

# Living Wage for Families BC



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clayoquot  
BIOSPHERE TRUST

# Clayoquot Biosphere Trust

- Why calculate Living Wage?
  - Part of Vital Signs research
  - Substantiates local affordability issues
  - Inspires action and advocacy for healthy public policy that targets poverty reduction



*Globally-minded, ecosystem-oriented, community-driven.*

# Living Wage for Families Campaign



# What is the living wage?

The 'bare bones' income that families need to:

meet basic expenses,

have an acceptable quality of life, and

avoid severe financial hardship.



# The living wage family



- Two parents, each working 35 hours a week
  - 4 year old
  - 7 year old
- 
- 18.5% of BC children live in poverty
  - Over 20% of west coast children live in poverty

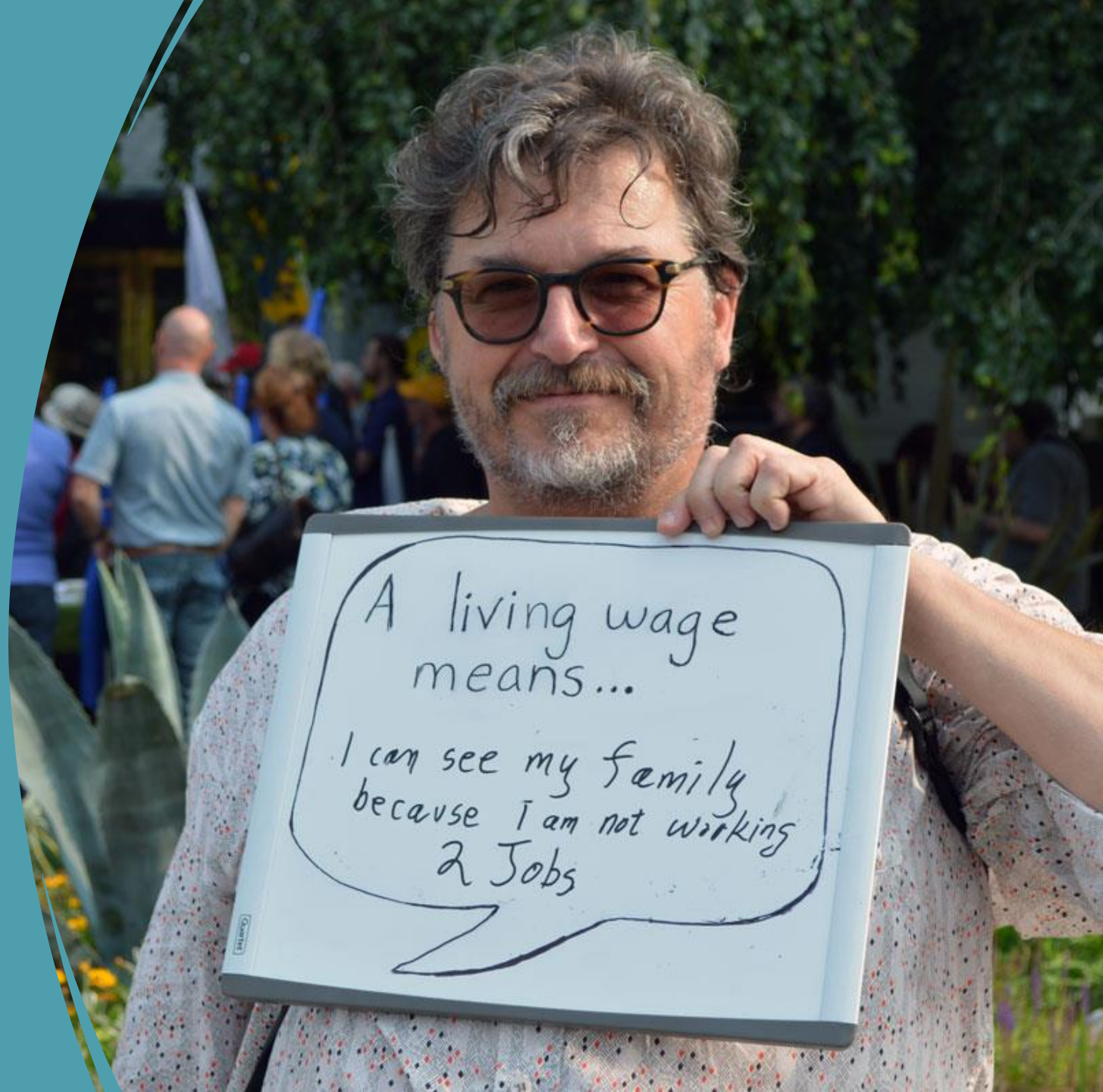


# Living Wage for Families Campaign



# The Living Wage is a Transformative Idea



- Makes an enormous impact on the lives of low wage workers
- Makes employers part of the solution
- Changes how we value public services
- Boosts the local economy
- Shifts the way employers (and all of us) view low wage workers



# What is the Living Wage?

THE LIVING WAGE FOR **CLAYOQUOT SOUND** IS

# \$26.51



CCPA  
CANADIAN CENTRE  
for POLICY ALTERNATIVES  
BC Office

### What goes into the Living Wage?

Living expenses for a family of four

- Food
- Clothing
- Housing
- Phone & Internet
- Transport
- Child Care
- Parent's Education
- Extended Healthcare
- Other Expenses

Benefits

- Employer paid health and dental plan
- Professional Development
- Paid sick leave and vacation

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

Wage

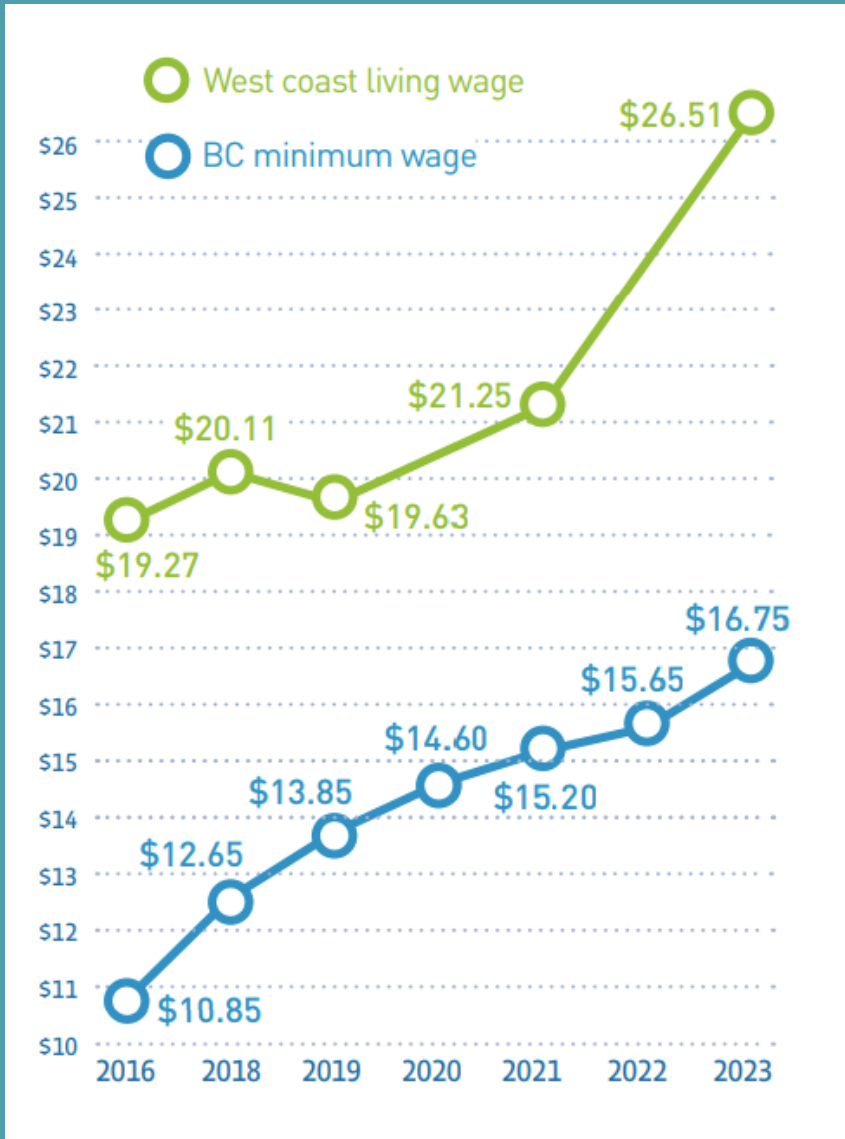
or

Wage

Employer paid benefits



# West Coast Living Wage



## Monthly living expenses for a Clayoquot Sound family in 2023\*

Changes vs. 2021

Food	\$1,280 (+33% ↑)
Clothing	\$176 (+2% ↑)
Housing	\$2,780 (+12% ↑)
Phone & Internet	\$194 (+13% ↑)
Transport	\$953 (+129% <sup>†</sup> ↑)
Child Care	\$387 (-32% ↓)
Non-MSP Health Costs	\$279 (+48% ↑)
Contingency Fund	\$309 (+25% ↑)
Parent's Education	\$84 (+1% ↑)
Other Expenses	\$1,098 (+28% ↑)

\*Source CCPA-BC

<sup>†</sup>This year, there was a methodological change in the transportation budget for the Living Wage family in the Clayoquot Sound. We are now assuming families will need two cars to be able to get to work.





## WHAT CAN GOVERNMENT DO TO REDUCE THE COST OF LIVING?



More affordable housing



More & cheaper public transit



Expand low-cost childcare



Direct cash transfers



Living Wage  
for Families BC

# What can Government do?

### Increase wages:

Increases to the minimum wage (now \$16.75)

Governments to adopt living wage policies

Pay Equity Legislation

### Lower costs:

Build more affordable housing

Stop grocery stores price gouging

Affordable transit

More child care

Low cost internet

# What can business do?

Become a Living Wage Employer and commit to pay direct staff and contracted workers a Living Wage.

There are 400 Living Wage Employers in BC, including 3 in Clayoquot Sound

1. Work out how many staff are not earning a Living Wage (wage + benefits = Living Wage).
2. Develop a plan to bring those staff up to the Living Wage (it may take a few years depending on where you are now).
3. Apply to be a Living Wage Employer using the simple form on our website.



# Experience from Regional Living Wage Employers

Madi Greyson  
Toki Doki Tofino



Chris Bozman  
Saltwater Building Co

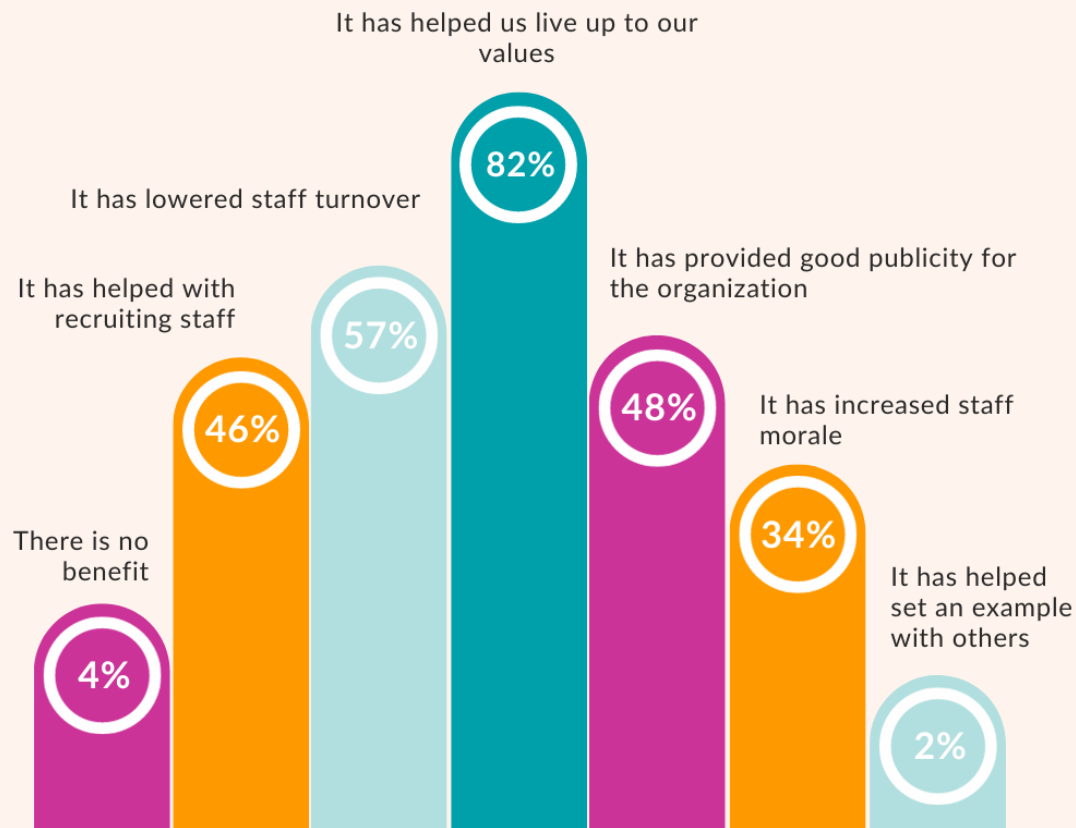


# Paying a Living Wage is good for workers...

- Offers independence and peace of mind.
- Employees don't have to stress about how they will make rent or afford food for their families.
- Staff feel valued and appreciated for the work that they do.
- Employees working one living wage job, rather than multiple low-wage jobs, have more time to spend with their families



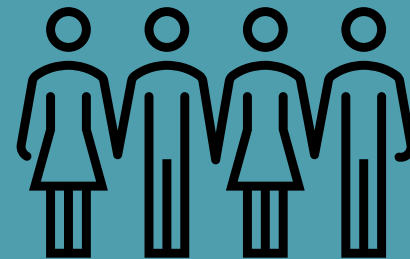
What benefits have you found  
from being a  
**Living Wage Employer?**



It's good  
for  
business...

# It's good for local communities

- When children live in poverty, or when parents must work multiple jobs to stay afloat and end up with little time with their families, all of society pays the price.
- Low-income earners tend to spend proportionally more of their income than those with much higher incomes, because those with low incomes have more essential spending needs.
- Those with lower incomes also tend to spend more money locally. This will help strengthen small and community-focused businesses



# Questions

