

EXECUTIVE COMMITTEE OF COUNCIL

*HIS WORSHIP, THE MAYOR
AND COUNCILLORS*

SUBJECT: 2022 LIVING WAGE RATE ADJUSTMENT

RECOMMENDATIONS:

1. THAT Council receive this report for information.

REPORT

The Executive Committee of Council, at its Open meeting held on 2022 December 08, received and adopted the attached report providing Council with information on changes to the 2022 Living Wage Rate – Metro Vancouver.

Respectfully submitted,

Councillor S. Dhaliwal
Chair

Councillor R. Lee
Vice Chair

Copied to: Chief Administrative Officer Deputy CAO/CFO GM Corporate Services

EXECUTIVE COMMITTEE REPORT

TO: CHAIR AND MEMBERS
EXECUTIVE COMMITTEE OF COUNCIL **DATE:** 2022 November 30

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

SUBJECT: 2022 LIVING WAGE RATE ADJUSTMENT

PURPOSE: To provide Executive Committee and Council with information on changes to the 2022 Living Wage Rate – Metro Vancouver.

RECOMMENDATION:

1. **THAT** The Executive Committee of Council recommend 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 2022 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 2022.

2.0 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. In 2021 November, Living Wage for Families BC announced the 2021 living wage rate of \$21.52 (increase of 10.4%).

3.0 2022 LIVING WAGE RATE

In 2022 November, Living Wage for Families BC announced that the Living Wage rate would increase by 11.9% to \$24.08. This equates to a \$2.56 increase, from \$21.52 to \$24.08. The 11.9% Living Wage increase is largely due to the rising costs of food and housing in BC, the two biggest essentials in a family budget. The increase in the Living Wage rate will be paid retroactively from 2022 November 21, for those Burnaby employees impacted by this change. A summary of the number of employees impacted and the total cost of the Living wage adjustment by year, is shown in table 1 below:

Table 1 - Summary of Employees Receiving Living Wage by Year

Year	Living Wage Rate	Number Of Employees Receiving LW Adjustment	Total Living Wage Adjustments Paid Year to Date \$
2019	\$19.50	140	\$14,159.17
2020	\$19.50	93	\$36,607.67
2021	\$21.52	247	\$49,698.16
2022	\$24.08	453	\$66,920.51
2023*	\$24.08	968	\$180,000 - \$220,000

**Estimated Totals*

4.0 RECOMMENDATION

It is recommended that the Executive Committee of Council recommend Council receive this report on the changes to the 2022 Metro Vancouver Living Wage rate, for information.



Noreen Kassam, CPA, CGA
 DEPUTY CHIEF ADMINISTRATIVE OFFICER
 & CHIEF FINANCIAL OFFICER

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