



BC Community of Practice

Tuesday November 29, 2022

11:00 am – 12:00 pm PT

Vibrant Communities
T A M A R A C K I N S T I T U T E

ENDING POVERTY
DEEPENING COMMUNITY
BUILDING YOUTH FUTURES
CLIMATE TRANSITIONS

Gratitude & Acknowledgement

We begin this Community of Practice by acknowledging that we are meeting on Indigenous land. As settlers, we are grateful for the opportunity to meet and we thank all the generations of Indigenous peoples who have taken care of this land.

As settlers, this recognition of the contributions and historic importance of Indigenous peoples must be clearly and overtly connected to our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.

*Please use the chat box to introduce yourself, which lands you are calling in from,
and what questions you are bringing to today's call*



Today's Call

Agenda	Purpose
<ul style="list-style-type: none">• Welcome, Acknowledgement• Introductions• BC Living Wage 2022<ul style="list-style-type: none">○ Key Findings○ LW as a campaigning tool (Victoria)○ LW Employers○ LW in resort communities (Golden)• Questions/discussion• Closing announcements	<p>The purpose of the BC CoP is for poverty reduction practitioners to discuss challenges, seek solutions, and share successes related to poverty reduction work in British Columbia.</p>

Introductions



Iglia Ivanova
Senior Economist
CCPA



Anastasia French
Provincial Manager
Living Wage for
Families BC



Diana Gibson
Executive Director
Community Social
Planning Council of
Greater Victoria



Caroline Tremblay
Golden CED Society

Living Wage Calculations

Tamarack Presentation

2022

What goes into the Living Wage?

Living expenses for a family of four



Benefits

Living expenses can decrease when benefits are paid for by the employer



Wage

Wage

or

Employer paid benefits

What is the Living Wage?

Family of 4

- 2 parents working full-time (35 hours a week)
- 2 children – a 4 year old and a 7 year old

Basic Living Expenses

Does not include savings, debt repayment, cost of caring for a family member

British Columbia

LIVING WAGES 2022



What is driving the increases to the living wage?

3 big changes are affecting this year's Living Wage calculation:

1. Inflation is at a 40-year high and the prices of basic necessities are soaring
2. The housing methodology was updated to better reflect the experience of renters
3. Transportation costs for rural areas/smaller urban areas with limited public transit updated to include two cars rather than one car and one transit pass

Updating the housing methodology

A modest rent estimate for a three-bedroom apartment plus utilities and insurance on home contents.

Original methodology: median rent from CMHC Rental Market Survey

The problem: a growing gap between the CMHC number and the rents families face when they have to move

The solution: applying a “moving penalty” to the CMHC median rent numbers based on Census data on the “penalty” paid by families who had to find housing within the past year

For Metro Vancouver, the “moving penalty” increases the living wage family’s rent costs from \$1,952 (the CMHC median rent figure) to \$2,186.



What the living wage buys in Metro Vancouver

A BARE BONES MONTHLY BUDGET

Food	\$1,114
Shelter	\$2,484
Child care	\$892
Transportation	\$546
Non-MSP health care	\$225
Phone & internet	\$196
Clothing & footwear	\$174
Parents' education	\$106
Contingency fund	\$281
Other household & social participation	\$971

Biggest increases in family expenses

Food +17%

Shelter +17%

Other household expenses +14%

Transportation +11%

Non-MSP health care +20%

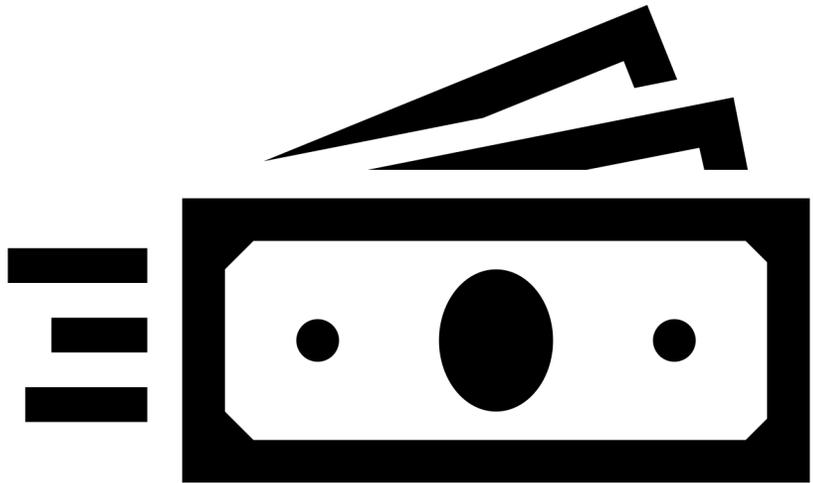
Smallest increases in family expenses

Child care +1%

Clothing & footwear +1%

Parents' education +2%

The key role of government



The living wage family's expenses were partially offset by government transfers the family received last year.

The Metro Vancouver living wage family receives substantial government support through the **Canada Child Benefit, the BC Affordable Child Care Benefit and the BC Family Benefit**, a total of \$16,686 per year. Without these benefits the Metro Vancouver living wage would have been significantly higher.

The **one-time ICBC rebate and the one-time enhanced October payment of the BC climate action tax credit** are much smaller in value but in a year when inflation is at a 40-year high, every little bit helps take off some pressure from stretched family budgets.

Child care fee reductions are successfully keeping fee increases at bay.

Living Wage as a Campaigning Tool

Community Social Planning Council

The Living Wage, creates opportunities for partners from all sectors to take action to reduce costs of living, increase incomes, and reduce poverty.

**INNOVATIVE & RESPONSIVE
SOCIAL PLANNING**

Serving Greater Victoria since 1936.



Building sustainable and equitable communities by:

- Bringing people together in dialogue
- Conducting community-based research
- Supporting community and regional planning processes



COMMUNITY SOCIAL PLANNING COUNCIL
Insights · Dialogue · Solutions

Focus Areas:

Climate Equity

Housing Affordability

Economic Justice

Community Innovation

\$19.39



Despite continued growth in the cost of living in our region, good government policy has *reduced* the living wage to \$19.39 per hour!

- MSP premiums were reduced by 50 per cent for all British Columbians. In the case of our model family, that means \$900 less paid in MSP premiums. MSP premiums are slated to be eliminated entirely in 2020, saving our model family a total of \$1,800 per year across the two changes.
- BC Government's Child Care Fee Reduction Initiative came into effect, and in 2019 saved our model family \$100 per month.
- The BC Child Care Subsidy was replaced by the Affordable Child Care Benefit (ACCB). This benefit changed the eligibility requirements, which resulted in our model family receiving \$7,104.

These three changes saved our model family over \$9,000, more than offsetting the increase in family expenses.

IN 2022 THE COSTS
FOR THE LIVING
WAGE FAMILY
WENT DOWN IN
ONLY ONE AREA:

CHILD CARE

Percent of Growth in Annual Household Expenses for Greater Victoria

Two full time living wage earners, with children age 4 and 7, total expenses \$91,097

Item	Percent of Growth
Food	25.71%
Clothing and Footwear	0.68%
*Shelter and telecommunications	11.33%
Transportation	11.86%
**Other Household Expenses	21.99%
Child Care	-0.16%
Non MSP Health Expense	19.68%
Contingency Fund	18.74%
Parent Education	5.59%
Total	12.65%

POLICY ASKS

- ❖ Support the development of **affordable housing** options in neighbourhoods –
municipal and provincial levers on getting rid of exclusionary zoning, incenting density and
provincial and federal levers for purpose-built rentals that are public, non-profit and/or coops.
- ❖ Help households more with cost through income transfers.
- ❖ Explore solutions to reduce **transportation costs**, i.e expand Low Income Transit Assistance program (LITA), expand transit access, especially in rural areas.
- ❖ Look into gouging in the food and energy supply chains and explore overconcentration (Competition Bureau)
- ❖ Improve accessibility and reduce costs of **child care** — the BC and federal governments have recently made significant improvements in this area.
- ❖ Support the implementation of **Living Wage policies** for your public-sector organization and implement **social procurement practices** that include priority for community-based non-profits and for living wage employers.
- ❖ Boost the **minimum wage** — the BC government has recently increased it somewhat and set a schedule for further increases more needs to be done to close the gap to the Living Wage.

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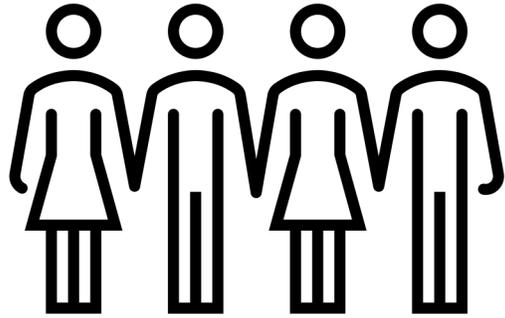
New
Westminster
Schools

Living Wage Employers

There are nearly 400 employers across BC who have committed to paying their staff and contracted workers a Living Wage

Benefits of being a Living Wage Employer





Benefit of Living Wage for communities

One of the largest employers in the community.

Ripple effect through local supply chains

Communities often pay the price for working poverty in their community. Working poverty has enormous fiscal implications for social programs, health care costs, education and employment.

Those with lower incomes tend to spend more money locally, strengthening small and community-focused businesses



Living Wage for Resort Towns – Golden Example

Increased cost of housing
Unavailability of child care
Pressure on employers



Resort Communities – Golden Example

- Amenity rich features (e.g. ski hill, national parks)
- Magnets for visitors, short-stay/seasonal populations, new permanent residents
 - Number of migrants increased by 82% in last decade
 - Migrants from large centers working remotely
- Microcosm of big urban pressures in rural setting
 - Housing: 30-40% rental rates increase since 2019
 - Childcare: accessibility and affordability, 50% higher than provincial average, adding \$1.24/hour per parent
 - Food: 20-45% higher than in supermarkets
 - Transportation: 2 cars, additional \$1.75/hour per parent
 - Gas : 11% higher than Metro-Vancouver
 - Recreation: less affordable opportunities for children and families (e.g. skiing, hockey)



What's next?

- Using as a benchmark to raise awareness around the real cost of living in our community with a decent standard of living.
- Promoting information around the calculation to help the community understand.
- Connecting with local businesses and organizations.
- Invitation to employers to communicate with Living Wage for Families BC.
- Supporting advocacy to senior levels of government to take action on the factors within their control to reduce the cost of living for rural BC.

Questions?

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Upcoming Learning Opportunities

WEBINAR Transforming Systems for Continued Poverty Reduction Success

November 23, 11:00 a.m. - 12:00 p.m. ET

Join us in conversation with Scott MacAfee, Chair of the National Advisory Council on Poverty, as we explore the Council's 2022 report with emphasis on how its recommendations can build a more equitable society for those who face higher levels of discrimination, racism and stigma.

WEBINAR Local Government Contribution: A gamechanger for positive social change

January 25, 1:00 p.m. - 2:00 p.m. ET

Explore avenues within municipal and district jurisdiction to help local government leaders, staff, and community change-makers understand what is possible when municipalities become 'catalytic converters' for positive social change.

Next BC CoP

Adrienne Montani – 2022 BC Child Poverty Report Card January 2023

Questions, ideas or feedback? Please contact Jill at:

jill@tamarackcommunity.ca

