Server Wage

- B.C.'s minimum wage for liquor servers is currently \$10.10/hour (\$1.25 lower than the general minimum wage).

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From: Hughes, Trevor LBR:EX
Sent: Friday, October 6, 2017 8:10 AM
To: Sieben, Mark PSSG:EX; BCPSA Agency DMC List
Cc: BCPSA Agency DMC Admin & Operational Support
Subject: Labour Estimates Summary
Attachments: Labour Estimates Summary Oct 10 2017.pdf

Colleagues, a summary of the Ministry of Labour's estimates from yesterday is attached. A few items came up that related to other Ministries (Finance/PSEC on public sector bargaining and the mandate for 2018; AVEDST on labour market planning; MFLNRORD on forest fire response and health and safety). Compared to our friends in Agriculture who had 3 days, we were only about 3 hours. Happy to address any questions or concerns.

T.

Ministry of Labour

Thursday October 5, 2017 – not yet checked against Hansard

Hansard Link – Afternoon Sitting

Critics: John Martin, Donna Barnett, Stephanie Cadieux, Greg Kylo

Key Themes

- **Stand-alone Ministry** – Rationale, advantages and challenges of a stand-alone ministry
- **Fair Wage Commission, Minimum Wage** (mandate item)
 - \$15 minimum wage (reconciliation of “by 2021” in mandate letter vs CASA)
 - Target of \$15/hour – rationale for target (e.g. numerical, statistical inquiry)
 - Keep Ontario Working Coalition – theory of job loss due to move to \$15/hour
 - Impacts of change – e.g. change in hours for each minimum wage worker – citing other jurisdictions
 - Fair Wages Commission announcements – amount of budget that will be directed to the and how that budget will be used, adequacy of amount; reporting system, reporting timelines, timing for implementation
 - Livable wage – business location decision impacts
 - Impact on farms
 - how farm industry concerns will be addressed; post wildfire challenges combined with effects of minimum wage increase; visiting regions to hear from businesses
 - Commission membership – rural or remote representation
 - Small businesses: Estimate of minimum wage cost to small businesses and what supports will be in place to reduce minimum wage impact
- **WorkSafeBC Rules**
 - Impediment on timeliness during wildfire response – did health and safety rules prevent timely response to firefighting?
 - Request to have a conversation with minister (commitment to meet MLA Barnett)
- **Employment Standards Tribunal** (and BC Labour Relations Board)
 - Rescission of appointment of previous chair and appointment of acting chair
 - Sept 1st increase in salaries for vice chairs – impetuous for increase in compensation
- **Union certification and Secret Ballot process being changed**
 - Rationale, considerations, timelines for review
- **WorkSafeBC mandate** – priorities
- **Ministry Budget**
 - Stability of ministry budget – with WorkSafeBC funds
 - Opportunity to look long term (especially resourcing for enforcement)
- **Temporary Foreign Worker Registry** (Mandate item)
 - Difference between this registry and what the federal government is doing
 - Cost and how this will be managed
 - Timeline for confirming scope, implementation, what will be public
- **Staffing:**
 - Number of ministry staff, budget allocated to staffing
 - FTEs compared to the number when the ministry was part of another ministry
- **Budget:**
 - Line item in Feb budget: Industrial relations – where is that amount in this update?
 - \$2 million in Labour Policy and Legislation – how is that money being spent?

- **Labour relations:**
 - Challenges in next year with anticipated negotiations across the public sector
 - Inflation and cost of living
 - Current position/strategy, role of Labour Minister, linkage to PSEC
- **Labour force/market:**
 - Impacts related to possible cancelation of specific projects
 - What challenges you see ahead for having a skilled workforce and modern economy?