




## General Manager, Resort Experience





# myths

# &

# Facts

## about the Living Wage

-  **Living Wage = Legal Minimum Wage**
-  **Living Wage is meant to be enough to survive, ie just above poverty line**
-  **Living Wage is only for large businesses who can afford to pay them**

-  **Living Wage is sufficient for a family to pay their bills and participate in their community**
-  **One in four British Columbians have jobs that do not pay enough to live on, and one in five BC children are growing up in poverty**
-  **BC minimum wage is 61% of Whistler's living wage for a family**
-  **The Living Wage is a reference and the components of a living wage may vary between household structures**



*We want everybody to be working above the line*

# Canadian Living Wage Framework

A NATIONAL METHODOLOGY FOR CALCULATING THE LIVING WAGE IN YOUR COMMUNITY

# Living wage includes full breadth of family expenses





Research has highlighted just as many benefits for the employer as the employee

1. Better performance and engagement
2. Enhanced Employee retention
3. Reduced turnover and absenteeism
4. Improved staff morale and motivation
5. Relatively small increase in total wage budgets
6. Corporate brand benefits

# Benefits for all

## GOOD FOR EMPLOYERS

- Implementing a living wage has improved their employee recruitment and retention
- Staff at Living Wage Employers are proud to contribute to a company that ensures that no one is left behind

## GOOD FOR EMPLOYEES

- Ability to participate in social and community activities with increases inclusiveness
- More happy & motivated employees contributing more productively in the workplace

## GOOD FOR THE ECONOMY

- A living wage allows families to participate in the social, civic and cultural lives of their communities.
- When low-wage workers see an increase in their wages they spend their money locally

## GOOD FOR OUR COMMUNITY

- Reduced use of emergency health services, mental health care, etc
- Enhanced education when parents can support children in schools (because they are not working multiple jobs)
- Investing in a living wage is investing in the health of our communities



# WHISTLER

A place where our community thrives,  
nature is protected and guests are inspired.



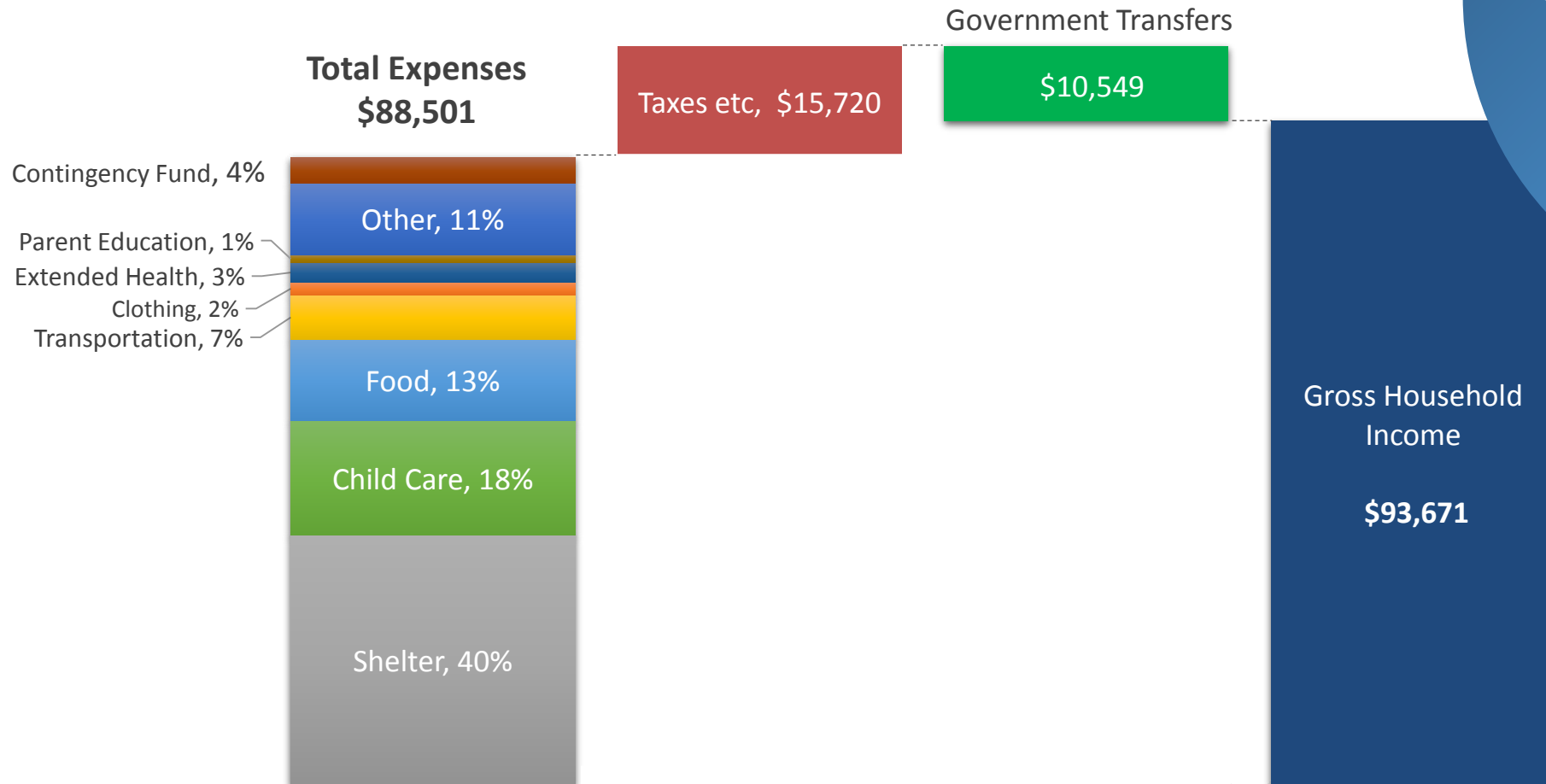
**8.2. Goal: Promote efforts to enhance the quality of life for all residents and *employees***

Create strategies and mechanisms to ensure basic needs, including housing, food, transportation, childcare, recreation and healthcare, are affordable for all who live and work in Whistler

ER



# Cost of living for a family



Living Wage per Parent

**\$25.73**

Per hour  
35hrs/wk  
52 weeks/yr

**\$22.52**

40hrs/wk 52  
wk/yr



A consistent 35 hours  
per week through the  
year is equal to :

**40 hrs/wk with 6 wks  
unpaid leave.**





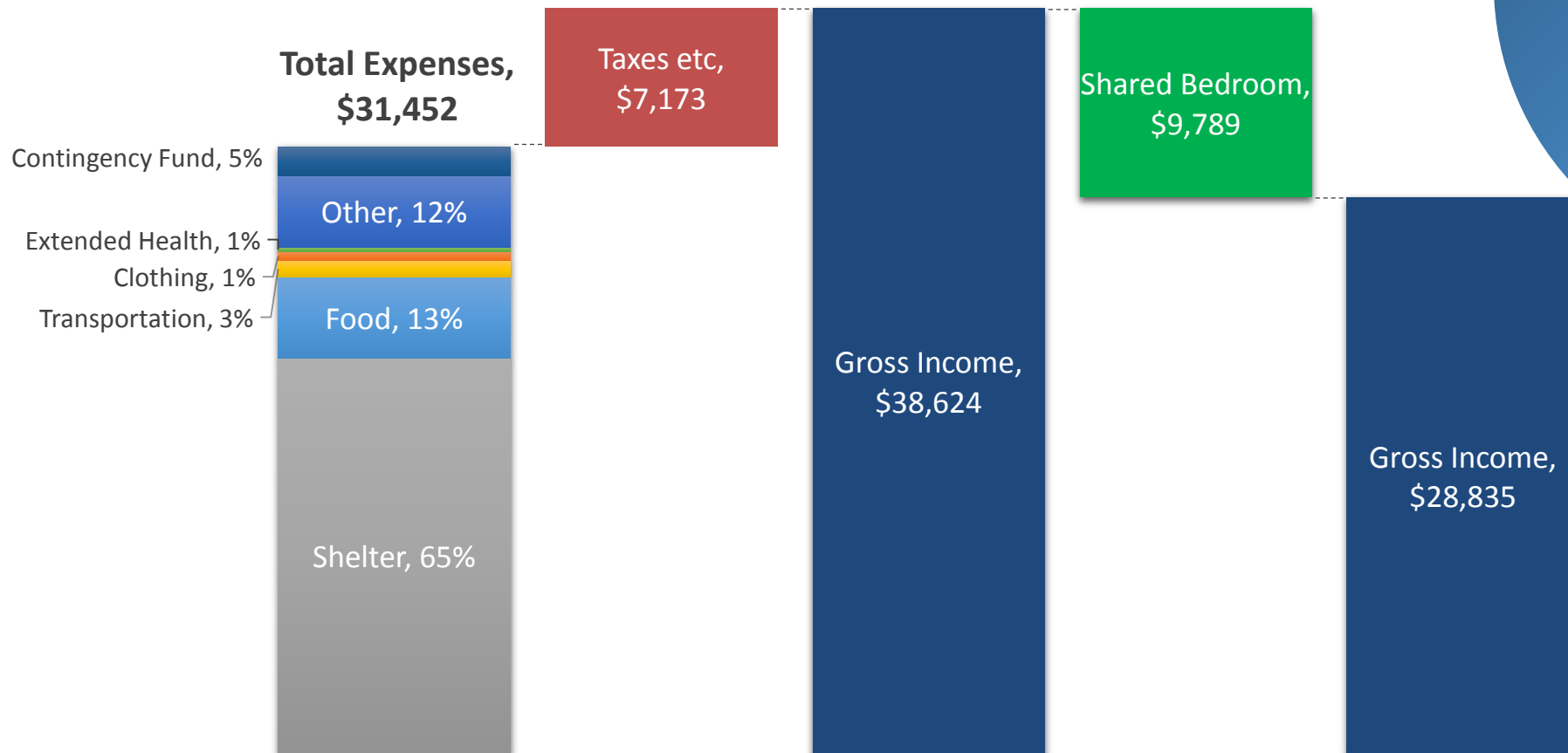
# Employer Benefits & Impact on living wages

	% Change	35 hour week \$25.73 / hr	40 hour week \$22.52 / hr
Employee Housing	↓ 6%	\$1.66	\$1.45
Ski Pass	↓ 4%	\$1.03	\$0.91
Food Benefits	↓ 3%	\$0.71	\$0.62
Extended Health Benefits	↓ 2%	\$0.56	\$0.50
Tuition / Career Development (grants)	↓ 2%	\$0.45	\$0.40
\$500 Performance Bonus	↓ 1%	\$0.20	\$0.17
Employee Retention	↑ 3.2%	\$0.82	\$0.72
Childcare	***		



# Cost of living for a young adult

*(temporary Whistler resident)*



# Some considerations for employers

1. Establish your employee needs
2. Impact of management time & cost
3. Benefits of Customer service quality
4. Assess Job market & competitiveness
5. Determine Business affordability
6. Promote your Employer brand

# Do you consciously consider whether you pay a living wage?

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Staff Housing Available!  
Competitive Wage + Benefits Package

## 1 **NOW HIRING HOUSEKEEPERS**

- Morning & afternoon shifts
- Staff housing - \$750 /month (two per room) including WiFi and hydro\*
- Wages from \$19.50 /hour
- Respectful working environment
- Full time hours
- Medical, dental & vision benefits\*

\*conditions apply

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## What We Offer You:

- Full Time Position • Competitive Wages
- Discounted Ski Pass • Health & Wellness Benefits
- Supportive Team Environment

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## Full-time, Permanent

All season, 30-35 hours per week

\$24 per hour

Language of work is English

**Benefits:** 4% vacation pay, extended health plan.

## PERKS

- Competitive wage – Depending on experience
- Access to medical and dental benefits for full time applicants
- Percentage discount from store bought goods
- Flexible and set schedule
- Relative training

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This dynamic role includes the following Perks and Benefits:

- **Staff discounts and incentives**
- **Extended Benefits**
- **Central Location**
- **A dedicated and supportive management team**
- **A fun team, and fantastic staff events**
- **Wages starting from \$18/\$21 per hour**
- **\$300 signing bonus**



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