



**Council Member Motion
For the Committee of the Whole Meeting of July 26, 2018**

Date: July 19, 2018

From: Councillor Jeremy Loveday and Councillor Isitt

Subject: City of Victoria adoption of a living wage policy

Background:

Our community is becoming unaffordable for families to live in. The City of Victoria is tackling this issue in a number of ways including increasing affordable housing and partnering to increase available childcare spaces. It is clear that more needs to be done.

In 2016, the City of Victoria committed to adopting a living wage policy when it approved The Mayor's Task Force on Social Enterprise and Social Procurement Action Plan. Adopting a Living Wage was a first-year action item in that plan which was to be led by the City of Victoria. Adoption of a living wage policy is consistent with the objective and actions in the City's Strategic Plan 2015-2018 to "Create Prosperity through Economic Development".

The Living Wage rate reflects the real costs of living through the hourly wage required to enjoy an adequate quality of life. In 2018, the Living Wage required in the Capital Region is calculated at \$20.50 per hour. This calculation assumes two adults working 35 hours per week each, while providing a home for two children, one in preschool and the other in grade two. More than a survival wage or minimum wage, it is not an affluent wage (see Attachment 1).

Everyone deserves to be paid fairly for the work they do. The City of Victoria already pays its employees at levels approaching or exceeding the living wage. Taking this step of becoming a living wage employer would show leadership to employers in our community and to other local governments, following in the example provided by Central Saanich, New Westminster and other municipalities (see Attachment 2).

It is recommended that the City of Victoria endorse the "Living Wage for Families" campaign and agree in principle to adoption of a living wage employer policy.

Recommendation:

That Council:

1. Endorse the "Living Wage For Families" campaign.
2. Agree in principle to the adoption of a Living Wage Policy, and direct staff to report back with a draft policy for Council's consideration, as a step toward becoming a certified Living Wage Employer.

Respectfully submitted,



Councillor Jeremy Loveday



Councillor Ben Isitt

Attachments:

1. Guide to Becoming a Living Wage Employer
2. District of Central Saanich staff report on Living Wage Employer Certification