## COUNCIL MEMBERS' MOTION

*For consideration at the Standing Committee on City Finance and Services meeting on November 18, 2026*

### 13. Living it up: Making the City of Vancouver a Living Wage Employer Again

Submitted by: Councillor Orr

WHEREAS

1. The City of Vancouver, from 2017-2023, was a Living Wage Employer, as certified by LivingWageBC;

2. In 2023, this policy was voted down in favour of shifting to a Fair Wage Employer;

3. Each year, Living Wage BC and the BC Society for Policy Solutions calculate the Living Wage, an annual standardized 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;

4. The Cost of Living in Vancouver has gone up roughly 10% since this shift in policy;

5. Several benefits emerge from being a living wage employers including but not limited to:

    1. Higher morale among employees;
    2. Helping with recruitment; and
    3. Lowering staff turnover;

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; and

7. Those who work for the City of Vancouver should be able to live in the city they work in and as such, enjoy the fruits of their labour.

THEREFORE BE IT RESOLVED THAT Vancouver City Council affirm its support to re-certify as a living wage employer under the guidelines set out by Living Wage BC and instruct staff to return to Council with a report outlining the necessary steps to achieve this re-certification so that it can be implemented for the 2027 budget.

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