

CITY OF NORTH VANCOUVER ACHIEVES LIVING WAGE CERTIFICATION

CITY OF NORTH VANCOUVER, BC – SEPT. 02, 2021... The City of North Vancouver is now certified as a Living Wage Employer, ensuring that all City employees and service providers earn at minimum a living wage.

Metro Vancouver's living wage – the amount needed to support a family of four with two parents working full time – is currently \$19.50 per hour according to Living Wage for Families BC which calculates B.C.'s living wage each year and certifies Living Wage Employers. To be certified, all wages for direct employees, contract employees and contractors must meet the standard.

"We all deserve to be adequately compensated for the work we do but for too long wages have not kept up with the cost of living in communities across the province," said Mayor Linda Buchanan. "That's why I'm proud that the City of North Vancouver has become a living wage employer. We are investing in people and our economy so that everyone can prosper. Supporting our local workforce is critical in reaching our goal of becoming the 'Healthiest Small City in the World.'"

Effective Aug. 31, any new or renewing contracts with service providers and sub-contractors must comply with the City's Living Wage policy if they are:

- An employee of a service provider or sub-contractor that performs service physically on City premises.
- Work lasts longer than one continuous hour per occasion for all service contracts that have a total estimated annual value of over \$250,000.

Excluded from the policy are:

- Students seeking work experience credits,
- Volunteers,
- Social enterprises that are not-for-profit,
- Employees of organizations leasing space/property from the City, and
- Any existing contracts in place on Aug. 31, 2021 (contract renewals will require compliance).

"We're delighted that the City of North Vancouver has certified as a Living Wage Employer," said Anastasia French of Living Wage for Families BC. "Paying a Living Wage is good for the employer, the employee and the local community. We invite other employers in North Vancouver to join the living wage movement."

The City's Living Wage Policy complements other policies designed to ensure contractors working with the City meet defined standards. For example, the Fair Wage Policy requires all industrial, commercial and institutional building construction contracts to comply with the Fair Wage Schedule published with the tender. As well, the City's Sustainable Purchases Policy requires companies submitting bids on City work or projects to declare that they abide by

applicable legislation pertaining to the environment, workplace safety, employment and human rights.

For more information or to read the policy in full, visit cnv.org/livingwage or livingwageforfamilies.ca.

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