



**Council Member Motion**  
**For the Committee of the Whole Meeting of October 7, 2021**

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**To:** Committee of the Whole **Date:** September 23, 2021  
**From:** Councillor Loveday and Councillor Isitt  
**Subject:** Advocacy for 10 Days of Universal, Permanent Paid Sick Leave for Workers

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**BACKGROUND:**

The City of Victoria endorsed and submitted a motion for debate at the 2021 UBCM convention which called for 10 days of universally accessible, permanent paid sick leave for workers. Unfortunately, the City of Victoria's paid sick leave resolution was not considered at UBCM as time did not allow, meaning the resolution will be forwarded to the UBCM executive for consideration. The resolution reads as follows:

*Resolution: Paid Sick Leave For Workers*

Whereas one year into a global pandemic that has killed thousands of British Columbians and millions of people worldwide, there is no legislation ensuring adequate, employer-paid sick days with the Canada Recovery Sickness Benefit being temporary, sometimes inaccessible, and not of use for the crucial first few days of an illness;

And whereas if paid sick day legislation had been in place before the global pandemic, lives would have been saved because infection rates would have been reduced; And whereas the lack of legislated paid sick days has especially hurt Black, Indigenous, workers of colour and women workers who are over-represented in frontline jobs, with low pay, few benefits, and without the ability to work from home:

Therefore be it resolved that UBCM ask the Province of British Columbia to legislate a minimum of ten (10) accessible, universal, and permanent, paid sick days for all workers and additional days during public health outbreaks.

Since the time that the City of Victoria's paid sick leave resolution was first submitted by Councillor Loveday and Councillor Isitt, the BC Provincial Government has committed to bringing paid sick leave legislation by the beginning of 2022. On September 22, 2021, the Provincial government released three options for paid sick leave approaches and consultation is being conducted until October 25, 2021.

It is therefore recommended that the City of Victoria continue to advocate for paid sick leave for all workers by adopting the follow recommendations.

## RECOMMENDATION:

That Council:

1. Direct staff to forward the UBCM resolution to UBCM member local governments, requesting favourable consideration and including a note regarding the timely nature of the issue and the fact that UBCM did not consider the resolution at its convention.
2. Request the Mayor write, on behalf of Council, to the BC Minister of Labour, prior to October 25, 2021, sharing the City of Victoria's resolution *Paid Sick Leave For Workers*.

And that this motion be sent to the Daytime Council meeting of October 7, 2021, given the time-sensitivity.

Respectfully submitted,



Councillor Loveday



Councillor Isitt