



REPORT

TO: Community Services Executive Committee

FROM: Jason Kabel, Community Services Division Manager

DATE: November 30, 2017

RE: **Student Wages – Community Services Division**

Preamble

In preparation for the imminent change to the student minimum wage it is necessary to update our student policy to acknowledge the alteration as appropriate. The passing of Bill 148, Fairer Workplaces, Better Jobs Act, 2017 stipulates that students under the age of 18, who work part time during the school year (up to 28hrs/week) and on school breaks, would see an increase from \$10.90 per hour to:

\$13.15 per hour on January 1, 2018, \$14.10 per hour on January 1, 2019

Below is a table that summarizes the existing student wage rates and new proposed rates:

<u>Student Position</u>	<u>Existing Wage Rate</u>	<u>Proposed New Rate 2018</u> (\$0.25 reduction to existing)
1. Student Arena Attendant	Minimum wage +\$0.50/hour = \$11.90/hour Year 1 = \$12.40/hour Year 2 = \$12.90/hour Year 3	Student Minimum wage +\$0.25/hour = \$13.40/hour No progression in 2 nd or 3 rd year
2. Summer Program Leader & Student Library/Museum/Marina Attendant	Minimum wage +\$1.00/hour = \$12.40/hour Year 1 = \$12.90/hour Year 2 = \$13.40/hour Year 3	Student Minimum wage +\$0.75/hour = \$13.90/hour No progression in 2 nd or 3 rd year
3. Lifeguard - Bronze Cross certified	Minimum wage +\$1.35/hour = \$12.75/hour Year 1 = \$13.25/hour Year 2 = \$13.40/hour Year 3	Student Minimum wage +\$1.10/hour = \$14.25/hour No progression in 2 nd or 3 rd year
4. Lifeguard - NLS certified	Minimum wage +\$2.60/hour = \$14.00/hour Year 1 = \$14.50/hour Year 2 = \$15.00/hour Year 3	DELETE RATE no longer needed * see below (+\$2.35/hour= \$15.50/hour)
5. Lifeguard – Instructor	Minimum wage +\$3.20/hour = \$14.60/hour Year 1 = \$15.10/hour Year 2 = \$15.60/hour Year 3	DELETE RATE no longer needed * see below (+\$2.95/hour= \$16.10/hour)
6. Lifeguard - Instructor, NLS certified	Minimum wage +\$3.30/hour = \$14.70/hour Year 1 = \$15.20/hour Year 2 = \$15.70/hour Year 3	Student Minimum wage +\$3.05/hour = \$16.20/hour No progression in 2 nd or 3 rd year
7. Lifeguard - Senior Guard	Minimum wage +\$3.90/hour = \$15.30/hour Year 1 = \$15.80/hour Year 2 = \$16.30/hour Year 3	Student Minimum wage +\$3.65/hour = \$16.80/hour No progression in 2 nd or 3 rd year

High School Students

Wage rates of high school positions will be anchored to the **student** minimum wage as opposed to the previous policy of the general minimum wage. These rates shall increase naturally in equal proportion to future increases to the student minimum wage rate.

Post-Secondary Students

Wage rates of post-secondary positions have traditionally been anchored to the Operations & Facilities division's Student Labourer rate (negotiated by CUPE Local 65), with additional premiums per the following groupings:

1. Summer Program Leader & Student Library/Museum/Marina Assistant/ Lifeguard
 $\$16.73 + \$0.00/\text{hour} = \$16.73/\text{hours Jan 1/2018}$
2. Senior Guard & Summer Program Supervisor (uncertified)
 $\$16.73 + \$0.50/\text{hour} = \$17.23/\text{hour Jan 1/2018}$
3. Student Marina Operator & Summer Program Supervisor (certified)
 $\$16.73 + \$1.00/\text{hour} = \$17.73/\text{hour Jan 1/2018}$


High school student employees would transition to the post-secondary student wage schedule, if they resume student employment with the Town after completing one year of post-secondary studies.

*Note: these 2 intermediate wage rates previously served as an incentive for students to progress with their certification once reaching the age of 16. Late in 2016, students are now able to start their NLS & Instructor training before the age of 16 and simply take the exam once turning 16. Due to the change, students are now typically skipping the 2 intermediate wage steps and progressing directly to level 6 (Lifeguard - Instructor, NLS certified).

Recommendation

The Community Services Executive Committee recommends to Mayor and Council to endorse the revised 2018 student wage rates as presented.

Respectfully Submitted,



Jason Kabel