



Item .....
Meeting ..... 2021 Dec 13

**COUNCIL REPORT**

**TO:** CHIEF ADMINISTRATIVE OFFICER **DATE:** 2021 December 08

**FROM:** DEPUTY CHIEF ADMINISTRATIVE OFFICER & CHIEF FINANCIAL OFFICER **FILE:** 7710-01

**SUBJECT:** 2021 LIVING WAGE RATE ADJUSTMENT

**PURPOSE:** To provide Council with information on changes to the 2021 Living Wage Rate – Metro Vancouver.

**RECOMMENDATION:**

1. **THAT** Council receive this report for information.

**REPORT**

**1.0 INTRODUCTION**

In accordance with the annual review of Living Wage for Families BC, the City of Burnaby will adopt the increase in the 2021 Living Wage rate for those Burnaby employees impacted by this change.

This report provides an overview of the changes to Metro Vancouver’s Living Wage rate for 2021.

**2.0 POLICY SECTION**

This will have a positive impact on the organization through alignment with the City of Burnaby’s Corporate Strategic Plan by supporting the following goals and sub-goals:

- A Thriving Organization
  - Financial viability –  
Maintain a financially sustainable City for the provision, renewal and enhancement of City services, facilities and assets
- A Dynamic Community
  - Economic Opportunity –  
Foster an environment that attracts new and supports existing jobs, businesses and industries

To: Chief Administrative Officer  
From: Deputy Chief Administrative Officer & Chief Financial Officer  
Re: 2021 Living Wage Rate Adjustment  
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### **3.0 BACKGROUND**

On 2019 June 25, City Council approved a motion committing the City of Burnaby to implement a Living Wage Program and seek Living Wage Employer certification. Effective 2019 October 1, the City implemented the Living Wage for BC - Metro Vancouver of \$19.50. The Living Wage rate is reviewed annually by Living Wage for Families BC. In 2020, due to the impacts of the COVID-19 pandemic, the Living Wage rate was maintained at the 2019 level.

### **4.0 2021 LIVING WAGE RATE**

In 2021 November, Living Wage for Families BC announced that the Living Wage rate would increase by 5.2%. This equates to a \$1.02 increase, from \$19.50 to \$21.52. The 5.2% increase is largely due to the rising costs of housing, utilities, telecommunications and food. The increase in the Living Wage rate will be paid retroactively from 2021 November 8, for those Burnaby employees impacted by this change.

### **5.0 RECOMMENDATION**

It is recommended that Council receive this report on the changes to the 2021 Metro Vancouver Living Wage rate, for information.



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DEPUTY CHIEF ADMINISTRATIVE OFFICER  
& CHIEF FINANCIAL OFFICER

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