

Living Wage Employer Certification

Background

The Vancouver School District became a certified Living Wage employer effective January 31, 2022. Paying a living wage allows individuals and families to meet their basic needs and contribute to their communities. A living wage means strong local economies, sustainable cities and healthy communities.

A Living Wage is the hourly amount a family needs to cover basic expenses. The Living Wage for Families BC campaign calculates the Living Wage rate based on expenses in each region of British Columbia such as food, clothing, rental housing, childcare, transportation, and a contingency savings. The Living Wage for Families BC campaign hourly rate is announced publicly each November. The Living Wage rate excludes employees who represent less than ten (10) per cent of the workforce and earn less due to the nature of their seasonal or project work that is less than 120 hours per calendar year.

The Vancouver School District is not authorized to modify or establish compensation under the Public Sector Employers Act. The Vancouver School District pays unionized staff according to their Collective Agreement bargained wage rates and exempt staff according to the salary grid administrated through the British Columbia Public School Employers Association (BCPSEA) and authorized by the Public Sector Employers' Council (PSEC).

Procedure

Employee Services will conduct annual reviews of Collective Agreement bargained wages compared to Living Wage rates each November and identify if any employees are paid less total compensation than the Living Wage for Families BC hourly rate.

If a compensation rate is identified below the Living Wage rate then Employee Services will work with the impacted union(s) and British Columbia Public School Employers Association (BCPSEA) to remedy the differential within six months of the new Living Wage rate announcement.

Each January Employee Services will download and complete the Recertification form from the Living Wage for Families BC Campaign website and submit with any mandatory fee required to maintain the Vancouver School District's Living Wage Employer certification.

Reference: Living Wage for Families BC, First Call Child and Youth Advocacy Society

Effective: May 11, 2022