

Why become a Living Wage Employer?

Metro Vancouver’s Living Wage Employer Recognition Process recognizes and rewards employers that pay their direct and indirect employees a living wage. Living Wage Employers are responsible employers who care about their employees and the community. They recognise that paying a living wage constitutes a critical investment in the long-term prosperity of the economy by fostering a dedicated, skilled and healthy workforce.

Benefits of becoming a Living Wage Employer

- Employees who earn a living wage experience increased mental and physical health, and economic wellbeing
- LW Employers receive public recognition for demonstrating a commitment to socially responsible practices, making them more attractive to potential employees and customers
- Employers paying a living wage experience a decrease in employee turnover and absenteeism, increased retention and productivity, savings on rehiring and retraining
- Enhances employee recruitment strategy for lower paying occupations
- Recognition on Living Wage publications and website
- Recognition at annual awards ceremony

“When Barclays’ Bank in London, UK, implemented a living wage policy for its cleaning staff absenteeism and turnover dropped from 30% to 4%. They also recorded rising performance and customer satisfaction levels.”

How to become a Living Wage Employer

- All employees (full-time, part-time and casual) must be paid the current living wage rate for Metro Vancouver.
- If you pay non-mandatory benefits to your employees, the living wage hourly rate will be reduced to take account of this.
- Externally contracted staff, who are not direct employees, who provide services to your organization on a regular ongoing basis must also be paid a living wage.
- Employees paid by incentive-based pay (tips) or commission can be paid less than a living wage provided their total earnings (including incentive-based pay and/or commission) equal or exceed the living wage.

“A University of California-Berkeley study found that contractors at San Francisco International Airport who were covered by the living wage ordinance reported a 37% decrease in turnover after its implementation.”

Frequently asked questions

Does the living wage change over time?

The living wage is calculated annually to take account of living expense changes and changes to government transfers and deductions. Employers are given 12 months from the time of the adjustment, during which they will retain their status.

What do you mean by externally contracted staff, who are not direct employees, who provide services to your organization on a regular ongoing basis?

This refers to externally contracted staff that many businesses use to provide janitorial, security, cleaning or catering services. Ad hoc contract work (for example for repairs or maintenance) is exempted from this clause.

As an employer, how can I ensure that the contractors I hire are paying their employees a living wage?

As a Living Wage Employer you can play an integral role in educating your colleagues about the living wage. We encourage you to inform contractors about the Living Wage Employer Program and how it may affect the terms of your agreement(s).

Find Out More

If you are interested in becoming a Living Wage Employer or just want to find out more about what is involved please fill out your contact details below and send them on to us at Living Wage For Families, 202-1193 Kingsway, Vancouver, V5V 3C9.

Or email us your contact details at info@livingwageforfamilies.ca. Please note that all queries will be treated in the strictest confidence.

Name of Employer _____
 Contact Person _____
 Address _____
 Phone No. _____
 E-mail _____

Please add any other information that may be of relevance.

To find out more about becoming a Living Wage Employer please click onto www.livingwageforfamilies.ca/?page_id=22