

## What You Should Know About the Training Wage

- According to the legislation an employee who has any paid work prior to Nov. 15 2001 should not be paid the training wage.
- It is up to the employee to prove they have worked before November 15th 2001 or have worked 500 hours since then. Proof of previous employment can be any of the following: record of employment, pay stubs, and written confirmation from a previous employer.
- If an employer does not accept an employee's information and it is later determined that they have reasonably proved they had paid employment, the employer could be required to make up the difference in wages.
- All paid employment, whether in BC, other parts of Canada, or the world, counts towards the 500 hours of paid work experience.
- The first job/entry level wage applies only to workers paid by the hour or on commission.
- Only work for which earnings have been declared count towards the required 500 hours of paid experience so casual work does not count.
- There is nothing in the Employment Standards Act that prevents employees from being laid off once they work 500 hours at their job.

## How to Get Involved

- **Report businesses that are using the training wage:** Are you being paid six bucks an hour? Do you know someone who is? Do you know a business that is taking advantage of the training wage? Call us!
- **Participate in our actions against the training wage:** The more people taking action against the training wage, the better! There are many ways you can participate in actions against businesses that are using the training wage:
  - **Boycott these businesses**
  - **Leaflet businesses using the training wage**
  - **Participate in Community Pickets**
  - **Flying Squads:** In some cases we will need to get as many people as possible to take action against a business on short notice. Flying squads are groups of people who are available on short notice to show up at a business and take action.
- **Get involved with the Anti-Poverty Committee:** We hold general meetings every two weeks. Contact us to find out when our next meeting is happening.
- **Donate resources to the Anti-Poverty Committee:** We need paper, photocopying, bus tickets to move people around, office supplies, financial contributions... if you have something that you think we can use, don't hesitate to contact us. We are a grassroots organization, and we need all the material support we can get.

**Anti-Poverty Committee**  
**(604) 682 - 2726**  
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# Fight the training wage!



**Are you being paid \$6 an hour?**  
**Do you know someone who is?**  
**Do you know a business that is taking advantage of the training wage?**

**Call the Anti-Poverty Committee.**



## The Facts

A BC Federation of Labour study shows that from 1992 - 2000, BC raised its minimum wage five times - a 43% increase. During this time the provinces unemployment rate fell from 10.2% to 6.8%. Youth unemployment also fell despite there being only modest economic growth.

A Canadian Centre for Policy Alternatives report compared employment in Alberta and BC in the low wage food and beverage industry after two large minimum wage hikes in BC. They found that employment in BC rose by nine percent or 11,300 jobs. The number of hours worked went up to 26.4 from 25.5 and average weekly earnings increased by 18.6% from 1993-1997.

Even at \$8 an hour full time one's gross income barely equals the poverty line.

A person working part-time at \$6 an hour will earn roughly \$480 a month before deductions.

The training wage is based on the idea that a person needs 500 hours of 'training' for a minimum wage job. To make a comparison, 200 hours of flight training qualifies a person as a commercial flight pilot.

The training wage essentially provides employers with a \$1000 subsidy per employee (they save \$2 per hour for 500 hours).

About 70% of minimum wage earners in BC are over 19, 64% are women and 48% have some sort of post-secondary education.

## What We Say

The training wage is not about 'helping young workers,' and the business associations that pushed for it know this. It is about squeezing even more profit out of marginalized workers. People working for minimum wage are mostly women, people of colour, and youth. The training wage is an attack on these people, and will lead to less job security and more short-term low wage employment. As thousands are kicked off welfare under the new legislation, this situation will become worse. More people will be forced to compete for jobs that do not support even a minimum standard of living.

The BC Liberals won't change their minds about the training wage without serious pressure. Businesses like McDonald's will continue to pay the training wage as long as they can get away with it. This is why it is up to us to end the training wage, to fight back by targeting the businesses that are using it against their employees.

The Anti-Poverty Committee has launched a Campaign to End the Training Wage, and we want you to get involved. We will work with people making the training wage to put pressure on their employers. We will leaflet and picket these businesses, encourage people to boycott them, and disrupt their ability to make money until they stop using the training wage against their workers. The Anti-Poverty Committee will go after the business associations that lobbied for the training wage, and we will fight back until the training wage is gone for good.

### What the BC Liberals and Business Groups Say About the Training Wage

"We committed in our New Era platform to focus on reducing BC's youth unemployment, which is the highest in Western Canada. We are honouring that commitment through a 'first job' rate for new employees entering the workforce. The first job rate will increase youth employment by giving employers incentive to hire young people without experience."

- Graham Bruce, Minister of Skills Development and Labour

#### The Business Council of BC:

"Raising the minimum wage would decrease employment among inexperienced and low - skilled workers and make it harder for such individuals to move into the economic mainstream."

- 'Submission on the BC Minimum Wage,' August 2nd 2000

#### The BC Restaurant and Foodservices Association:

"The 52 percent increase in the minimum wage over the past decade resulted in a loss of two jobs per restaurant, or a total of over 18 000 jobs across the country."

- BCRFA news release, October 29 2001

#### The Retail Council of Canada:

"The hidden impact of raising the wage floor threshold is an upward ripple effect at all levels of the wage rate ladder. And those increased labour costs have to be absorbed somehow... Workers with no experience may receive some protection, however, from the government's decision to introduce a "first-job" entry wage of \$6.00 an hour."

- Kevin Evans, BC Vice-President of RCC.

### Major Liberal Donors

McDonalds .....	\$11,000
Spectra Group .....	\$13,150
(Milestones, Bread Garden)	
Boston Pizza .....	\$14,237
Earl's Restaurants .....	\$20,000
Shato Holdings .....	\$18,500
(White Spot, Italian Oven Restaurants)	

**Together we will put an end to the training wage legislation.**

**Together we will make \$6 bad for business.**