

File: 400-01

September 25, 2019

Chair and Directors  
Committee of the Whole

**Re: Living Wage Employer**

In their enclosed letter, dated September 15, 2019, the Comox Valley Social Planning Council has requested that the Comox Valley Regional District consider taking a leadership role in our community by becoming a living wage employer with the BC Living Wage for Families Campaign.

As outlined in their letter, the living wage is the hourly rate required for two working adults to meet the basic needs of a family of four and includes direct wages and the value of non-mandatory benefits, such as paid sick leave, and extended health benefits. For 2019 the living wage in the Comox Valley has been calculated at \$15.97 per hour.

The adoption and promotion of such a policy is aligned with our values and objectives to increase the health and well-being of our communities and reduce poverty. In receiving a living wage families can make ends meet, better contribute to their local community and strengthen the economy.

These objectives are also generally reflected in social procurement which focusses on 'best value for money'. As a member of the Coastal Communities Social Procurement Initiative, the Comox Valley Regional District may be able to draw on the resources and expertise available to support the integration of living wages into our procurement processes.

Respecting that such a policy should be fully considered in relation to the regional district's existing policies, obligations and practices respecting human resources and procurement, I am seeking the committee's support to have staff investigate and report back on this matter.

I respectfully request the committee's consideration of the following:

“THAT staff be directed to prepare a report on the costs and implications of the Comox Valley Regional District becoming a Living Wage Employer.”

Respectfully,

***J. Ketler***

Jesse Ketler  
Director

Enclosure: BC Living Wage for Families Campaign

400-01

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**Subject:** FW: Request to become a Liking Wage employer in CV  
**Attachments:** Living Wage letter CVRD Fall 2019.docx; ATT00001.htm

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**From:** Betty Tate [<mailto:betty.tate@shaw.ca>]  
**Sent:** Monday, September 16, 2019 9:05 AM  
**To:** Bob Wells <[bwells@courtenay.ca](mailto:bwells@courtenay.ca)>; Daniel Arbour <[reachme@danielarbour.ca](mailto:reachme@danielarbour.ca)>; Arzeena Hamir <[arzeenahamir@shaw.ca](mailto:arzeenahamir@shaw.ca)>; Edwin Grieve <[edwingrieve@shaw.ca](mailto:edwingrieve@shaw.ca)>; [dfrisch@courtenay.ca](mailto:dfrisch@courtenay.ca); [dhillian@courtenay.ca](mailto:dhillian@courtenay.ca); Morin, Wendy <[wmorin@courtenay.ca](mailto:wmorin@courtenay.ca)>; [kgrant@comox.ca](mailto:kgrant@comox.ca); [councillor.ketler@cumberland.ca](mailto:councillor.ketler@cumberland.ca); Jake Martens <[jmartens@comoxvalleyrd.ca](mailto:jmartens@comoxvalleyrd.ca)>; Russell Dyson <[rdyson@comoxvalleyrd.ca](mailto:rdyson@comoxvalleyrd.ca)>  
**Cc:** Elizabeth Shannon <[5779bunny@gmail.com](mailto:5779bunny@gmail.com)>  
**Subject:** Request to become a Liking Wage employer in CV

Dear CVRD Board Directors and staff,

Please find attached a letter from the Comox Valley Social Planning Society requesting that you consider becoming a living wage employer in the Comox Valley with the BC Living Wage for Families campaign - [http://www.livingwageforfamilies.ca/become\\_a\\_living\\_wage\\_employer](http://www.livingwageforfamilies.ca/become_a_living_wage_employer)

If you have any questions do not hesitate to contact me or our President, Bunny Shannon cc'd above.

Thank you for considering our request

Betty Tate  
Vice President, CV Social Planning Society



September 15, 2019

Chair and Directors  
Comox Valley Regional District  
600 Comox Road, Courtenay BC, V9N 3P6

Dear Chair Wells and Directors,

The Comox Valley Social Planning Society would like to encourage the Regional District to take a leadership role in our community and become a living wage employer with BC Living Wage for Families -

[http://www.livingwageforfamilies.ca/become\\_a\\_living\\_wage\\_employer](http://www.livingwageforfamilies.ca/become_a_living_wage_employer)

The living wage is a regional calculation that looks at the amount that a family of four, two adults working full year, full time, need to earn to meet their expenses. The living wage allows working families to support the healthy development of their children and participate in the social, civic and cultural lives of their communities. For 2019 the living wage in the Comox Valley has been calculated at \$15.97 per hour.

We know there are many employers in the Comox Valley who are paying their employees a living wage and you are likely one of them. A PowerPoint presentation specifically for local governments about becoming a Living Wage employer can be found at [http://www.livingwageforfamilies.ca/local\\_governments\\_webinar](http://www.livingwageforfamilies.ca/local_governments_webinar)

We look forward to being able to list the CVRD on our webpage as an employer in the valley who is paying a living wage for families. If you would like to know about the Social Planning Society please visit our website at <https://cvsocialplanning.ca>.

Please do not hesitate to contact me if you have any questions.

Sincerely

Bunny Shannon, President  
CV Social Planning Society  
[5779bunny@gmail.com](mailto:5779bunny@gmail.com) or 250 335 2003

cc: Russell Dyson, CAO, Comox Valley Regional District  
Jake Martens, Manager of Legislative Services, Comox Valley Regional District