

Ministry of Labour

2022/23
Annual Service Plan Report
August 2023



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Minister's Accountability Statement



The Ministry of Labour 2022/23 Annual Service Plan Report compares the Ministry's actual results to the expected results identified in the 2022/23 – 2024/25 Service Plan published in 2022. I am accountable for those results as reported.

A handwritten signature in black ink, which appears to read "H. Bains". The signature is stylized and fluid.

Honourable Harry Bains
Minister of Labour
August 10, 2023

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Letter from the Minister

It is my privilege to present the Ministry of Labour's 2022/2023 Annual Service Plan Report.

The Ministry of Labour's goals include having strong and fair labour laws and standards; ensuring world-class worker health and safety; supporting an inclusive, sustainable and innovative economy; and providing effective, client-centred service delivery. During these challenging times, I am proud of my Ministry for continuing to rise to the occasion and support the needs of British Columbians.

The Ministry of Labour is helping people build a better future here in B.C., including those whose work might be considered precarious. Starting in the fall of 2022, to reflect the changing nature of workplaces, including 'gig' work, the Province engaged with workers, platform companies, labour organizations, business associations, non-profit organizations, researchers and academic experts about app-based ride-hailing and food-delivery work.

The Ministry developed legislation, that was passed in Spring 2022, amending the Labour Relations Code with single step certification, making collective bargaining more accessible, and supporting workers who want more say about workplace safety, compensation and benefits.

Worker health and safety continue to be a top priority for my Ministry and WorkSafeBC. In spring and summer 2022, the Ministry engaged the public and stakeholders on types of jobs that should be defined as too hazardous for young workers. Taking those results into consideration, we established new regulations about hazardous work for youth which became effective January 1, 2023.

In November, amendments to the Workers Compensation Act were passed to better support injured workers and their families, improve worker and employee confidence in the workers' compensation system, and bring B.C. in line with other provinces. We also amended the Firefighters' Occupational Disease Regulation by adding five cancers to the eligibility list of diseases that, when diagnosed in firefighters, are presumed to be caused by the job.

Modernization of the Employment Standards Branch is ongoing, with a focus on addressing the growing demand for its services. The Branch's top priority continues to be on investigating and resolving complaints in a fair, efficient and effective manner.

Legislation was passed in the Spring 2023 session enshrining every September 30th as the National Day for Truth and Reconciliation, a day to honour the strength and resilience of residential school survivors and remember the children who never returned home. During this time of steeply rising costs, we continued our efforts towards preventing our province's vulnerable workers from getting left behind. On June 1, 2022, B.C.'s general minimum wage increased by 2.8 percent, from \$15.20 to \$15.65, fulfilling the Ministry's commitment to tie increases to the rate of inflation.

As the forest sector transitions towards a new approach for sustainable forest management, the Ministry continues to support older forest workers – who may be impacted by old growth deferrals, fibre supply challenges and low lumber prices – through the Bridging to Retirement

Program. The program provides older workers and contractors with funding to transition to retirement, while helping retain and create jobs for younger workers.

We've accomplished so much, and I look forward to continuing this work in the coming year as we continue to support vulnerable workers, build healthier and safer workplaces, and a better future for British Columbians.

A handwritten signature in black ink, appearing to read 'H. Bains', with a horizontal line underneath.

Honourable Harry Bains
Minister of Labour
August 10, 2023

Purpose of the Annual Service Plan Report

This annual service plan report has been developed to meet the requirements of the [Budget Transparency and Accountability Act](#) (BTAA), which sets out the legislative framework for planning, reporting and accountability for Government organizations. Under the BTAA, the Minister is required to report on the actual results of the Ministry's performance related to the forecasted targets stated in the service plan for the reported year.

Strategic Direction

The strategic direction set by Government in 2020, and Minister Harry Bains' [2020 Mandate Letter](#), shaped the goals, objectives, performance measures and financial plan outlined in the [2022-23 Ministry of Labour Service Plan](#) and the actual results reported on in this annual report.

Purpose of the Ministry

To build a better British Columbia, the [Ministry of Labour](#) promotes fair, healthy and safe labour and employment relationships in support of a strong, sustainable and inclusive economy.

In this context, the Ministry has overall responsibility for British Columbia's labour and employment statutes – including the Labour Relations Code, the Employment Standards Act, the Workers Compensation Act and the Temporary Foreign Worker Protection Act – and for the effective administration and enforcement of those statutes. The Ministry houses the [Employment Standards Branch](#), the [Workers' Advisers Office](#), the [Employers' Advisers Office](#) and the [Bridging to Retirement Program](#). The Ministry has legislative responsibility for [WorkSafeBC](#), and for the Ministry's three tribunals: the [Labour Relations Board](#), the [Employment Standards Tribunal](#) and the [Workers' Compensation Appeal Tribunal](#).

The Employment Standards Branch and the Ministry's three administrative tribunals are involved in managing complaints and issues that have been brought before them. The Workers' Advisers Office and the Employers' Advisers Office provide advice and advocacy for workers and employers with respect to issues under the Workers Compensation Act. In all cases, timely and accurate disposition of those complaints or issues is an essential component of a fair and balanced system of labour and employment laws that is readily accessible to all stakeholders.

The Bridging to Retirement Program provides support to B.C. forestry workers impacted by old growth harvesting deferrals by assisting workers who are 55 or older to transition to retirement, creating opportunities for younger workers. For more information about the Ministry's areas of responsibility and key initiatives, visit the Ministry of Labour website.

Operating Environment

The Ministry of Labour operates in a changing environment shaped by shifting economic conditions and demographics, an increasingly diversified labour market and ever-evolving workplace norms and expectations.

During the 2022/23 reporting period, a range of external and internal factors impacted the operating environment of the Ministry. B.C. experienced 40-year high annual inflation in 2022, resulting in higher costs for goods and services for both employees and employers. In addition, the province experienced labour shortages and the ongoing effects of the COVID-19 pandemic, which has seen uneven economic recovery across sectors of the economy. New types of precarious working arrangements in the emerging gig economy, which relies heavily on temporary and part-time positions with independent contractors rather than full-time permanent employees, also continue to reshape B.C.'s labour landscape, challenging traditional notions of the workplace. All of these factors have had direct and indirect impacts on the services that the Ministry delivers to British Columbians.

Internal changes also continue to shape the operating environment, including the impacts of recent efforts to modernize B.C. labour laws, improve how the Ministry serves its clients and align with best practices in other jurisdictions. For example, in 2019, the Employment Standards Branch began a transformation to improve service delivery and remove barriers to needed services. While these changes have made it easier for people to access Ministry services, they have significantly increased demand and required the development of new processes and service delivery improvements to expedite the timely resolution of claims. These and other internal changes impact employees and employers on an ongoing basis, requiring both formal and informal responses from the Ministry.

Amid these changes and associated challenges, the Ministry has worked to provide timely, accessible services and supports to its clients, stakeholders and staff in the reporting period.

Economic Statement

After rebounding rapidly in 2021, British Columbia's economy saw slower yet strong growth in 2022. B.C.'s real GDP growth of 3.6 percent last year was the fourth highest among provinces (tied with Ontario) and grew at the same pace as the national average, following growth of 6.2 percent in 2021. Growth in B.C.'s real GDP was mostly supported by service-producing industries such as transportation and warehousing, accommodation and food services, and professional, scientific and technical services. Goods-producing industries also experienced growth led by construction.

While B.C.'s recovery broadened in 2022, it remained uneven as sectors such as transportation and warehousing; accommodation and food services; and arts, entertainment and recreation have yet to fully recover to pre-pandemic levels. B.C.'s labour market continued to grow in 2022, with employment growth of 3.2 percent and an average unemployment rate of 4.6

percent, while wages and salaries increased by 10.8 percent. Consumer spending on goods grew slowly after a rapid expansion at the beginning of the recovery and nominal retail sales posted overall growth of 3.1 percent. Last year, prices rose dramatically as strong demand for goods and services was met with lingering supply-chain challenges and high prices for global commodities following Russia's invasion of Ukraine.

In 2022, B.C.'s inflation rate averaged 6.9 percent, the fastest annual rate since 1982, and up from 2.8 percent in 2021. B.C. housing starts totalled 46,721 units in 2022, down 1.9 percent compared to the previous year. Despite the decline, housing starts in 2022 were the second highest on record. Home sales fell sharply in 2022 as they adjusted to higher mortgage rates not seen since 2008. B.C. MLS home sales decreased by 35.2 percent in 2022 compared to 2021. Meanwhile the MLS average home sale price rose by 7.4 percent in 2022 because of strength early in the year, despite monthly declines in 9 of the last 10 months of the year.

On the external front, B.C.'s international merchandise exports grew by 20.4 percent, boosted by strong commodity prices in the first half of 2022.

Report on Performance: Goals, Objectives, and Results

Goal 1: Strong and fair labour laws and standards that: respond to the rise of the gig economy and increased precarious work; support an inclusive, sustainable and innovative economy; protect vulnerable workers; and ensure world-class worker health and safety.

Objective 1.1: Update and Modernize B.C. Labour Laws

Key results

- Updated provisions in the Workers Compensation Act to make B.C.'s workers' compensation framework more worker-centric and to align with other provinces.
- Implemented Government's commitment to tie the minimum wage to inflation by increasing minimum wages by the rate of annual inflation for 2021.
- Established a new provincial statutory holiday, the National Day for Truth and Reconciliation, to honour residential school survivors, their families and communities.
- Amended the Employment Standards Regulation to better protect young workers from workplace hazards.
- Amended the Labour Relations Code to allow for a single step union certification process to improve access to collective bargaining for workers.

Summary of progress made in 2022/23

The Ministry made significant progress updating and modernizing B.C. labour laws, including fulfilling key Service Plan and Mandate Letter items.

In November 2022, amendments to the Workers Compensation Act were passed, strengthening B.C.'s workers' compensation framework in seven areas to make it more worker-centric and to align with other provinces. Among the changes were new provisions that will require employers to accommodate and re-employ workers injured at work. The legislation also establishes a Fair Practices Commissioner to investigate complaints by workers and employers of alleged unfairness in dealings with WorkSafeBC. In addition, the amendments restored indexing of workers' compensation benefits to the full rate of annual percentage changes in the Canadian Consumer Price Index (CPI) going forward as of January 1, 2024.

B.C. minimum wages were increased, effective June 1, 2022, by 2.8 percent, the annual average percentage change in the B.C. Consumer Price Index for 2021. This is consistent with

Government's commitment to tie the minimum wage to inflation once it reached \$15.20 per hour.

The National Day for Truth and Reconciliation was established as a new provincial statutory holiday to occur annually on September 30th, which recognizes survivors of the residential school system and fulfils the Truth and Reconciliation Commission's Call to Action #80. Regulatory changes were made to better protect young people from hazardous types of work and, to designate pancreatic cancer and thyroid cancer and three other cancers as presumptive occupational diseases for firefighters and fire investigators to facilitate their access to workers' compensation if they develop these cancers.

The Ministry continued to work in other areas to ensure that employment standards are responsive to the needs of the modern workplace. In 2022, the Employment Standards Regulation was amended to prescribe minimum ages of 16 or 18 for certain types of work that are too hazardous for younger workers. The Ministry also held a public engagement as part of its review to propose appropriate employment standards and other protections for app-based ride-hail and food-delivery workers.

The Labour Relations Code was amended in May 2022 to allow for a single-step union certification process. This enables workers to join a union, without a secret-ballot vote, when a clear majority of employees indicates it wants to, and aligns with rules in several other Canadian jurisdictions.

Performance measure and related discussion

Performance Measure	2021/22 Actual	2022/23 Target	2022/23 Actual
1.1a Percentage of Employment Standards Branch complaints resolved within 180 days	51%	New Baseline	20%

Data source: Ministry of Labour, Employment Standards Branch internal data.

¹PM 1 targets for 2023/24 and 2024/25 were stated in the 2022/23 service plan as "80% or Improve" and "85% or Improve", respectively. For forward-looking planning information, including current targets for 2023/24 – 2025/26, please see the latest service plan on the [BC Budget website](#).

This Performance Measure tracks the percentage of complaints filed with the Employment Standards Branch that are resolved within 180 days from receipt of the complaint. The Branch has experienced a significant increase in demand for its services in recent years, which was the result of several factors outlined below. The culmination of these factors and improvements have decreased the percentage of complaints resolved within 180 days compared to previous reporting periods.

A new investigation model has been implemented requiring all complaints to be fully resolved through investigations, which replaced the mediation model where complaints could be negotiated for resolutions between the employer and employee(s). The statutory recovery period was doubled from six months to one year, which extended the time for complaint resolution. The Temporary Foreign Worker Protection Act was passed in 2018 and the associated Temporary Foreign Worker Registry, launched in December 2020, that requires all employers hiring temporary foreign workers to register in the province, prior to receiving the

final approval to hire by the federal government. In 2019, the Ministry eliminated the Self-Help Kit as a required first step to the complaint process, making it easier and more accessible to submit complaints. Pandemic response actions – including temporary layoff variances and vaccination leave, as well as illness and injury leave entitlements and child/youth hazardous work regulations – also resulted in new work for the Branch. These changes have led to a higher number of complaints with increased complexity and longer investigation times required to resolve cases.

The Employment Standards Branch remains committed to providing timely and effective services to workers and employers in B.C. The Branch continues to implement system improvements and a robust recruitment and retention strategy in order to increase the number of investigators and enable the timelier resolution of complaints. In February 2023, nearly \$12 million in new operating funding for the Branch was announced for the hiring of 33 more full-time employees over three years in response to the growing demand for services.

Goal 2: Ensure that labour laws are communicated and enforced through effective, client-centered service delivery.

Objective 2.1: Continue to implement new and updated Ministry processes to improve service delivery.

Key results

- Broadened training and outreach efforts to a wide array of service providers and stakeholders in the workers' compensation system, including enhanced Indigenous client outreach as well as the continued use of multi-language service delivery.
- Improved collections outcomes for Employment Standards Branch complaints by continuing new collections procedures and recovering over \$7.5 million in wages for employees (calendar year 2022).
- Maintained a proactive enforcement unit within the Employment Standards Branch that will focus on industries and sectors with high complaint volumes.
- Implemented new internal information and case management systems in the Workers' Advisers Office (WAO) and Employers' Advisers Office (EAO) to improve service delivery.

Summary of progress made in 2022/23

The Employment Standards Branch Compliance and Temporary Foreign Worker team's primary focus is resolving wage complaints, assessing and issuing all licenses, registrations, variances and permits, and carrying out its Agricultural Compliance (Farm Labour) proactive responsibilities.

The Workers' Advisers Office and the Employers' Advisers Office moved to a new Richmond location in early 2023 to co-locate with the Employment Standards Branch and the Workers'

Compensation Appeal Tribunal, thereby providing a centralized location for workers and employers to access these services. The WAO continued to develop a new Case Management System and redesign of the public-interface to better serve the public. This included a modernized online intake form that allows mononyms and characters to support Indigenous languages and characters to more accurately record the names of Indigenous workers.

In January 2023, the EAO resumed offering in-person educational seminars at office locations around the province. The seminars, previously offered virtually since March 2020, offer employers the opportunity to expand their knowledge on workers' compensation topics. A new external client focused Learning Management System was also implemented to improve coordination and scheduling of educational outreach sessions. The EAO continues to build its capacity to deliver virtual educational seminars to better reach remote and underserved communities in the province.

Performance measures and related discussion

Performance Measures	2020/21 Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
2.1a Number of community outreach sessions conducted annually by the Workers' Advisers Office (WAO)	10	14	Maintain or improve	17
2.1b Number of educational outreach sessions conducted annually by the Employers' Advisers Office (EAO)	130	104	Maintain or improve	147

Data source: Ministry of Labour, Workers' Advisers Office and Employers' Advisers Office internal data.

¹PMs 2.1a and 2.1b targets for 2023/24 and 2024/25 were stated in the 2022/23 service plan as "Maintain or Improve". For forward-looking planning information, including current targets for 2023/24 – 2025/26, please see the latest service plan on the [BC Budget website](#).

This performance measure tracks the number of outreach sessions that the WAO and EAO hold each fiscal year to foster awareness among workers and employers of their rights and responsibilities under the Workers Compensation Act. The WAO facilitated 17 community outreach sessions in 2022/23, which included virtual sessions as well as informational booths at conferences on topics such as legislative changes, specific types of claims and sector-specific training. The EAO also held 147 community outreach sessions throughout the province in 2022/23, which reflected an increase in the number of sessions previously reduced during the pandemic.

Objective 2.2: Maintain an effective B.C. Temporary Foreign Worker Protection (TFWPA) Regime.

Key results

- Maintained and enforced the recruiter licensing system with 393 active licensed foreign worker recruiters licensed in 2022.

- Maintained and enforced the employer registration system with 5,165 active registered temporary foreign worker employers.
- Accurate and reliable information was easily accessible through the public-facing website on the temporary foreign worker regime.

Summary of progress made in 2022/23

Administered by the Employment Standards Branch, the Temporary Foreign Worker Protection Act (TFWPA) protects vulnerable temporary foreign workers from harmful hiring practices and provides for enforcement of legislative requirements. The Employment Standards Branch actively supported the application process, which requires recruiters of temporary foreign workers to submit applications to be licensed, and employers of certain temporary foreign workers to be registered. Education and outreach was provided directly to migrant workers, associations and consulates to ensure that workers, employers and recruiters understand the regime and the rights and obligations of all parties under the legislation. The recruiter licensing and employer registration systems under the TFWPA were actively updated, including the publishing of active licensed recruiters and registered employers on a public-facing website.

The Ministry experienced a significant surge in registrations in the reporting period, as many employers have recently turned to hiring temporary foreign workers in response to labour shortages. The Employment Standards Branch has been working with the Federal Government to better coordinate service delivery to meet this increased demand.

Performance measure and related discussion

Performance Measure	2021/22 Actual	2022/23 Target	2022/23 Actual
2.2 Number of proactive investigations undertaken under the TFWPA	56	Maintain or improve ¹	20

Data Source: Ministry of Labour, Employment Standards Branch data.

¹ Based on the 2021/22 forecast of 20 investigations.

PM 2.2 targets for 2023/24 and 2024/25 were stated in the 2022/23 service plan as "Maintain or Improve". For forward-looking planning information, including current targets for 2023/24 – 2025/26, please see the latest service plan on the [BC Budget website](#).

Proactive investigations of employers and recruitment agencies can be a key feature of ensuring that the TFWPA is effective in protecting vulnerable foreign workers. Proactive investigations are evidence-based inquiries that utilize complaints data to identify economic sectors with high levels of non-compliance, as well as routine and random auditing.

The Branch completed 20 proactive investigations within the foreign worker regime this fiscal year, with a focus on education and ensuring compliance with the TFWPA's recruiter licensing and employer registration requirements. This is a typical number of proactive investigations that occur within a fiscal year.

Goal 3: Support forest workers as government transitions towards a new approach for sustainable forest management.

Objective 3.1: Implement Bridging to Retirement Program to support forest workers that may be impacted by old growth harvesting deferrals.

Key results

- Continued administration of the Bridging to Retirement Program to transition older workers to retirement and to preserve jobs for younger workers in the sector.
- Participated in the implementation of the Forestry Worker and Community Support Programs to support the forestry sector transition, minimize operational mill impacts of old growth deferrals, and preserve good paying jobs for forestry workers in their local communities.

Summary of progress made in 2022/23

In fiscal 2022/23, 346 forest workers, 55 years and older, received funding approval from the Bridging to Retirement Program (Program). The communities with the largest number of workers that received funding approval were Port Alberni (\$2.3M), Duncan (\$1.2M), Kelowna (\$1.1M), Kamloops (\$1.0M) and Fort Fraser (\$1.0M).

The Ministry worked with the Ministries of Post Secondary Education and Future Skills, and Jobs, Economic Development and Innovation, to identify potential training opportunities and funding for junior workers to support older skilled workers to retire in impacted mills. Multiple pilot projects were implemented in 2022/23 which resulted in more than 200 junior workers' jobs preserved and significantly reduced full mill curtailments and closures.

Performance measure and related discussion

Performance Measure	2021/22 Actual	2022/23 Target	2022/23 Actual
3.1a Number of workers receiving bridging benefit funding offers	389	N/A	346

Data source: Ministry of Labour, Bridging to Retirement Program internal data.

¹ PM 3.1a targets for 2023/24 and 2024/25 were stated in the 2022/23 service plan as TBD given the infancy of the program. For forward-looking planning information, including current targets for 2023/24 – 2025/26, please see the latest service plan on the [BC Budget website](#).

For 2022/23, the number of applications received was less than expected due to delayed old growth deferral decisions, reduced access to fibre, and market conditions. Approximately 12.8 percent of applicants declined their offered benefits this fiscal year, compared to a 7 percent decline rate in previous years. Workers who, after receiving notice of the approved funding amount, decided to continue working, cited financial or personal reasons or the 18-month

employment eligibility criteria as reason to not proceed with the application process. The employment criteria states that once a retired worker agrees to participate and receives benefits, that retired worker is not allowed to be employed in any sector for 18 months to supplement their income.

Forestry workers, labour organizations and local governments requested a review of this criteria, given it was cited as both a barrier to participation and negatively impacts the preservation of junior workers' jobs. The Ministry commenced a review of this eligibility criteria to address this concern.

Financial Report

Discussion of Results

The Discussion of Results reports the Ministry of Labour's financial results for the year ended March 31, 2023, and should be read in conjunction with the Financial Summary table provided below.

The Ministry fully spent their total authorized budget of \$34.467 million before the adjustment of prior year overaccrual. This includes a base budget of \$17.423 million and 2022/23 Other Authorization funding of \$17.044 million for the following programs and initiatives:

General Programs Contingencies

- Employment Standards Branch (\$4.168 million)
- Old Growth Supports – Bridging to Retirement Program (\$12.876 million)

Financial Summary

	Estimated (\$000)	Other Authoriz- ations ¹ (\$000)	Total Estimated (\$000)	Actual (\$000)	Variance (\$000)
Operating Expenses					
Labour Programs	15,828	17,044	32,872	32,779	-93
Executive and Support Services	1,595	0	1,595	1,688	93
Sub-total	17,423	17,044	34,467	34,467	0
Adjustment of Prior Year Accrual ²	0	0	0	-129	-129
Total	17,423	17,044	34,467	34,338	-129
Ministry Capital Expenditures					
Labour Programs	3	0	3	0	3
Total	3	0	3	0	-3

¹ "Other Authorizations" include Supplementary Estimates, Statutory Appropriations and Contingencies. Amounts in this column are not related to the "estimated amount" under sections 5(1) and 6(1) of the Balanced Budget and Ministerial Accountability Act for ministerial accountability for operating expenses under the Act.

² The Adjustment of Prior Year Accrual is a reversal of accruals in the previous year.

Appendix A: Public Sector Organizations

As of August 11, 2023, the Minister of Labour is responsible and accountable for the following organizations:

[WorkSafeBC](#)

WorkSafeBC is an agency established under the Workers Compensation Act with the mandate to oversee a no-fault insurance system for workplace injuries, illnesses and fatalities.

WorkSafeBC partners with employers and workers in B.C. to: promote the prevention of workplace injury and illness; rehabilitate those who are injured, and provide timely return to work; provide fair compensation to replace workers' loss of wages while recovering from injuries; and ensure sound financial management for a viable workers' compensation system.

[The Workers' Compensation Appeal Tribunal](#)

The Workers' Compensation Appeal Tribunal is the final level of appeal in the workers' compensation system of B.C. and is independent of WorkSafeBC. The Tribunal is established under the Workers Compensation Act.

[The Labour Relations Board](#)

The Labour Relations Board is an independent, administrative tribunal established under the Labour Relations Code with the mandate to mediate and adjudicate employment and labour relations matters related to unionization and unionized workplaces.

[The Employment Standards Tribunal](#)

The B.C. Employment Standards Tribunal is an administrative tribunal established under the Employment Standards Act. The Tribunal conducts appeals of determinations issued by the Director of Employment Standards under the Employment Standards Act and under the Temporary Foreign Worker Protection Act.

Appendix B: Progress on Mandate Letter Priorities

The following is a summary of progress made on priorities as stated in Minister Harry Bain's 2020 Mandate Letter.

2020 Mandate Letter Priority	Status as of March 31, 2023
Continue a collaborative approach in working with representatives of workers and employers to address the impacts of the COVID-19 pandemic on people and businesses.	<p>Completed.</p> <ul style="list-style-type: none"> Through the pandemic, the Ministry worked with worker and employer representatives, WorkSafeBC, other ministries and governments to develop legislation, regulations and programs to support workers and employers to address the impacts of COVID-19. This included the development of workplace safety plans, job-protected leaves related to COVID-19 and vaccinations, and temporary lay-off extensions.
Continue working with the federal government on a paid sick leave program to protect workers and businesses during the COVID-19 pandemic and beyond.	<p>Underway</p> <ul style="list-style-type: none"> B.C. supported Canada's initiatives for federal leave programs related to COVID-19. B.C. led the provinces and territories in establishing five days of employer-paid permanent sick leave per calendar year. The Minister and ministry engaged with federal, provincial and territorial colleagues on paid sick leave from a national perspective.
Create new consultative mechanisms to engage employer and worker representatives in consideration of any changes proposed to workplace legislation to ensure the widest possible support.	<p>Underway</p> <ul style="list-style-type: none"> The Ministry consulted with worker and employer representatives on a project-by-project basis, including group and individual meetings, roundtables, online surveys and opportunities to make written submissions.

2020 Mandate Letter Priority	Status as of March 31, 2023
<p>Once the minimum wage reaches \$15.20 per hour in June 2021, provide predictability for employers and workers by tying the minimum wage to the rate of inflation.</p>	<p>Underway</p> <ul style="list-style-type: none"> Minimum wage rates in the Employment Standards Regulation were increased, effective June 1, 2022, by 2.8 percent, which was the rate of inflation for 2021, as measured by the annual average change in the B.C. Consumer Price Index. The increase applied to all minimum wage rates set in the Employment Standards Regulation, which include the: general minimum hourly wage; minimum daily wages for live-in home support workers and live-in camp leaders; minimum monthly wages for residential caretakers; and minimum agriculture piece rates for hand harvesting 15 specific crops (the latter came into effect on January 1, 2023).
<p>Ensure that every worker has the right to join a union and bargain for fair working conditions.</p>	<p>Underway</p> <ul style="list-style-type: none"> In May 2022, Bill 10, the Labour Relations Code Amendment Act, 2022, was passed. The legislation implements a single-step union certification system and builds on previous changes that followed recommendations by the Labour Relations Code Review Panel.
<p>Increase the number of WorkSafeBC caseworkers and increase workplace safety inspections.</p>	<p>Completed</p> <ul style="list-style-type: none"> In 2022, there were 383 prevention and investigations officers budgeted at WorkSafeBC. This is a 12.5 percent increase from the 340 officers budgeted in 2019. In 2022, WorkSafeBC completed approximately 52,911 workplace reports. This is a 19.2 percent increase from the 44,398 investigation reports completed in 2019.

2020 Mandate Letter Priority	Status as of March 31, 2023
<p>In partnership with WorkSafeBC and with support from the Minister of Mental Health and Addictions, work to develop better options for chronic work-related pain, including improving pain management practices for injured workers and providing treatment on demand to those with chronic pain as a result of workplace injuries.</p>	<p>Underway</p> <ul style="list-style-type: none"> • The Ministry of Labour is working collaboratively with the Ministry of Mental Health and Addictions and WorkSafeBC to develop options that ensure injured workers have the medical care and pain management they need. • This includes improving pain management practices for injured workers and providing a variety of supports to those with chronic pain as a result of a workplace injury. • WorkSafeBC has commenced a review of the chronic pain policies to improve consistency in the adjudication, management, and treatment of chronic pain.
<p>Support the work of the Minister of Advanced Education to restore the compulsory trades system to improve safety and give more workers a path to apprenticeship completion.</p>	<p>Completed</p> <ul style="list-style-type: none"> • The Ministry of Labour supported the Ministry of Post Secondary Education and Future Skills in developing the Skilled Trades BC Act. The Act establishes a made-in-B.C. system to support and train apprentices and modernize the Crown agency responsible for trades training.
<p>Support the Parliamentary Secretary for Gender Equity's work to close the gender pay gap by addressing systemic discrimination in the workplace and through new pay transparency legislation.</p>	<p>Completed</p> <ul style="list-style-type: none"> • The Ministry of Labour supported the Ministry of Finance in developing the Pay Transparency Act. The Act supports the identification and elimination of pay differences among groups of workers.

2020 Mandate Letter Priority	Status as of March 31, 2023
<p>Support the work of the Minister of Agriculture, Food and Fisheries to continue improving working conditions for all workers including temporary foreign workers and temporary domestic workers working in farming communities.</p>	<p>Underway</p> <ul style="list-style-type: none"> • Minimum wages for all workers were increased, effective June 1, 2022, by 2.8 percent, which was the rate of inflation for 2021, as measured by the annual average change in the B.C. Consumer Price Index. • Minimum piece rates for agriculture workers were increased by the same 2.8 percent, effective January 1, 2023. This change increased minimum wages paid to hand-harvesters of 15 crops specified in the Employment Standards Regulation.
<p>Support the Parliamentary Secretary for Rural Development to guide the establishment of a new Worker Training and Job Opportunity Office to maximize the impact of our economic recovery plan for workers and communities during COVID-19 and beyond – with a focus on retraining workers, supporting resource communities facing job loss, developing higher value goods, and accessing new global markets and opportunities for B.C. products.</p>	<p>N/A</p> <ul style="list-style-type: none"> • This Mandate Letter item was established when the Parliamentary Secretary for Rural Development supported the Minister of Forests, Lands, Natural Resource Operations and Rural Development. That Ministry no longer exists and the Parliamentary Secretary for Rural Development now supports the Minister of Jobs, Economic Development and Innovation. • The Parliamentary Secretary's current 2022 mandate letter does not include this item nor require further progress to be made on previous mandate letter items.

The following is a summary of progress made on priorities as stated in Parliamentary Secretary Adam Walker's 2020 Mandate Letter.

2020 Mandate Letter Priority	Status as of March 31, 2023
<p>Work with labour and business organizations to develop a precarious work strategy that reflects modern workplaces' diverse needs and unique situations.</p>	<p>Underway</p> <ul style="list-style-type: none"> • The Ministry implemented a number of initiatives over the past five years as part of the precarious work strategy, including increasing the minimum wage, improved workers' compensation benefits and support for workers, workplace safety measures, enhanced employment standards and access to the Employment Standards Branch, and improved access to collective bargaining. • Parliamentary Secretary Walker began the Ministry's work to propose employment standards and other protections for app-based ride-hail and food delivery workers.

2020 Mandate Letter Priority	Status as of March 31, 2023
<p>As part of the precarious work strategy, propose employment standards targeted to precarious and gig economy workers, and investigate the feasibility of a government-backed collective benefit fund and access to a voluntary pooled-capital pension plan for workers who do not otherwise have coverage.</p>	<p>Underway</p> <ul style="list-style-type: none"> • The Ministry began its review of employment standards for gig workers with an initial focus on app-based ride-hail and food delivery workers. • Parliamentary Secretary Walker led the initial consultations with app-based ride-hail and food delivery workers, platform companies, academics and labour organizations, as well as an online survey of ride-hail and food-delivery workers and the public, to identify the benefits and challenges of app-based ride-hail and food delivery work. • Parliamentary Secretary for Labour, Janet Routledge, continued the consultations on this issue upon appointment to this position.