

Annexes

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Annex: Minimum Wage Review Committee Terms of Reference

Terms of Reference Minimum Wage Review Committee

PURPOSE:

Establish an independent Minimum Wage Review Advisory Committee (the Committee) to review input solicited from targeted stakeholders on the minimum wage and to report to the Minister of Environment and Climate Change with a cohesive set of observations and findings and provide non-binding recommendations on the current adjustment process for setting the minimum wage and the wage rate.

BACKGROUND:

The minimum wage rate applicable in the Province of Newfoundland and Labrador is established under the authority of the Labour Standards Act (the Act) and prescribed under the Labour Standards Regulations. In 2018, the province set the minimum wage to be increased based on changes to the National Consumer Price Index to maintain a transparent and predictable method for future increases. The Act requires a review of these regulations at least every two years.

On February 21, 2020, Government announced four increases as a result of the 2020 Minimum Wage Review. On April 1, 2020, the minimum wage increased by 25 cents to \$11.65. On October 1, 2020, there was a further increase of 50 cents to the minimum wage rate, bringing it to \$12.15. On April 1, 2021, the minimum wage increased 10 cents based on the National Consumer Price Index and an additional 25 cents (a total of \$0.35) to \$12.50. On October 1, 2021, the minimum wage increased by 25 cents to \$12.75.

COMPOSITION OF THE COMMITTEE

The Committee will consist of five members with an equal number of representatives from business and labour. Employer groups will be asked to nominate two individuals with at least one representing small business owners with less than 100 paid employees. Labour groups will be allowed to nominate two individuals with at least one possessing lived experience as a minimum wage warner or living in poverty. One independent member will serve as Chairperson to resolve disputes and mediate results. The work of the Committee will be supported by the Department of Environment and Climate Change.

STATEMENT OF WORK:

The Committee will:

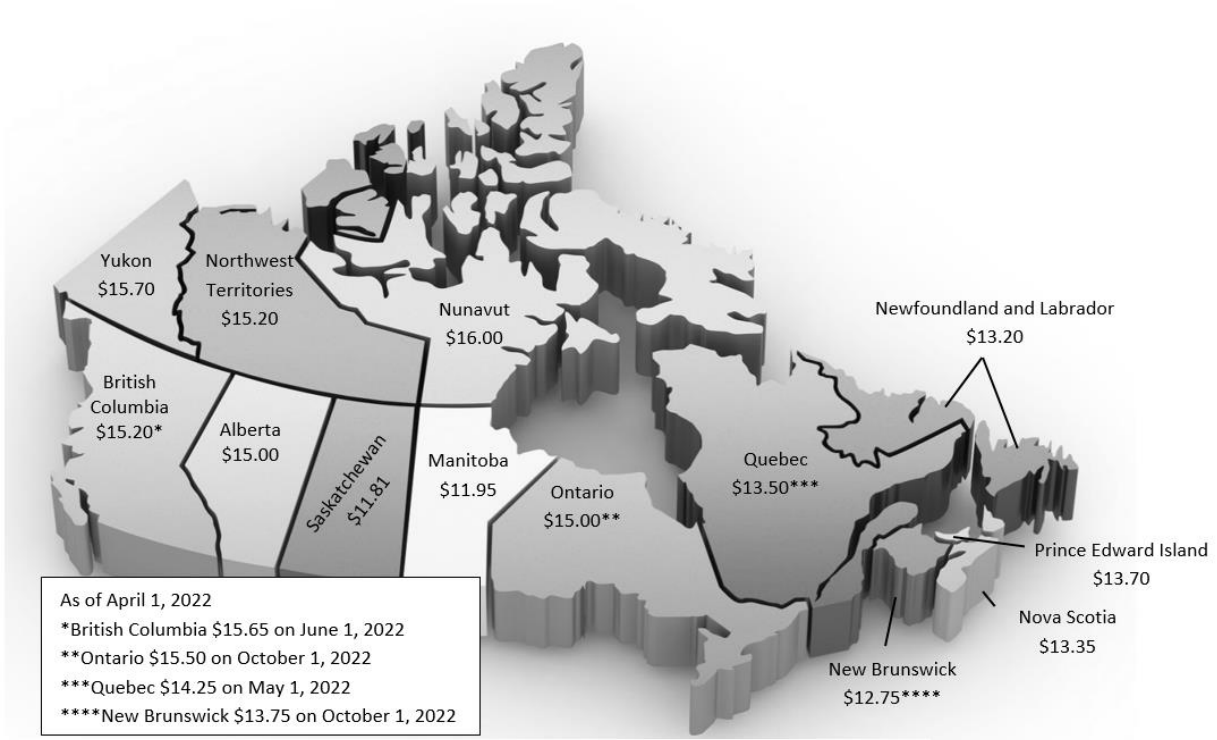
1. Give consideration to input on the minimum wage solicited from employees, employers, and interested stakeholders;
2. Give consideration to other Canadian jurisdictional approaches to the minimum wage adjustment process and rate;
3. Give consideration to the possible impacts of minimum wage to poverty reduction strategies;

4. Give consideration to the possible impacts of minimum wage on the social determinants of health;
5. Give consideration to gender, urban / rural balance, race, and ethnicity as well as Labrador / Indigenous concerns;
6. Give consideration to the financial implications of the minimum wage rate on business;
7. Review the current minimum wage adjustment process and rate to ensure they are relevant and responsive to the needs of employees and workplaces throughout the province; and
8. Report observations and findings and make recommendations to the Minister on the minimum wage adjustment process and rate.

SCHEDULE:

The Committee will report back to the Minister by April 30, 2022.

Annex: Jurisdictional Scan of Minimum Wage Rates in Canada



Source: Government of Newfoundland and Labrador, Environment and Climate Change

Annex: Jurisdictional Scan of Minimum Wage Rates and Adjustment Process in Canada

Current and Future General Minimum Wage Rates for Experienced Adult Workers in Canada (March 31, 2022)

Minimum Wage in Canada				
Province	Basic Wage Rate	Setting Mechanism	Differential Wages	Notes
AB	\$15.00	Review Committee	Students: \$13.00/hr	This student rate applies to the first 28 hours worked in a week when school is in session. Students must be paid the general minimum wage of \$15/hour for any hours exceeding 28 hours in one week.
			Salespersons: \$598/week	
			Domestic Workers: \$2,848/month	
BC	\$15.20	Review Committee	Live--in camp leaders: \$121.65/day	Full details on the various minimum wage in BC can be found at: https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/wages/minimum-wage
			Live--in home workers: \$113.50/day	
			Resident Caretakers: \$912.28/ month plus \$36.56/suite	
MN	\$11.95	Indexed to provincial CPI	N/A	
NB	\$12.75	Indexed to provincial CPI	Categories of employees in government construction work (road, bridge and building construction) and; Counselors and program staff at residential summer camps.	Moving to \$13.75 on October 1, 2022. There are a number of dependent conditions for each of the differential wage rates. They can be found in the New Brunswick Employment Standards Regulations. MinimumWageOvertime.pdf (gnb.ca)

NL	\$13.20	Indexed to National CPI	N/A	
NWT	\$15.20	Review Committee	N/A	
NS	\$13.35	Indexed to National CPI	Three categories (General, Construction and Property Maintenance and Logging and Forest Operations)	Increase to reach \$15.00 per hour by 2024
NV	\$16.00	Review Committee	N/A	
ON	\$15.00	Review Committee	Students: \$14.10/ hour Hunting, fishing and wilderness guides: \$75.00 for less than 5 days Home Workers: \$16.50	Details on the various minimum wage rates in Ontario can be found at https://www.ontario.ca/document/your-guide-employment-standards-act-0/minimum-wage#section-0
PEI	\$13.70	Review Committee	N/A	
QB	\$13.50	Indexed to the average hourly wage	Gratuity Earners: \$10.80	
SK	\$11.81	Indexed to the average hourly wage/ CPI	N/A	Increase set for \$13.00 on October 1, 2022, and to \$15 by 2024 https://www.saskatchewan.ca/government/news-and-media/2022/may/03/saskatchewan-minimum-wage-to-receive-market-adjustment
YK	\$15.70	Indexed to Whitehorse CPI	N/A	

Annex: Profile of Low Wage Earners in NL, Annual Average 2021

Profile of Low Wage Earners in Newfoundland and Labrador, Annual Average 2021				
	Total Employees	Employees Earning \$15 or Less per Hour		
	(000s)	Total (000s)	Incidence (%)	Share (%)
Total	202.9	37.7	18.6	100.0
Gender				
Males	100.3	16.1	16.0	42.6
Females	102.6	21.6	21.1	57.4
Age Groups				
15-24	27.6	18.2	65.8	48.2
15-19	9.9	9.1	91.9	24.1
20-24	17.7	9.1	51.4	24.1
25-54	132.4	13.3	10.0	35.1
25-34	39.7	5.8	14.6	15.4
35-44	42.9	3.1	7.3	8.3
45-54	49.8	4.3	8.7	11.4
55+	42.9	6.3	14.7	16.7
Education				
Less than high school graduate	16.1	7.6	47.1	20.1
High school graduate	34.2	12.6	37.0	33.5
Some post-secondary	9.9	4.9	49.4	12.9
Post-secondary certificate or diploma	94.7	10.4	11.0	27.5
University degree	48.0	2.2	4.6	5.9
Industry Groups				
Forestry, fishing, mining, oil and gas	11.8	0.0	0.0	0.0
Construction	14.8	0.9	5.9	2.3
Manufacturing	10.0	1.2	12.2	3.2
Trade, wholesale and retail	35.2	17.6	50.0	46.6
Educational services	16.4	0.0	0.0	0.0
Health care and social assistance	40.8	3.0	7.4	8.0
Accommodation and food services	10.4	7.6	73.4	20.2
Public administration	19.7	0.0	0.0	0.0
All Other Industries*	43.9	6.2	14.2	16.5
Occupation Type				
Management	10.1	0.0	0.0	0.0
Business, finance and administration	30.9	2.3	7.6	6.2
Natural and applied sciences and related	16.3	0.0	0.0	0.0
Health	22.3	1.1	4.8	2.8
Education, law and social, community and government services	26.1	1.5	5.9	4.1
Art, culture, recreation and sport	2.6	0.6	24.9	1.7
Sales and service	52.2	27.3	52.3	72.3
Trades, transport and equipment operators and related	29.3	2.2	7.5	5.9
Natural resources, agriculture and related	6.4	0.8	12.8	2.2
Manufacturing and utilities	6.7	0.9	14.0	2.5
Job Tenure				
Less than One Year	40.5	14.6	36.2	38.8
One to Five Years	59.6	14.9	25.1	39.6
More than Five Years	102.8	8.1	7.9	21.6
Job Permanence				
Permanent	161.3	26.7	16.6	70.9
Not permanent/seasonal	11.0	3.4	30.9	9.0
Not permanent/temporary, term or contract	18.9	2.3	12.3	6.2
Not permanent/casual or other	11.7	5.2	44.9	13.9
Full-time/Part-time Status				
Full-time (30 hours or more)	171.4	21.1	12.3	56.0
Part-time (1 to 29 hours)	31.5	16.6	52.8	44.0

*All other industries include Agriculture; Utilities; Transportation and warehousing; Finance, insurance, real estate and leasing; Professional, scientific and technical services; Business, building and other support services; Information, culture and recreation; Other services.

Notes:

- (1) Numbers may not sum to the total due to rounding.
- (2) Values of 0.0 represent estimates of less than 500, which are below the minimum criteria for release.
- (3) Self-employed and unpaid family workers are excluded.
- (4) Low wage earners are defined as those earning \$15 or less per hour.

Source: Statistics Canada, Labour Force Survey (LFS); Newfoundland & Labrador Statistics Agency, Special Tabulations

Annex: Summary of the Public Engagement Activities

20 written submissions

- 5 Employees and groups representing employees
- 3 Employers or employer associations
- 12 Community or advocacy groups

7 virtual meetings

- NL Federation of Labour
- Health Accord for Newfoundland and Labrador
- Department of Child, Seniors and Social Development
- Department of Finance, Economics and Statistics Branch
- Department of Immigration, Population Growth and Skills
- Department of Finance
- Department of Industry, Energy and Technology

Online questionnaires

- 317 employee
- 60 employer

Two focus group

- 5 Employers (including small business owners)
- 7 Employees (including participants with lived experience low wage earners)

Annex: Index of Stakeholder Submissions

Index of Stakeholder Submissions
Hospitality Newfoundland and Labrador
Restaurants Canada
Retail Council of Canada
Food First/PROOF, Food Insecurity Policy Research
Vigilant Management
NL Federation of Labour
Unifor
Newfoundland and Labrador College of Social Workers
End Homelessness St. John's
Eastern Health
Public Service Alliance of Canada
St. John's Status of Women Council
Provincial Advisory Council on the Status of Women
Canadian Federation of Students NL
Quadrangle NL (The Quad NL)
Newfoundland Aboriginal Women's Network(NAWN)
Anti-Racism Coalition of Newfoundland and Labrador
Stella's Circle
2 personal submissions

Annex: NL Minimum Wage Increases April 1, 2020 – April 1, 2022

Date of Increase	Amount of Increase	Minimum Wage Rate
April 1, 2020	25 cents	\$11.65
October 1, 2020	50 cents	\$12.15
April 1, 2021	35 cents	\$12.50
October 1, 2021	25 cents	\$12.75
April 1, 2022	45 cents	\$13.20