

BC EMPLOYMENT STANDARDS COALITION

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Submission to the BC Fair Wages Commission in Vancouver on November 23, 2017 by Co-Chair of the BC Employment Standards Coalition David Fairey

The BC Employment Standards Coalition was formed in 2011 to campaign for decent wages, working conditions, and respect and dignity in the workplace, and to develop proposals for much needed reforms to the Employment Standards Act and enforcement of the Act.. The coalition is comprised of individual members, representatives from worker and community legal advocacy organizations, public policy researchers, labour lawyers and volunteer advocates.

As stated in our terms of reference the Purpose of our coalition is to promote and build public support for strong progressive employment standards legislation and adequately resourced proactive enforcement that responds to the needs of all workers for decent wages and working conditions in correspondence with BC's changing workforce and the modern need for balance between work, family, personal and civic life.

To paraphrase the employment standards principles endorsed by the Federal Labour Standards Review commissioner Professor Harry W. Authurs in his 2006 report "Fairness at Work":

BC employment standards should ensure that no matter how limited his or her bargaining power, no worker in British Columbia is offered, accepts or works under conditions that Canadians would not regard as "decent." No worker should therefore receive a wage that is insufficient to live on; be deprived of the payment of wages or benefits to which they are entitled; be subject to coercion, discrimination, indignity or unwarranted danger in the workplace; or be required to work so many hours that he or she is effectively denied a personal or civic life.

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RESPONSE TO FAIR WAGES COMMISSION QUESTIONS

1. What is a reasonable timeframe or schedule of increases in the minimum wage to reach \$15-an-hour?

Response:

A \$15 per hour minimum wage should be implemented if not immediately, before the end of 2018. If the implementation has to be staged we suggest only two: May 1, 2018 +\$1.82 (+16%) = \$13.70; 2. October 1, +\$1.83 (+13.9%) = \$15.00.

Points in support of our response:

- a) All BC employers have known for several years that a \$15 minimum wage has been on the public policy reform agenda – that it was only a matter of time before BC employers would have to come to terms with a significantly higher minimum wage in light of the inability of low wage workers to survive in an increasingly high cost of living environment.
- b) An immediate significant increase in the minimum wage is therefore a necessary component of a comprehensive poverty reduction strategy.
- c) In real constant dollars the current minimum wage is lower than it was in 1973, and for the past 44 years the purchasing power of the minimum wage has been lower than it was in 1973.
- d) A \$15 minimum wage equates to almost 60% of the average hourly wage in BC.
- e) A significant increase in the minimum wage will begin to halt and reverse a growing polarization of wages and incomes and increasing income inequality. According to a recent 2017 study report by Chartered Professional Accountants Canada titled “Income Inequality in Canada: The Urban Gap”, the growing inequality in Canada since 1982 is concentrated in four metropolitan areas: Toronto, Montreal, Vancouver, and Calgary. Since 1982 after tax income inequality in metro Vancouver increased 2.5 times higher than the national average, only Calgary and Toronto experienced higher increases than Vancouver. Earlier, in January 2012, BCStats in a report on income inequality in Canada and BC stated that “According to Statistics Canada, there has been a significant growth in income inequality in both BC and Canada as a whole over the last 15 years. Through the 1980s and 1990s the Gini coefficient of income inequality for British Columbia averaged 0.29, but from 2000 to 2009, it averaged 0.33.” [see BCStats, Business Indicators January 2012, Mind the Gap: Income Inequality Growing]
- f) A significantly higher minimum wage is also necessary to counter the growing labour market power imbalance experienced by low waged workers that is the result of the growth of precarious employment, the changing structure of employment, employer

reliance on a growing number of temporary foreign workers in low wage employment, a trend decline in the proportion of workers in unionized jobs, and the increased difficulty of unionizing workers in the service economy.

- g) Alberta's minimum wage increased to \$13.60 on October 1, 2017 and is scheduled to increase to \$15.00 on October 1, 2018. (*Alberta's bold increases need to be matched by BC.*)
- h) The rapid rise in cost of housing in BC's major urban areas is well known and documented. Rapidly rising housing costs in relation to wages and incomes has hit hard those workers who are at the lowest end of wage spectrum. According to Point2Homes, a real estate marketing website, Vancouver now has the dubious distinction of being the most unaffordable city in North America. In addition, PadMapper, a rental housing surveyor, recently reported that in one year alone, from October 2016 to October 2017, the median rent for a 1-bedroom apartment in Vancouver increased by 14.4% to \$2,080 per month. In Kelowna the annual increase was 15.3%. And according to PadMapper, 3 of the 10 highest apartment rental cost cities in Canada are in BC (Vancouver, Victoria & Kelowna). For a person earning a \$15 minimum wage for 40 hours per week the rental cost of a median cost 1-bedroom apartment would equal 80% of their gross pay!
- i) An increase of 32% in the minimum wage (from \$11.35 to \$15.00) in one year is not without precedent in BC. In 1972 the minimum wage was increased by 33.3%, then by 12.5% in 1973, by 11.1% in 1974, and again by 10% in 1975, for a cumulative increase of 83.3 % over 4 years. In 1980 the minimum wage was increased by 21.7% in two stages. In 1988 the minimum wage was increased by 23.3%. And from May 2011 to May 2012 the minimum wage was increased by 28.1% in three stages. The provincial unemployment rate in the years immediately following these four significant increases either stayed constant or declined.
- j) **Economic Context:** There has never been a better time to implement a significant increase in the minimum wage given the strong state of the BC economy that is projected to continue into 2018 & 2019:
- BC is at the top of provincial growth rankings for the third consecutive year. [RBC Economics Provincial Outlook, June 2017]
 - The majority of economic indicators in BC continue to paint a vibrant economy that carries a lot of momentum. The labour market is on fire. [RBC Economics Provincial Outlook, June 2017]
 - Strength in the job market, sustained gains in consumer spending, a still strong housing market, and a more favourable global backdrop all point to another year of above average growth for BC. [BC Business Council, BC Economic Review and Outlook, June 2017]
 - The province's job market is healthy overall, with rising employment lending support to consumption and helping to sustain the multi-year upswing in the housing market. [BC Business Council, BC Economic Review and Outlook, June 2017]
 - British Columbia's economy continues to show signs of healthy growth with few signs of wavering. The economy is firing on nearly all cylinders with rising exports and robust consumer demand led by surging employment, stronger-than-

expected performance of the housing market, and rising population. [Central 1 Credit Union, Economic Analysis of British Columbia, September 2017]

- The strongest employment growth since 1994 projected to be sustained for the next 2 years. [British Columbia Economic Review and Outlook – BC Budget and Fiscal Plan – 2017/18 to 2019/20]
- A record low unemployment rate at 4.9% that is projected to trend lower to 4.1% in 2020.
- A very tight labour market with widespread appearance of “Now Hiring” notices and advertisements.
- The BC job vacancy rate at 4% in the second quarter of 2017 was the highest job vacancy rate among the provinces since the third quarter of 2015.
- Strong consumer spending growth that may moderate over the next two years without greater wage growth for lower paid workers.
- Strong growth in corporate profits of 11.7% in 2016 and 7.4% projected for 2017.

2. Once the \$15-an-hour minimum wage is achieved, how and when should this be increased in the future?

Response:

The BC government should establish and adequately resource an permanent independent Living Wage Commission, similar to that of the United Kingdom’s Low Pay Commission, with a broad mandate to investigate into employment, earnings, poverty and living cost conditions in the province, and make recommendations to the government on an annual basis on minimum wage provisions in the Employment Standards Regulation and on related wage payment issues such as enforcement of the Act and Regulation.

A permanent Living Wage Commission should be comprised of a balance of commissioners who have knowledge of, or experience or interest in:

- Trade unions, workers associations or matters relating to workers
- Employers associations or matters relating to employers generally
- Independent researchers or advocates with other relevant knowledge or experience, such as academic experts in labour issues.

The Living Wage Commission should adopt an open and consultative approach to its work, and the information it uses should be gathered through wide-ranging research and consultations, including visits, discussions with businesses, workers, representative bodies, government and academics. It should conduct on-going research into low paid employment, a living wage, the impacts of increasing minimum wages on workers incomes, employment and employers, and the steps needed to close the gap between the minimum wage and a living wage.

Exclusions from the Minimum Hourly Wage

As a preamble to our responses with respect to the exclusion of liquor servers, certain farm workers, live-in home support workers, live-in building caretakers, and live-in camp leaders from the hourly minimum wage we make the following submission:

With respect to the minimum wage provisions of the *Employment Standards Act and Regulation*, and with respect to all other minimum provisions that are for the benefit and protection of employees, there needs to be a universal approach to coverage, which effectively provides basic minimum standards for all workers. The starting point should be that all workers, regardless of type of work or industry, are entitled to the same minimum employment standards. As stated by the Ontario Changing Workplaces Review Special Advisors in their 2016 interim report, exemptions from the *Act* are inconsistent with the principle of universality – which is that minimum terms and conditions set out in the *Act* should be applicable to all employees.

Applying this principle to the minimum wage, no worker should receive less than the minimum hourly wage.

3. What are your experiences or thoughts about the liquor server minimum wage?

Response:

The Liquor Server Minimum Wage should be abolished, for the reasons stated above.

Points in support of our response:

- a) The Liquor Server Minimum Wage has been maintained at \$1.25 per hour less than the general minimum wage since it was first established in 2011. When the liquor server minimum wage was introduced in 2011 there was no meaningful consultation with the workers in the hotel, restaurant, beverage and food services industry before it was introduced, it was introduced solely on the basis of representations from employers in the industry.
- b) The exclusion of servers who work in establishments with a liquor license from the general hourly minimum wage and the provision of a lower minimum wage to those employees is discriminatory and perverse, and a disguised subsidy to their employers.
- c) Numerous customer service employees who do not serve liquor but receive tips are required to receive at least the general hourly minimum wage, this includes hair dressers, taxi drivers, food servers, coffee shop servers, delivery persons, hotel room cleaners, supermarket cashiers & bag packers, etc., therefore there is no balanced logic or reason to continue with this two-tiered minimum wage in an occupation that is

predominantly female (Statistics Canada data show that 81% of food and beverage servers in BC are women) – it is blatant sexual discrimination.

- d) Research conducted in BC by University of Victoria doctoral student Kaitlyn Matulewicz has found that the dependence workers have on customers for tips leaves them vulnerable to enduring sexual harassment and sexualized behaviour from customers as a “price” to be paid for a tip – a form of institutionalized quid pro quo that should be discouraged not encouraged through a lower minimum wage for those servers. Kaitlyn Matulewicz’s research conclusion is that the liquor server minimum wage legitimizes the involvement of customers in paying workers, and in doing so, reinforces the sexual harassment experienced by women who work as servers, bartenders, and hostesses, and contributes to the sexualization of food and drink serving.
- e) As specified the Part 1, Section 1 definitions of the Act “wages” specifically does not include gratuities (i.e. tips), and therefore tips should not be treated as such as the basis of an equitable minimum wage policy.
- f) The government of Alberta eliminated that province’s lower liquor server minimum wage on October 1, 2016.

4. What are your experiences or thoughts about the farm workers piece rates in B.C.?

Response:

The hand harvesting piece rates minimum pay provisions of the Act and Regulation should be abolished and all farm workers covered by the general hourly minimum wage. It is discriminatory and blatantly racist - the vast majority of farm workers in BC being either people of colour, recent indo-Canadian immigrants, or migrant workers from the impoverished south.

Points in support of our response:

- a) There has never been a logical explanation of how or why the piece rates were established, and why some hand harvested crops such as cabbage, lettuce, spinach, carrots, etc. are covered by the minimum hourly wage provision and others are covered by the minimum piece rates provision. In addition there is no correlation between the minimum hourly wage and the minimum piece rates.
- b) Farm workers are among the most vulnerable, abused, exploited and poorly paid workers in the province by virtue of the discriminatory treatment they receive under the Employment Standards Act.
- c) Over the past 25 years, since 1992, hand harvester minimum piece rates have not been increased by the same percentage as the general hourly minimum wage. While the hourly minimum wage has increased by 106.4% since 1992, hand harvester minimum

piece rates have only increase by between 48.5% for blueberries and 72.7% for beans, with the average increase at 61.8%. Therefore there has been a significant reduction in the purchasing power of hand harvester minimum piece rate over the past 25 years.

- d) Farm workers are excluded from the hours of work and overtime provisions of the Act and therefore not entitled to overtime pay, even though during the peak of the hand harvesting season they are typically required to work 10 to 12 hour days, 6 or 7 days a week.
- e) Farm workers are excluded from the statutory holiday pay provisions of the Act, which until 2003 they were entitled to.
- f) The majority of local resident farm workers who hand harvest fruits, berries and vegetables are employed by Farm Labour Contractors who sell their labour supply services to farm operators. Farm Labour Contractors pick their farm workers up every work day morning at a designated meeting place and transport them to the farm where they will be harvesting, and then transport them back to that meeting place at the end of each work day.

Farm workers who are paid minimum piece rates for hand harvesting are not paid for the time that they are transported by their employer to and from their work sites. These travel times are frequently long without compensation. However, other farm workers who must be paid the minimum hourly wage must be paid for the time that they are transported by their employer to and from their work site.

- g) Hand harvesters covered by the piece rates minimum wage provisions may be able to earn as much as the minimum hourly wage or better during the peak of a harvesting season but receive much lower pay during bad weather and during the early and late ends of the season when productivity is low.
- h) By permitting employers to only pay the minimum hand harvesting piece rates in the ES Regulation the Regulation encourages farm workers to work excessively long hours or hours detrimental to their health, and to skip meal breaks, in violation of Sections 32 and 39 of the Act.
- i) An examination of Farm Labour Contractor violations of the Act and Regulation over a 10 year period from 1997 to 2006 revealed that during the period 1997 to 2001 when there was aggressive pro-active investigation and enforcement of the Act in agriculture it was found that there was a high incidence of violations where Farm Labour Contractors were either: 1) operating without a license, 2) failing to perform the duties of a Farm Labour Contractor as specified in the Act and Regulation, or 3) failing to keep hand harvester records and/or failing to keep payroll records. In subsequent years pro-active investigation and enforcement was discontinued and the incidence of reported

Farm Labour Contractor violations dropped significantly, indicating that farm workers were powerless to pursue wage payment violations by their employers.

This evidence demonstrates the difficulties of effectively enforcing the hand harvesting minimum piece rate system, especially for the powerless workers who are at the mercy of their Farm Labour Contractor employers to provide them with work. In addition there are many complications and opportunities for abuse of the hand harvesting minimum pay system whether through inaccurate weigh scales, improper counting of volumes, unspecified capacities of "bins", rejection of crops harvested because of poor quality, improper record keeping, etc.. Most of these enforcement complications and opportunities for deception and fraud by employers is avoided if all farm workers are covered by the general minimum hourly wage.

- j) In addition we have heard of situations where two kinds of farm worker are employed by the same farm to hand harvest the same berry crop but receive different rates of pay – the local resident farm worker employed through a farm labour contractor is paid the minimum piece rate while the farm worker who is a Temporary Foreign Worker is required to be paid the minimum hourly wage. This is grossly inequitable and should end.
- k) Requiring all farm workers to be paid at least the general hourly minimum wage does not prevent farm employers or Farm Labour Contractors from paying production bonuses or incentives to hand harvesters.
- l) Workers in other industries who are paid on the basis of an incentive or piece work system are non-the-less required to be paid at least the hourly minimum wage. Farm workers should be treated the same.

5. What is your experience or thoughts about the live-in care giver minimum wage?

Response:

Live-in home support workers should be paid at least the minimum hourly wage for each hour worked in an 8 hour day and 40 hour week, and overtime rates paid when actually working and not sleeping for more than 8 hours per day or 40 hours per week, the same as live-in domestic workers.

6. What is your experience or thoughts about the live-in building care-taker minimum wage?

Response:

Resident apartment building caretakers should be paid at least the minimum hourly wage for each hour worked in an 8 hour day and 40 hour week, and overtime rates paid when actually working for more than 8 hours per day or 40 hours per week

7. What is your experience or thoughts about the live-in camp leaders minimum wage?

Response:

Live-in camp leaders who provides instruction and counseling to campers under the age of 19 on a 24 hour per day basis should be paid at least the minimum hourly wage for each hour worked in an 8 hour day and 40 hour week, and overtime rates paid when actually working and not sleeping for more than 8 hours per day or 40 hours per week, the same as live-in domestic workers.

8. Are there any issues for other groups that need to be considered?

Response:

Tips and Gratuities

We received a number of stories from workers during our 2016 and 2017 Workers' Story Forums of tip theft involving improper employer handling of tips, arbitrary tip pooling not controlled by workers, tip sharing with managers or to pay for dine & dash or breakage. Therefore what is missing from the Act is a section dealing specifically with control of tips or gratuities received for services rendered during the course of employment.

The only reference to employee gratuities in the *Employment Standards Act* is under Part 3 – Wages, Special Clothing and Records in Section 21 regarding deductions not permitted from employee's wages:

(2) An employer must not require an employee to pay any of the employer's business costs except as permitted by the regulations.

(3) Money required to be paid contrary to subsection (2) is deemed to be wages, whether or not the money is paid out of an employee's gratuities, and this act applies to the recovery of those wages.

In recognition of the need to regulate the ownership and handling of employees' tips the Ontario *Protecting Employees' Tips Act* came into effect on June 10, 2016. It prohibits employers from taking any portion of an employee's tips or other gratuities, except in limited circumstances. Newfoundland & Labrador also regulates tips and gratuities in a similar fashion.

Recommendation

The ESA should contain a new section under Part 3 similar to the Ontario Employment Standards Act provision with regard to tips and gratuities, as follows:

Tips or Gratuities

An employer shall not withhold tips or other gratuities from an employee, make a deduction from an employee's tips or other gratuities or cause the employee to return or give his or her tips or other gratuities to the employer unless authorized to do so.

If an employer contravenes this provision, the amount withheld, deducted, returned or given is a debt owing to the employee and is enforceable under this Act as if it were wages owing to the employee.

An employer may withhold or make a deduction from an employee's tips or other gratuities or cause an employee to return or give them to the employer if the employer collects and redistributes tips or other gratuities among some or all of the employer's employees in accordance with a tip pool formula or policy agreed to on an annual basis by a majority of employees directly involved in provision of services for which tips or other gratuities have been received at an establishment of the employer.

Exclusions from Hours of Work & Overtime Provisions

Another wage related issue that needs to be addressed by the government is the discriminatory treatment of employees in many occupations and industries that are excluded from the hours of work and overtime pay provisions of the Act.

Part 7 Section 34 of the Regulation excludes a long list of occupations from the hours of work and overtime requirements of the Act including all farm workers, live-in home support workers, and resident caretakers. All of these exemptions and reductions of employment standards rights for workers are the result of successful lobbying by employers to the government of the day without any meaningful consultations with the workers affected or their organizations. They are totally contrary to the principle of universality – which is that minimum terms and conditions set out in the Act should be applicable to all employees.

These exclusions related to the payment of wages impact negatively on the wages of low paid workers especially and need to be removed.

9. Is there anything else you would like the Fair Wages Commission to consider when developing their recommendations about the increases in the minimum wage to \$15-an-hour?

Response:

Wage Theft

Wage theft occurs when employers fail to pay workers for hours of work. Stories of wage theft we received during our workers' stories forums ranged from simple non-payment of wages to many examples of employers coercing workers into unpaid overtime with threat of discipline. These stories involved violations of almost every aspect of employee compensation rights contained within the Act including:

- Hours worked without pay;
- Improper or no termination/severance pay;
- Non-payment or incorrect payment of overtime wages;
- Improper vacation pay;
- Improper deductions from pay;
- Improper handling of tips, arbitrary tip pooling not controlled by workers, tip sharing with managers or to pay for dine & dash or breakage;
- Non-payment of travel time;
- No pay while training or job shadowing;
- Withholding of commission earnings;
- Improper recording and payroll reporting of commission earnings; and
- Monthly instead of semi-monthly pay days.

89 (35 per cent) of the stories reported to us involved some form of wage theft– the most common type of complaint.

However, most cases of wage theft go undetected because either the workers affected are unaware of their rights, are intimidated by the ESB complaints process, or fearful of retribution.

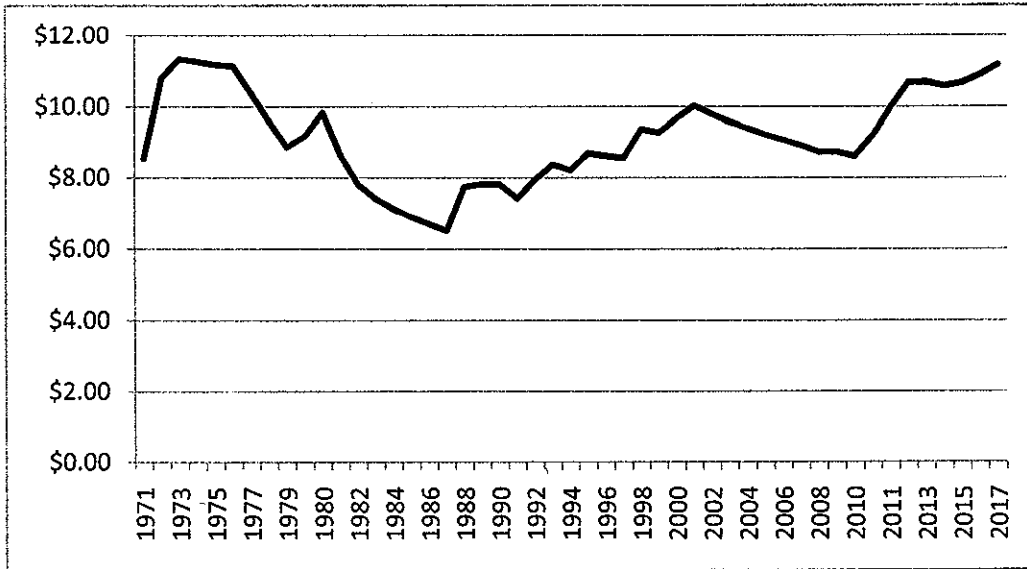
Many of these were stories where employers leveraged their power over workers to discourage their employees from seeking their full pay. This was especially the case where workers were marginalized by gender, race, ethnicity, poverty, or dis/ability.

We heard during our Workers' Story Forums that workplaces where employees were demeaned and discriminated against were often also sites of wage theft because of employer abuse of power.

Equally important to the establishment of a universal decent hourly minimum wage of \$15 and higher is proactive enforcement of the Act with respect to the payment of wages. The Employment Standards Branch has not engaged in proactive investigation and enforcement of the Act for at least 16 years. If unscrupulous employers or employers ignorant of their responsibilities under the Act are allowed to ignore its provisions with impunity the minimum standards of the Act are meaningless. We therefore call on the Commission to recommend the following:

- Implement a deterrence model of enforcement that compels employers to comply with the ESA.
- Implement a proactive system of enforcement to increase compliance through the use of multi-authority Compliance Teams in abusive employment sectors such as agriculture, construction, personal services, hospitality, retail, restaurant, agency employment, couriers, etc., and conduct sector and geographic audits of employers.
- Increase staffing to the dedicated enforcement team in order implement proactive inspections.
- Restore offices in remote areas & relocate the Lower Mainland Office to a central location near public transit.
- Strategically target emerging employer practices such as misclassification of employees as independent contractors or failure to pay overtime for proactive sectoral inspection blitzes.
- Hold companies in low-wage sectors responsible under a duty based regime for subcontractors' violations of ESA wages and working conditions.
- Create a reverse onus so that employers have to disprove a complaint against them, rather than workers having to prove that a violation occurred.
- Establish Workers Advisory Offices and provide legal assistance to workers to make employment standards claims.
- Eliminate the Self Help Kit process that requires workers to first attempt to enforce their rights with their employer before they are allowed to submit a complaint.
- Fund interpreters for the claims and adjudication process to ensure access for employees and employers who do not speak English.
- Eliminate the forced/compulsory mediation process so that participation in mediation is voluntary.
- Change the Section 78(4) provisions on the supremacy of mediated settlement agreements so that the failure of an employer to comply with the terms of a settlement agreement results in the Director issuing a violation determination to force compliance with the Act in full.
- As a matter of course have the Branch publicize on the Branch website the names of all employers found in violation of the ESA.
- Establish a formal anonymous and third party complaint system.
- Provide funding to non-profit advocacy organizations which regularly provide information and support to workers who require assistance in filing ESA complaints.

BC Minimum Wage in Constant 2016 Dollars, 1971-2017



1973 Peak constant 2016 dollar minimum wage = \$11.32 per hour
2017 Constant 2016 dollar minimum wage = \$11.13 per hour

BC MINIMUM WAGE HISTORY

YEAR	MONTH	MIN. HRLY. WAGE	PERCENT INCREASE	CUMULATIVE PERCENT INCREASE	UNEMPLOYMENT RATE %	BC CPI 2002=100	CONSTANT 2002 \$ MIN. WAGE	BC CPI 2016=100	CONSTANT 2016 \$ MIN. WAGE
1965	January	\$1.00			4.2	N.A.	N.A.	N.A.	N.A.
1966		\$1.00	0.00		4.6	N.A.	N.A.	N.A.	N.A.
1967	May	\$1.10	10.00		5.1	N.A.	N.A.	N.A.	N.A.
1967	November	\$1.25	13.64		5.1	N.A.	N.A.	N.A.	N.A.
1968		\$1.25	0.00		5.9	N.A.	N.A.	N.A.	N.A.
1969		\$1.25	0.00		5.0	N.A.	N.A.	N.A.	N.A.
1970	May	\$1.50	20.00		7.7	N.A.	N.A.	N.A.	N.A.
1971		\$1.50	0.00		7.2	21.5	\$6.96	17.60	\$8.52
1972	December	\$2.00	33.33		7.8	22.7	\$8.80	18.57	\$10.77
1973	December	\$2.25	12.50		6.7	24.3	\$9.24	19.88	\$11.32
1974	January	\$2.50	11.11		6.2	27.2	\$9.18	22.24	\$11.24
1975	December	\$2.75	10.00	83.33	8.5	30.2	\$9.11	24.66	\$11.15
1976	January	\$3.00	9.09		8.4	33.1	\$9.07	27.02	\$11.10
1977		\$3.00	0.00		8.3	35.4	\$8.46	28.96	\$10.36
1978		\$3.00	0.00		8.3	38.2	\$7.84	31.25	\$9.60
1979		\$3.00	0.00		7.7	41.5	\$7.23	33.91	\$8.85
1980	July	\$3.40	13.33		6.7	45.4	\$7.49	37.09	\$9.17
1980	December	\$3.65	7.35	21.67	6.7	45.4	\$8.04	37.09	\$9.84
1981		\$3.65	0.00		6.8	51.8	\$7.05	42.32	\$8.62
1982		\$3.65	0.00		12.1	57.3	\$6.37	46.81	\$7.80
1983		\$3.65	0.00		13.9	60.4	\$6.04	49.35	\$7.40
1984		\$3.65	0.00		15.0	62.8	\$5.81	51.31	\$7.11
1985		\$3.65	0.00		14.3	64.8	\$5.63	52.94	\$6.89
1986		\$3.65	0.00		12.7	66.7	\$5.47	54.49	\$6.70
1987		\$3.65	0.00		12.1	68.7	\$5.31	56.13	\$6.50
1988	July	\$4.50	23.29		10.3	71.2	\$6.32	58.17	\$7.74
1989	October	\$4.75	5.56		9.1	74.4	\$6.38	60.78	\$7.81
1990	April	\$5.00	5.26		8.4	78.4	\$6.38	64.05	\$7.81
1991		\$5.00	0.00		9.9	82.6	\$6.05	67.48	\$7.41
1992	February	\$5.50	10.00		10.1	84.8	\$6.49	69.28	\$7.94
1993	April	\$6.00	9.09		9.7	87.8	\$6.83	71.73	\$8.36
1994		\$6.00	0.00		9.1	89.5	\$6.70	73.12	\$8.21
1995	March	\$6.50	8.33		8.5	91.6	\$7.10	74.84	\$8.69
1996		\$6.50	0.00		8.7	92.4	\$7.03	75.49	\$8.61
1997		\$6.50	0.00		8.5	93.1	\$6.98	76.06	\$8.55
1998	April	\$7.15	10.00		8.8	93.4	\$7.66	76.31	\$9.37
1999		\$7.15	0.00		8.3	94.4	\$7.57	77.12	\$9.27
2000	November	\$7.60	6.29		7.2	96.1	\$7.91	78.51	\$9.68
2001	November	\$8.00	5.26		7.7	97.7	\$8.19	79.82	\$10.02
2002		\$8.00	0.00		8.5	100.0	\$8.00	81.70	\$9.79
2003		\$8.00	0.00		8.0	102.2	\$7.83	83.50	\$9.58
2004		\$8.00	0.00		7.2	104.2	\$7.68	85.13	\$9.40
2005		\$8.00	0.00		5.9	106.3	\$7.53	86.85	\$9.21
2006		\$8.00	0.00		4.8	108.1	\$7.40	88.32	\$9.06
2007		\$8.00	0.00		4.3	110.0	\$7.27	89.87	\$8.90
2008		\$8.00	0.00		4.6	112.3	\$7.12	91.75	\$8.72
2009		\$8.00	0.00		7.7	112.3	\$7.12	91.75	\$8.72
2010		\$8.00	0.00		7.6	113.8	\$7.03	92.97	\$8.60
2011	May	\$8.75	9.38		7.5	116.5	\$7.51	95.18	\$9.19
2011	November	\$9.50	8.57		7.5	116.5	\$8.15	95.18	\$9.98
2012	May	\$10.25	7.89	28.13	6.8	117.8	\$8.70	96.24	\$10.65
2013		\$10.25	0.00		6.6	117.7	\$8.71	96.16	\$10.66
2014		\$10.25	0.00		6.1	118.9	\$8.62	97.14	\$10.55
2015	September	\$10.45	1.95		6.2	120.2	\$8.69	98.20	\$10.64
2016	September	\$10.85	3.83		6.0	122.4	\$8.86	100.00	\$10.85
2017	September	\$11.35	4.61		4.9	124.8	\$9.09	101.96	\$11.13
2018		\$15.00	32.16		(October)	124.8	\$12.02	101.96	\$14.71

B.C. EMPLOYMENT STANDARDS REGULATIONS - PART 4 - MINIMUM WAGES

Section 18 - Farm Workers - Minimum Piecework Rates of Payment for Hand Harvesters

Type of Harvest	Basis of Payment	1-Feb 1992 (NDP)	1995 (NDP)	1-Mar 1996 (NDP)	1-Apr 1998 (NDP)	16-Apr 1999* (NDP)	1-Nov 2000* (NDP)	1-Nov 2001* (NDP)	15-May 2003** (Liberal)	Percent Change '03/'01	1-May 2011 (Liberal)	Percent Change '11/'03	15-Sep 2015 (Liberal)	15-Sep 2016 (Liberal)	15-Sep 2017 (NDP)	Percent Change 17/92
a) raspberries	per pound	\$0.235	\$0.255	\$0.275	\$0.281	\$0.302	\$0.321	\$0.338	\$0.326	-3.6%	\$0.357	9.5%	\$0.364	\$0.378	\$0.395	68.1%
b) strawberries	per pound	\$0.225	\$0.247	\$0.265	\$0.271	\$0.292	\$0.310	\$0.326	\$0.314	-3.7%	\$0.343	9.2%	\$0.350	\$0.363	\$0.380	68.9%
c) blueberries	per pound	\$0.295	\$0.295	\$0.305	\$0.312	\$0.336	\$0.357	\$0.376	\$0.362	-3.7%	\$0.396	9.4%	\$0.404	\$0.419	\$0.438	48.5%
d) cherries	per pound	\$0.160	\$0.173	\$0.173	\$0.177	\$0.190	\$0.202	\$0.213	\$0.205	-3.8%	\$0.224	9.3%	\$0.228	\$0.237	\$0.248	55.0%
e) apples	per bin	\$12.050	\$13.160	\$13.160	\$13.440	\$14.460	\$15.370	\$16.180	\$15.600	-3.6%	\$17.060	9.4%	\$17.390	\$18.060	\$18.890	56.8%
f) pears	per bin	\$13.560	\$14.810	\$14.810	\$15.130	\$16.280	\$17.300	\$18.220	\$17.560	-3.6%	\$19.210	9.4%	\$19.580	\$20.330	\$21.270	56.9%
g) apricots	per 1/2 bin	\$12.810	\$13.990	\$13.990	\$15.460	\$16.630	\$17.680	\$18.610	\$17.940	-3.6%	\$19.620	9.4%	\$20.000	\$20.770	\$21.730	69.6%
h) peaches	per 1/2 bin	\$12.810	\$13.990	\$13.990	\$14.290	\$15.380	\$16.340	\$17.200	\$16.580	-3.6%	\$18.130	9.3%	\$18.480	\$19.190	\$20.070	56.7%
i) prune plums	per 1/2 bin	\$13.560	\$14.810	\$14.810	\$15.130	\$16.280	\$17.300	\$18.220	\$17.560	-3.6%	\$19.210	9.4%	\$19.580	\$20.330	\$21.270	56.9%
j) grapes	per 1/2 bin	\$12.810	\$13.990	\$13.990	\$14.290	\$15.380	\$16.340	\$17.200	\$16.580	-3.6%	\$18.130	9.3%	\$18.480	\$19.190	\$20.070	56.7%
k) brussel sprouts	per pound	\$0.105	\$0.115	\$0.125	\$0.128	\$0.138	\$0.146	\$0.154	\$0.149	-3.2%	\$0.163	9.4%	\$0.166	\$0.172	\$0.180	71.4%
l) beans	per pound	\$0.150	\$0.165	\$0.180	\$0.184	\$0.198	\$0.210	\$0.222	\$0.214	-3.6%	\$0.234	9.3%	\$0.239	\$0.248	\$0.259	72.7%
m) peas	per pound	\$0.190	\$0.206	\$0.225	\$0.230	\$0.247	\$0.263	\$0.277	\$0.267	-3.6%	\$0.292	9.4%	\$0.298	\$0.309	\$0.323	70.0%
n) mushrooms	per pound	\$0.165	\$0.181	\$0.181	\$0.185	\$0.199	\$0.212	\$0.223	\$0.215	-3.6%	\$0.235	9.3%	\$0.240	\$0.249	\$0.260	57.6%
o) daffodils***	per 10 stems	N.A.	N.A.	\$0.110	\$0.112	\$0.112	\$0.119	\$0.125	\$0.125	0.0%	\$0.137	9.6%	\$0.140	\$0.145	\$0.152	61.8%
Minimum Hourly Wage (non-farm)		\$5.500	\$7.000	\$7.000	\$7.150	\$7.150	\$7.600	\$8.000	\$8.000	0.0%	\$8.750	9.4%	\$10.450	\$10.850	\$11.350	106.4%

* Piece rates include 3.6% for Statutory Holiday Pay and 4% for Vacation Pay (daffodils excluded)

** 3.6% for Statutory Holiday Pay removed from minimum piece rates; 4% for Vacation Pay left in rates (daffodils excluded)

***: Does not include vacation pay