

COUNCIL MEMBERS' MOTION

*For consideration at the Standing Committee on Policy and Strategic Priorities meeting
on January 21, 2026*

1. Good Pay for Good People's Work: Recertifying Vancouver as a Living Wage Employer

Co-submitted by: Councillor Maloney and Councillor Fry

WHEREAS

1. Each year, Living Wage BC and the BC Society for Policy Solutions calculate the Living Wage, an annual standardised calculation of the minimum hourly wage that an individual working full time needs to earn to cover basic living expenses, such as groceries, clothing, rent, and childcare once government taxes, credits, deductions and subsidies are taken into account. It is a bare bones budget that does not include debt repayment or savings for future plans;
2. Metro Vancouver's living wage is currently \$27.85 ([Living Wage Report, 2025](#)). The figure is 80 cents higher than the preceding year's and \$10 per hour above the provincial minimum wage;
3. In August 2016, Living Wage BC first certified the City of Vancouver as a Living Wage Employer. Staff subsequently reported a range of "unintended positive consequences" with some workers characterizing the policy as life changing;
4. In January 2023, after six and a half years as a certified Living Wage Employer, the City of Vancouver withdrew from the program;
5. The need for a living wage remains acute. Between 2024 and 2025, grocery prices increased 3.6% across Metro Vancouver. Food is the second-largest household expense, after shelter. While housing costs have recently stabilized, the region continues to record the highest average asking rents in Canada;
6. Across British Columbia, there are nearly 500 Living Wage employers that have committed to ensuring their direct and contracted staff earn a living wage, including the City of Victoria, YVR Airport and Vancity Credit Union. The total includes 13 local governments and public bodies;

7. In a recent survey, British Columbia's Living Wage Employers reported a range of benefits from certification, including easier recruitment, higher employee retention, and higher worker morale; and
8. People who work for the City of Vancouver should be able to afford to live here, raise their kids here, and contribute to the life of their community. By paying a Living Wage to all direct staff and contractors, the City can help foster a fairer and more affordable city.

THEREFORE BE IT RESOLVED THAT Vancouver City Council affirm its commitment to have the City of Vancouver be re-certified as a living wage employer by Living Wage BC and direct staff to report back by Q2 2026 on the steps necessary to become re-certified as a Living Wage employer.