

LABOUR MANAGEMENT REVIEW COMMITTEE

April 9, 2014

Honourable Erna Braun
Minister of Labour and Immigration
Room 162 Legislative Building
450 Broadway
Winnipeg MB R3C 0V8

Dear Minister:

As requested in your letter of January 9, 2014, the Labour Management Review Committee (LMRC) has reviewed the following four issues: the general minimum wage; implementation of a minimum wage for security guards; protections for temporary help agency workers; and timeframes for hearings and decisions of the Manitoba Labour Board.

With respect to both the general minimum wage and a minimum wage for security guards, following extensive discussion, the Labour and Management Caucuses are submitting separate reports with recommendations.

On the issues of protections for temporary help agency workers and timeframes for decisions and hearings of the Manitoba Labour Board, the Committee was able to reach a consensus on recommendations, although with a caveat from the Management Caucus with respect to the former.


We would like to thank you for giving the LMRC the opportunity to review these important issues, and would also like to thank the Committee members for dedicating their valuable time to this task.

The LMRC's combined report on the above mentioned issues is attached. If you have any questions, or wish to discuss any aspect of the report, please do not hesitate to contact the Chairperson.

Sincerely,



Kevin Rebeck
Labour
Caucus Chair



Michael Werier
Chairperson



Peter Wightman
Management
Caucus Chair

Enclosure

cc: Members of the Manitoba Labour Management Review Committee

REPORT OF THE MANITOBA LABOUR MANAGEMENT REVIEW COMMITTEE

April 9, 2014

MANDATE OF THE LABOUR MANAGEMENT REVIEW COMMITTEE

The Labour Management Review Committee (LMRC) was tasked by the Minister on January 9, 2014, with:

1. Providing recommendations on changes to Manitoba's general minimum wage for 2014;
2. Reviewing and making recommendations on a proposal for implementing a special minimum wage that would apply to persons working as security guards in Manitoba;
3. Reviewing and providing recommendations on a proposal to strengthen workplace protections for workers who gain employment through temporary help agencies; and
4. Providing recommendations on measures that can be taken to help ensure timeliness of Manitoba Labour Board hearings and decisions.

1. GENERAL MINIMUM WAGE

The LMRC was tasked with conducting a review of the minimum wage, provided for under *The Employment Standards Code*, in order to consider what, if any, increase in the minimum wage would be appropriate in 2014.

Staff of the Department of Labour and Immigration (Labour Programs) provided background material for consideration by the LMRC and were available to conduct such research as the Committee considered appropriate. This included:

- Material from Statistics Canada, such as the demographic characteristics of minimum wage earners in Manitoba (age, educational attainment, living situation etc.), as well as cross-jurisdictional information on average weekly earnings, inflation, unemployment, and taxation.
- Inter-jurisdictional minimum wage charts, including historical and planned future increases in other provinces.

Labour and Management caucus members consulted with stakeholders and members of their respective organizations throughout the process and submitted their respective positions. Based on these positions, the two sides were unable to reach a consensus recommendation. Their separate submissions are below.

LABOUR CAUCUS SUBMISSION

A. Executive Summary

1. Minimum Wage increases stimulate the economy
 - Workers at the lower end of the income spectrum spend virtually all of their income in our local economy.
 - With inflation outpacing the minimum wage increase, low-wage Manitobans saw some erosion of their purchasing power last year.
 - Wage-led growth of the economy is good for workers; it's good for business; and it's good for government's efforts to bring the budget back into balance.
2. Minimum Wage Increases are a Poverty Reduction Strategy
 - Government invests significant resources towards supporting low-wage earning Manitobans.
 - This helps reduce the wage a Manitoban must earn in order to make ends meet (a living wage).
 - We need employers to be a partner and do their share to enable low-wage Manitobans lift themselves out of poverty.
3. Manitoba should lead on this front
 - Jurisdictions around the country, North America and the world are looking to meaningful minimum wage increases as a way to reduce poverty and stimulate the economy.
 - Manitoba is proud to be a leader being the only jurisdiction in Canada to completely eliminate the Small Business Income Tax.
 - Manitoba should also lead on using the minimum wage as another lever to stimulate the economy and give low-wage earning Manitobans greater purchasing power.

- Movement in other Canadian jurisdictions gives Manitoba some room to move beyond the small minimum wage increases of recent years, towards a minimum wage that better reflects a living wage.

4. Recommendation:

- **Labour Caucus recommends what we think is a fair increase to the minimum wage: \$1/hour for this year and \$.50/hour each year thereafter until the target of 60% of Manitoba's Average Industrial Wage is reached.**

B. Background

The Labour Caucus of LMRC congratulates and commends this government for increasing the minimum wage annually and providing supports to low-income workers, helping to move Manitoba closer to a living wage.

The labour movement has long believed in a clear and transparent principle - that no one working full time should have to live in poverty. It is time for Manitoba to consider a significant increase to the minimum wage - one that narrows the wage gap between low and average income families while providing a boost to the economy.

Minimum wage increases stimulate the economy

The debate about raising the minimum wage to something closer to a living wage is taking place across Canada, North America and the world. U.S. President Barack Obama put raising the minimum wage on the radar recently, saying that raising the federal minimum wage is good for families dependant on low-wage jobs and for businesses dependant on more consumer power to fuel their growth. A growing economy also helps balance the books.¹ In January, a group of over 600 economists in the U.S. signed an open letter urging an increase to the federal minimum wage to \$10.10/hour – an increase that represents a 39% increase from where it stands currently – stating that “...the weight of the evidence now shows that increases in the minimum wage have little or no negative effect on the employment of minimum-wage workers, even during times of weakness in the labor market. Research suggests that a minimum-wage increase could have a small stimulative effect on the economy as low-wage workers spend their additional earnings, raising demand and job growth, and providing some help on the jobs front.”² There is no reason to believe that these benefits would not also apply in a Manitoba context.

Only 4 other provinces in Canada have a larger percentage of workers who are reliant on minimum wage jobs than Manitoba: PEI, NS, NB and ON. With 51,300 Manitobans earning minimum wage or up to 10 % more than minimum wage (almost 1 in 10 Manitoba employees), a meaningful increase to the minimum wage matters to the economy, since [household spending drives 54 per cent of gross domestic product](#).³ (in Canada). Ask almost any small business owner what they need to grow their business, and most will say that they need customers with money to spend in their shop. With inflation outpacing the minimum wage increase, low-wage Manitobans saw some erosion of their purchasing power last year.

A minimum wage earner, working 40 hours a week in Manitoba earns \$21,736 before taxes. An increase of \$1/hour, would allow a family with two adults working full-time minimum wage jobs

¹ “Boost the Minimum Wage, Boost the Economy”, [The Progressive Economics Forum](#), Armine Yalnizyan, February 27, 2013

² Over 600 Economists Sign Letter in Support of \$10.10 Minimum-Wage, <http://www.epi.org/minimum-wage-statement>

³ Gross domestic product, expenditure-based (quarterly), Statistics Canada

to earn \$4,160 more a year, pre-tax. It's been demonstrated that workers at the lower end of the income spectrum spend virtually all of their income in our local economy. Minimum wage increases influence wages that are close to minimum wage, which would increase the purchasing power of low- and middle-income households, who – again - spend their money locally.

Minimum wage increase as a poverty reduction strategy

Minimum wage increases represent a very real measure for helping people lift themselves out of poverty and reduce their need for help from government. It's been said that there is no better social program than a good job. Government has been a strong partner in providing supports to Manitoba workers at the low end of the income scale, to help narrow the gap between the minimum wage and a living wage. It's time to work together to ensure that every job in Manitoba is a good job, and that no one working full-time, year-round, should have to live in poverty.

Labour Caucus commends the efforts of this government to provide supports to low-income workers in Manitoba. There are some very positive initiatives for low-wage earning Manitobans in Budget 2014, including the new Manitoba Rent Assist program, which will follow recipients as they move into the workforce, a renewed commitment to growing the affordable and social housing stock and investments in childcare. These, combined with existing programs like the Manitoba Child Benefit, 55Plus for older low-income Manitobans, child care subsidies, the MarketAbilities program for workers with disabilities and other initiatives in the Rewarding Work strategy help to reduce the wages Manitobans must earn in order to make ends meet, or what many refer to as a "living wage." Too many Manitobans still live in poverty. Government programs can't solve this problem alone. Wages have to be part of the solution.

Statistics Canada establishes the Manitoba Average Industrial Wage each year. In the year from June 1, 2013 to May 31, 2014, Manitoba's average industrial wage was set at \$43,134.⁴ 60% of that wage, based on a 40 hour work week would be \$12.44/hour. Moving our minimum wage closer to that 60% of the Average Industrial Wage would provide a better balance between how government supports and earned wages allow low-income Manitobans make ends meet.

Manitoba can lead on more than one front

Manitoba is currently the only jurisdiction in Canada to have completely eliminated the Small Business Income Tax. In other provinces, this tax ranges as high as 8% in Quebec, with most provinces ranging from 3% to 4.5%. This government is proud to lead the other provinces on this front, as noted in the Budget 2014 speech on March 6. Manitoba shouldn't be reluctant to lead on other measures that stimulate the local economy, including minimum wage rates. Ontario's minimum wage is set to rise from \$10.25 to \$11 an hour on June 1 (with many calling for or committing to a wage that's higher than that). Yukon's minimum wage is moving from \$10.54 to \$10.72 an hour on April 1 and Nunavut currently at \$11 an hour. There are calls in BC for a \$13/hour minimum wage. There is room for Manitoba to make a significant increase to the minimum wage and still not be perceived as being too far out in front of other jurisdictions. Manitoba should not be afraid to lead on setting a minimum wage that allows low-income Manitobans to both share the benefits of and play a role in a strengthening Manitoba economy.

In their recent paper entitled "Making every Job a Good Job: A Benchmark for Setting Ontario's Minimum Wage", CCPA's Trish Hennessy, Kaylie Tiessen and Armine Yalnizyan make a strong

⁴ <http://www.gov.mb.ca/labour/standards/doc,overtime-hours-control,factsheet.html>

case for meaningful minimum wage increases which applies equally to a Manitoba context. They write, "Raising the minimum wage can be good for the economy. More than 100 years ago, Henry Ford recognized that running a profitable, sustainable company meant his employees needed to earn enough that they, too, could afford to own an automobile. This is the concept of wage-led growth. People living on low incomes have a higher propensity to consume locally than higher income earners, which means that increasing the share of wages going to lower income people could boost consumer demand, lower indebtedness, dampen income inequality and generate business investment in order to meet that demand and make a profit." (Yalnizyan, 2013).⁵

Response to Management Caucus recommendations

Lower minimum wage for students and servers:

We remain opposed to a lower minimum wage for students and workers in workplaces where they may receive gratuities. We are not aware of any province that has ever implemented a lower minimum wage for students, which the Management Report seems to indicate should apply to all students between the ages of 15-24. This would be a step in the wrong direction for too many reasons to list, not the least of which being the disincentive it would provide for our young people to stay and build a life in Manitoba – a goal that was featured prominently in Budget Speech 2014. There are many reasons to reject a lower minimum wage for servers, including the voluntary nature of gratuities, the common practice of pooling or sharing tips often referred to "tipping out" in workplaces, and the difficulty in monitoring or regulating what happens with gratuities to ensure that servers earn a fair wage.

Size of increase to minimum wage:

We disagree with the Management report's recommendation on the amount that the minimum wage should be increased. The \$0.20 increase last year resulted in workers at the lowest end of the wage scale seeing a decrease in their purchasing power. We should ensure that this erosion is not repeated this year. An increase of \$1.00 an hour would serve to boost that purchasing power of a significant percentage of workers, providing all of the potential economic benefits we outlined in our report.

Basic Personal Exemption a misguided diversion:

As we have articulated in the past, the focus on the basic personal exemption as a method of increasing incomes for low wage earners is a misguided diversion that would the deprive the provincial treasury of literally millions of dollars and provide very little benefit to minimum wage earners (only 10% of the benefit of such a reduction). A \$1000 increase in the BPE would reduce a minimum wage worker's income taxes by approximately \$110 and would cost the provincial treasury \$78 million.

Minimum wage as a percentage of average weekly earnings:

The Management Report appears to advocate for greater income inequality between our lowest paid workers and average income earners in this province. That is not a position that we can accept. Moreover, Management's position is not an accurate reflection of wages in the provinces they compare Manitoba to. The percentage of workers earning minimum wage or less is significantly lower in those provinces referenced in the Management Report. (MB: 4.6%, SK: 3.9%, AB: 1.3%, BC: 2.3%)* Only Ontario has a higher percentage of workers relying on minimum wage (8.1%), and they are taking steps to increase their minimum wage to \$11/hour and index it to inflation as of June 1.

⁵ "Making Every Job a Good Job: A Benchmark for Setting Ontario's Minimum Wage" by Trish Hennessy, Kaylie Tiessen and Armine Yalnizyan, CCPA, October 2013. p. 28

<http://www.statcan.gc.ca/pub/75-001-x/tables-tableaux/topics-sujets/minimumwage-salaireminimum/2009/tbl02-eng.htm>

Employers Council “Manitoba Prosperity Report”

In the 2013 Manitoba Employers Council’s released the “Manitoba Prosperity Report, ARE WE THERE YET?”. Page 3 speaks to Average weekly earnings and is critical of Manitoba continuing to be at 5th place of the 5 western provinces in overall average weekly earnings and third place in terms of percent increase.

The report recognizes the financial return on paid employment as an important measure of the quality of paid employment as well as an indicator of well-being within the highlighted jurisdiction.

The Labour caucus agrees with that assessment and a government policy increasing the minimum wage helps move this measure forward. We would also contend that the Employers represented by the Employers Council are best positioned to increase their workers’ salaries in order to improve Manitoba’s standings on this measure. Government’s direct role with respect to this measure is in setting the minimum wage.

<http://www.mbcchamber.mb.ca/wp-content/uploads/2014/01/2013-The-Manitoba-Prosperity-Report-with-cover.pdf>

Competitiveness

Once again, Winnipeg has been ranked as the most cost-competitive city in Western Canada and the U.S. Midwest in KPMG's Competitive Alternatives report.

<http://www.winnipegfreepress.com/business/low-costs-give-city-an-economic-advantage-252854391.html>

It would be great to balance that attractiveness and competitiveness for business, with being the first province to reach a living wage.

C. Labour Caucus Recommendation

1. The Labour Caucus believes an appropriate minimum wage would be set at a living wage. In our view a living wage would be at least 60% of Manitoba’s Average Industrial Wage. In 2014 dollars that would be \$12.44/hour. We believe, now that we are within \$2.00 of being at a living wage, a multi-year plan should put in place to close the gap. **We recommend what we think is a fair increase to the minimum wage: \$1/hour for this year and \$.50/hour each year thereafter until the target of 60% of Manitoba’s Average Industrial Wage is reached.**

MANAGEMENT CAUCUS SUBMISSION

A. Background

The Management Caucus of LMRC has had an opportunity to review the Labour Caucus recommendation regarding the minimum wage and in particular notes the recommendation of the Labour Caucus that the minimum wage be increased by \$1.00 per hour in 2014 and .50¢ per hour each year thereafter until the target of establishing the minimum wage at the level of 60% of Manitoba's average industrial wage is achieved. Not surprisingly, the Management Caucus is of the view that much lower increases or perhaps no increase at all to the Manitoba minimum wage is appropriate in the circumstances. Thus, the Management Caucus and the Labour Caucus would seem far apart. However, the Management Caucus notes further that this situation is not unfamiliar to the representatives of the Management and the Labour Caucuses since it closely parallels the situation in which representatives of Management and Labour customarily find themselves in collective bargaining. Consequently, the Management Caucus remains strongly of the opinion that consensus is possible if the parties adopt the techniques which have served them so well in collective bargaining.

There are a number of methods which representatives of Management and Labour have used over the years to help bridge the philosophical gap between what Labour and Management think should be paid to certain workers in certain circumstances. These approaches include the following:

1. **Consider comparables.** In collective bargaining this usually involves looking at operations in similar industries within and without the particular jurisdiction. In the context of Manitoba's minimum wage, this involves looking at other provinces in Canada, particularly those with which Manitoba is most closely associated.
2. **Consider the overall state of the economy.** This involves looking at changes in the Consumer Price Index ("CPI"), average weekly earnings, unemployment, etc.
3. **Consider innovative approaches.** Frequently deadlocks in collective bargaining can be overcome by considering fresh ideas which serve the interests of both parties.

The next section of this report will look at these various approaches and draw conclusions as to where consensus might be achieved.

1. **Comparables.** According to the most recently available statistics as shown in Appendix 1 (note all appendices attached to this report were provided by the Department of Labour), the Manitoba minimum wage in 2013 was the highest of all provinces in Canada. In 2014, even if the Manitoba minimum wage were not increased at all, Manitoba still would be in second place surpassed only by Ontario which, after no increases since 2010, has announced an intention to increase its minimum wage effective June 1 to \$11.00. Looking at the matter objectively, having regard to Manitoba's relative position regarding average weekly earnings, it would seem clearly inappropriate that Manitoba should have a minimum wage which is higher than Ontario, Saskatchewan, B.C. or even Alberta, all of which have much higher average weekly earnings than Manitoba as can be seen in Appendix 2. This can be understood even more clearly when consideration is given to minimum wage expressed as a percentage of average weekly earnings as shown on Appendix 3. A review of these tables indicates that minimum wage expressed as a percentage of average weekly earnings is much higher in Manitoba than in any of the provinces with which we are most usually

compared namely Ontario, Saskatchewan, Alberta and B.C. The table also shows clearly that no other Canadian province, not even PEI or Nova Scotia, is anywhere close to the 60% level recommended by the Labour Caucus.

All of this suggests that Manitoba's minimum wage already is higher than it should be having regard to a consideration of comparable average earnings and the ratio of minimum wage to average earnings in other provinces. This leads to the conclusion, based on a consideration of the comparables, that a balanced and moderate approach to further increases to the Manitoba minimum wage is advisable.

2. **Overall state of the economy.** As a general proposition, having regard to the relatively fragile state of the Canadian economy in general and the Manitoba economy in particular, extravagant increases to the minimum wage would seem ill-advised. Recent forecasts of growth to the Canadian and Manitoba economies have been downgraded and the term "sluggish" is applicable to the forecasts for 2014.

Again a close look at specific statistics bears this out. In Manitoba, average weekly earnings increased in 2013 only by 0.4% when compared to 2012 as can be seen in Appendix 2.

On the other hand inflation in Manitoba at 2.2% was relatively high, and it is recognized that an argument could be made that minimum wage earners should not have their income eroded by inflation.

3. **Innovative approaches.** One innovative approach is to consider whether there are other ways to benefit low income earners. It is noted that in Saskatchewan and B.C. a minimum wage earner is actually better off in those jurisdictions than someone in Manitoba even though the minimum wage in Saskatchewan and B.C. is lower than in Manitoba. This is so because, in the final analysis, it is more important to a worker what he nets than what he receives in gross pay. Because of a combination of the basic personal exemption and the bottom tax rate, as can be seen in Appendix 4, minimum wage earners in B.C. and Saskatchewan get to keep much more of their wages than do their Manitoba counterparts. In Manitoba, for example, an increase of .10¢ per hour in the minimum wage results in a net increase to a worker which is much less because a higher portion of that increase is taxed away than in other provinces.

However the reverse is true for employers. The same .10¢ increase in the minimum wage not only costs employers the full .10¢ per hour but in fact the total cost is closer to .12¢ or even more because of increased contributions to EI, CPP, WCB, vacation pay and the like.

Accordingly, an innovative approach and one which gives a real benefit to low income earners would be to provide some of the benefit by increasing the personal exemption or reducing the bottom tax rate or a combination of the two. This would have the added advantage of reducing the burden on employers and improving Manitoba's attractiveness relative to our neighbours.

Another innovative approach is to take a thoughtful approach to an analysis of minimum wage earners in Manitoba. They are a diverse group and a "one size fits all" approach might well be inappropriate having regard to the risk of unintended, unfavourable consequences.

This can be demonstrated by looking at one group namely students aged 15 to 24. This group suffers from chronically high unemployment and often experiences barriers to entry into the workplace due to lack of experience. Once established however most of them will enjoy rapid increases to their wages well beyond the minimum. As can be seen from Appendix 5, student unemployment remains much higher than the overall unemployment rate. Further, absolute employment numbers dipped sharply in 2008 and have not recovered. It might be that a differential rate for students would increase student employment by making it more attractive for employers to hire them. This would have the added advantage of improving access for students to the much needed experience which is essential for them to gain a foothold in the workforce. Self-evidently having a high minimum wage is of little value to an individual who is unemployed.

A look at neighbouring provinces leads to the conclusion that this idea has been attractive elsewhere. As can be seen in Appendix 1, five other provinces have differential rates. Often this is based on liquor server or gratuity rates which reflects the fact that workers in these industries earn, by virtue of their tips, hourly wages which are well in excess of the minimum. It is also true that a high percentage of workers in this group are students.

It is noted in particular that, as shown in Appendix 1, two jurisdictions, namely Ontario and Nova Scotia, have differential rates either for students or inexperienced workers. In Ontario the differential rate for students will be \$0.70 per hour effective June 1, 2014.

Management Caucus Recommendations

Having regard to all of the relevant factors as discussed above, the Management Caucus recommends as follows:

1. Establish a "Student rate" and "Red Circle" individuals in that group at the current minimum wage of \$10.45 until it is 15% less than the general minimum wage. Maintain the 15% separation thereafter.
2. Establish a "Gratuity rate" and "Red Circle" individuals in that group at the current minimum wage of \$10.45 until it is 15% less than the general minimum wage. Maintain the 15% separation thereafter.
3. Increase the general minimum wage effective October 1, 2014 by .20¢ per hour to establish a minimum wage of \$10.65 per hour. This is the same increase which was effected in October 1, 2013 and will maintain the earning power of minimum wage workers.
4. At the same time increase the basic personal exemption and decrease the bottom tax rate by 2%. This will "leverage" the benefit to low income earners without placing an additional burden on employers and will have the effect not only of truly benefiting low income earners but also making Manitoba more attractive to business, and reducing the competitiveness gap between Manitoba and its neighbouring provinces, particularly Saskatchewan. By matching the increase to the minimum wage with a corresponding increase to the basic personal exemption and decrease of the bottom tax rate the result should be approximately revenue neutral for the province but obviously will be a considerable added benefit to low income earners.

In closing we note as stated above that on a number of occasions the Minister on behalf of the Government has committed to "take a balanced and moderate approach giving due regard to the interests of all stakeholders". The Management Caucus wholeheartedly agrees with the application of these principles, particularly in these difficult economic times and recommends them as the basis upon which Management and Labour might come forward with a consensus recommendation.

2. MINIMUM WAGE FOR SECURITY GUARDS

The LMRC was tasked with reviewing and making recommendations on a proposal for implementing a special minimum wage that would apply to persons working as licensed security guards in Manitoba. The proposal was to implement a minimum wage for security guards of \$2.25 per hour above the general minimum wage rate (currently \$10.45 per hour), to be phased in over 4 years, as follows:

- October 1, 2014 - \$0.25
- October 1, 2015 - \$0.50
- October 1, 2016 - \$0.75
- October 1, 2017 - \$0.75

This proposal came forth from a Provincial Security Guard Working Group, established in August 2012, that consisted of Government representatives from Workplace Safety and Health, Manitoba Justice, and Employment Standards, as well labour and employer representatives from the security industry. The working group was formed to discuss several issues raised by workers in the security guard industry.

The proposal was a joint recommendation submitted by the labour representative and the employer representative from the unionized sector of the industry. The proposal was not supported by the employer representative from the non-unionized sector of the industry.

The Department provided background information for the LMRC's review, including information on current regulation of the security industry, the number of licensed security guards and registered employers of security guards, and statistics on security guard wages across Canada.

Upon reviewing and discussing the proposal, the Committee was not able to arrive at a consensus recommendation. The respective submissions of the Labour and Management Caucuses are below.

LABOUR CAUCUS SUBMISSION

The Labour Caucus supports the work of the Provincial Security Guard Working Group that resulted in a joint recommendation, submitted by the labour representative and the employer representative representing the unionized sector of the industry, to establish a minimum wage for security guards.

A 4 year phase-in to establish a minimum wage at \$2.25 per hour above the general minimum wage in recognition of skills, training and nature of the work that security guards perform is a fair proposal.

A higher minimum wage for this job classification recognizes the training and licensing required. It also reflects some recognition for the nature of the job that has a higher risk of violence, irregular hours, limited on the job training, night work and working alone.

By the very nature of their work, security officers face hazards not expected of any other worker. They often are not supplied proper equipment, communication devices and their right to refuse dangerous work is a regular concern. They are assigned to watch a burned building to preserve the scene for an insurance company, or patrol Manitoba housing facing bedbugs, and communicable diseases, or patrol temporary construction sites with no shelter or washroom

facilities. They often are put in positions of dealing with people who are intoxicated or working alone late at night.

Security guards give the public and their clients a sense of safety at the expense of their own safety, and they need to be compensated for that.

MANAGEMENT CAUCUS SUBMISSION

The Management Caucus of LMRC has had the opportunity to review the proposal for a separate minimum wage for licensed security guards of \$2.25 above the general minimum wage, to be phased in over four years, as proposed by the Provincial Security Guard Working Group (the "Working Group") as contained in its report dated August 2012 (the "Report").

The Management Caucus is strongly opposed to any form of minimum wage which applies specifically to security guards. Our reasons are as follows:

1. No Objective Need

The Department provided a table showing wages on a Low, Medium and High basis for security guards in all Canadian provinces. This table is very useful and is reproduced below with an indication of Manitoba's relative rank and also indicating the latest statistics for average weekly earnings together with Manitoba's relative rank.

Province	Wages (\$/hr)							Average Weekly Earnings Dollars (2013)	Rank
	Low	Rank	Medium	Rank	High	Rank			
Alberta	13.00	1	16.50	1	20.00	7*	1,108.01	1	
British Columbia	10.25	5*	14.00	5	23.00	4	873.14	5	
Manitoba	10.45	3	13.00	7	21.50	6	833.14	6	
New Brunswick	10.00	8*	12.60	9	23.74	3	807.90	8	
Newfoundland and Labrador	10.00	8*	14.50	3*	20.00	7*	949.33	2	
Nova Scotia	10.30	4	12.00	10	20.00	7*	798.19	9	
Ontario	10.25	5*	12.95	8	22.05	5	920.12	4	
Prince Edward Island	10.00	8*	13.25	6	24.04	2	753.58	10	
Quebec	10.15	7	14.50	3*	20.00	7*	830.44	7	
Saskatchewan	10.50	2	16.25	2	28.00	1	945.50	3	

As can be seen from a review of these statistics, wages paid in Manitoba for licensed security guards do not appear to be out of line compared with other Canadian provinces when relative average weekly earnings are taken into account. At the high end, Manitoba's rank of 6th is equal to its 6th place ranking regarding average weekly earnings. At the medium level it is slightly worse at 7th place but much better at the low end with a 3rd place standing. Thus there appears to be no objective need to raise wages artificially for security guards in Manitoba.

2. Lack of Consensus

It is noted that the Working Group failed to reach a consensus with the employer representative for non-union security guards opposing the recommendation of a minimum wage. The fact that unionized employers were in favour of the minimum wage suggests that there may have been an agenda in that sector of the industry which has nothing to do with the arguments in favour of a security guard minimum wage as set forth in the background information provided by the Department.

3. Absence of Similar Legislation in Other Provinces

There is no indication that other provinces have passed or are considering similar legislation. Since the cornerstone of LMRC's approach to legislation and policy has been to find a middle road, with Manitoba neither leading nor lagging behind, legislating a minimum wage for security guards would be jarringly inconsistent with the philosophy that has served LMRC so well in recent years.

4. Risk of Unintended Consequences

As indicated in the proposal, the employer representative from the non-union sector of the industry expressed concerns regarding potential detrimental effects on the security industry such as cancelled security contracts and a possible incentive for firms to start providing their own security services.

All representatives of the Working Group expressed concern that establishing a minimum wage for security guards might have unintended unfavourable consequences including reduced number of security staff at specific premises and events thereby increasing risk.

Concern also was expressed that introducing a minimum wage for security guards might lead to requests from other industries for similar industry specific minimum wage regulations. This might lead to wholesale distortion of the market place or alternatively dissatisfaction amongst other industry groups who do not understand or accept that there is a valid reason for security guards being treated differently which the Management Caucus similarly does not accept.

As a general proposition, distorting the market runs the risk of doing more harm than good. If Manitoba, alone among Canadian provinces, takes a step for which there appears to be no objective rationale, the chance of doing more harm than good becomes a probability.

5. Legislative Consistency

The Management Caucus notes that, in approaching changes to the minimum wage, the Labour Caucus, and government, have consistently rejected differential minimum wages, preferring to adopt a "one size fits all" approach. Accordingly, it is the strong view of the Management Caucus that government should be consistent and should not adopt a differential minimum wage for security guards.

Conclusion

In conclusion, the Management Caucus considers that adopting a minimum wage for security guards is exceedingly ill-advised and would be harmful to the province. The Management Caucus consequently recommends that no legislation be implemented establishing a differential minimum wage for security guards.

3. PROTECTIONS FOR TEMPORARY HELP WORKERS

The Committee was provided with background information from the Department on a proposal to make amendments to *The Worker Recruitment and Protection Act* and *The Employment Standards Code* that are intended to:

1. Reduce barriers to sustainable (ie. direct or permanent) employment;
2. Enable temporary help workers to access termination notice provisions comparable to employees in standard employment relationships; and
3. Ensure temporary help workers are paid for the work they have done.

Recommendations

After reviewing the proposal, the Committee's consensus recommendation was to proceed with the following aspects of the proposal:

1. Amending *The Worker Recruitment and Protection Act* and regulations to:
 - Require temporary help agencies to be licensed under the act in order to operate; and
 - Prohibit temporary agencies from:
 - Charging fees to temporary help workers for such things as signing on with an agency, being assigned work, or accepting employment with a client employer;
 - Restricting a temporary help worker from entering into an employment relationship with a client employer;
 - Restricting a client from providing references to a temporary help worker or from entering into a direct employment relationship with the worker;
 - Charging a fee to a client employer for directly employing a temporary help worker (sometimes referred to as a conversion fee) more than six months after the first day the worker was assigned to the client; or
 - Charging a fee to a client for directly employing a temporary help worker that amounts to more than 20 per cent of the worker's annual salary.
2. Amending *The Employment Standards Code* and regulations to ensure that temporary help workers have access to termination provisions comparable to other Manitoba employees by:
 - Specifying that the Code's termination notice provisions apply to temporary help workers who are regularly assigned to work at least 12 hours per week; and
 - Clarifying that the same triggers apply to temporary worker as to other Manitoba employees – a worker is deemed terminated (and entitled to notice) when they receive no assignments for more than 8 weeks within a 16 week period. Weeks when an employee is not able to work, not available to work, or refuses an assignment would not be counted towards the 8 weeks.

However, the Committee does not support the Department's proposal to amend *The Employment Standards Code* to allow temporary help workers to seek wages from clients of the temporary help agency where the temporary help agency has failed to pay. Members felt that it would not be fair to create the potential for clients of temporary help agencies to have to pay wages twice – first via the initial fee to the agency and then directly to the worker if the agency fails to pay – for the same work. That said, the Committee does believe that it is important to ensure that workers are paid for their work, and suggests that the Minister consider other options to ensure that temporary help agencies will pay their workers the wages they earned. A

requirement for agencies to provide bonds for wage security, for instance, should be looked into.

The Management Caucus would also like to stipulate that its support for the consensus recommendation on the proposals listed in (1) and (2) above is conditional on the Minister ensuring that meaningful consultations are held with the Manitoba Chapter of the Association of Canadian Search, Employment & Staffing Services (ACSESS). The Management Caucus was unaware of this industry organization at the time it originally made its recommendation on this matter.

4. TIMEFRAMES FOR HEARINGS AND DECISIONS OF THE MANITOBA LABOUR BOARD

The Committee was provided with background information from the Department indicating that some stakeholders were concerned that long delays in the scheduling of hearings and issuance of decisions by the Manitoba Labour Board (the Board) were negatively affecting the rights of involved parties. In addition, the Committee was provided with information on legislative and policy measures that have been taken in other Canadian jurisdictions to help ensure timeliness of hearings and decisions by their labour boards.

Following its initial discussions of this matter, LMRC members invited Board Chairperson Colin Robinson to appear before the Committee, who provided additional background on current wait times and on policy measures already taken and planned at the Board to help ensure the timeliness of hearing and decisions.

Recommendation

After extensive discussion of this issue, the LMRC's consensus recommendations to the Minister are as follows:

1. That *The Labour Relations Act* be amended to require the Board to establish the following by regulation:
 - Timeframes for the issuance of a decisions following the conclusion of a hearing into a complaint, application or other referral to the Board; and
 - Rules and procedures respecting the timeliness of hearings on applications for certification or decertification of a union as bargaining agent for a group of employees; and
2. That *The Labour Relations Act* be amended to require the Board to review any regulations it has made under the Act at least once every six years.

The Committee would also like to inform the Minister that it intends to submit more specific recommendations respecting timeframes for hearing and decisions to the Board for its consideration in developing regulatory changes.

CONCLUSION

The LMRC has been tasked with a number of significant issues in recent years, and the desire was evident from both caucuses to find common ground on which to build consensus recommendations. Manitoba's minimum wage, along with a minimum wage for security guards, once again proved to be an issue on which the two caucuses were unable to reach an agreement. However, the Committee was pleased to reach a consensus position with respect to measures that can be taken to help ensure timeliness of Manitoba Labour Board hearings and decisions, and hopes their recommendation will result in positive change in that area.

The Committee wishes to thank the Minister of Labour and Immigration for the opportunity to express its views to the Government on these important issues.

APPENDIX 1 CURRENT AND ANNOUNCED MINIMUM WAGE RATES BY JURISDICTION

	2008	2009	2010	2011	2012	2013	2014
B.C.	\$8.00 (Nov. 1/01)			\$8.75 (May 1) \$9.50 (Nov 1)	\$10.25 (May 1)		
AB	\$8.40 (April 1)	\$8.80 (April 1)		\$9.40 (Sept 1)	\$9.75 (Sept 1)	\$9.95 (Sept 1)	
SK	\$8.25 (Jan1) \$8.60 (May 1)	\$9.25 (May 1)		\$9.50 (Sept 1)	\$10.00 (Dec 1)		
MB	\$8.50 (April 1)	\$8.75 (May 1) \$9.00 (Oct 1)	\$9.50 (Oct 1)	\$10.00 (Oct 1)	\$10.25 (Oct 1)	\$10.45 (Oct 1)	
ON	\$8.75 (March 31)	\$9.50 (March 31)	\$10.25 (March 31)				\$11.00 (June 1)
QC	\$8.50 (May 1)	\$9.00 (May 1)	\$9.50 (May 1)	\$9.65 (May 1)	\$9.90 (May 1)	\$10.15 (May 1)	\$10.35 (May 1)
NB	\$7.75 (March 31)	\$8.00 (April 15) \$8.25 (Sept 1)	\$8.50 (April 1) \$9.00 (Sept 1)	\$9.50 (April 1)	\$10.00 (April 1)		
NS	\$8.10 (May 1)	\$8.60 (April 1)	\$9.20 (April 1) \$9.65 (Oct 1)	\$10.00 (Oct 1)	\$10.15 (April 1)	\$10.30 (April 1)	10.40 (April 1)
PE	\$7.75 (May 1) \$8.00 (Oct 1)	\$8.20 (June 1) \$8.40 (Oct 1)	\$8.70 (June 1) \$9.00 (Oct 1)	\$9.30 (June 1) \$9.60 (Oct 1)	\$10.00 (April 1)		
NL	\$8.00 (April 1)	\$8.50 (Jan 1) \$9.00 (July 1)	\$9.50 (Jan 1) \$10.00 (July 1)				\$10.25 (Oct 1) \$10.50 (Nov 1, 2015)
NT	\$8.25 (Dec 28/03)		\$9.00 (April 1)	\$10.00 (April 1)			
YT	\$8.58 (April 1)	\$8.89 (April 1)	\$8.93 (April 1)	\$9.00 (April 1)	\$9.27 (April 1) \$10.30 (May 1)	\$10.54 (April 1)	\$10.72 (April 1)
NU	\$10.00 (Sept 5)			\$11.00 (Jan 1)			
Fed	The general adult minimum wage rate of the province or territory where the work is performed.						

These provinces have **Differential Rates** as follows:

- British Columbia has a liquor server rate that is \$1.25 below the general minimum wage.
- Quebec has a gratuity rate that is \$1.40 below the general minimum wage. On May 1, 2014, the gap will grow to \$1.45.
- Ontario has a liquor server rate that is \$1.35 below the general minimum wage and a student rate that is \$0.65 below the general minimum wage. On June 1, 2014, the gaps will increase to \$1.45 for liquor servers and \$0.70 for students.
- Nova Scotia has an inexperienced worker rate that is \$0.50 below the general minimum wage.
- Alberta has a liquor rate that is \$0.90 below the general minimum wage.

OTHER JURISDICTIONS' PLANS FOR 2014 – MINIMUM WAGE

BC

Plans yet to be announced.

AB

Alberta indexes its minimum wage to the average of the increase in the CPI and the increase in average weekly earnings in that province (this is done by policy – not legislated). This will likely result in a 2-3% (20-30 cent) increase in 2014. Increases in Alberta have come on September 1 in each of the last three years.

SK

Currently in the midst of developing regulatory changes that will increase the base level of the minimum wage as well as bring in an indexing formula similar to Alberta's (average on increase in inflation and wage growth). Announcement expected in early April 2014.

ON

Ontario has announced an increase in their minimum wage from \$10.25 to \$11.00 effective June 1, 2014, and that they will be making legislative changes to index their minimum wage to the CPI going forward.

QC

Currently in the midst of a review process that may result in an increase to minimum wage for this year (amount undetermined yet). Official announcement is expected by the end of February at the latest. Increase will be effective on May 1st, 2014.

NB

Currently in the process of appointing a minimum wage board (under legislation) and crafting action items for discussion by the board. Unlikely any changes will happen as soon as 2014.

NS

Nova Scotia indexes its minimum wage to the Consumer Price Index (inflation rate). On April 1 of each year, the minimum wage is increased by a percentage equal to the percentage change in the Consumer Price Index in the province for the previous calendar year. An increase of approximately 1% (10 cents) is expected for 2014.

NL

In November 2013, the government announced two increases: Oct 1, 2014 - \$10.25 and Nov 1, 2015 - \$10.50.

PE

As a result of this year's legislated annual review, a recommendation for an increase has been put forward to the executive council for consideration. It's possible it may be approved for 2014, but not certain. The council has the ability to return the recommendation for further research and discussion.

YK

Yukon indexes its minimum wage to the Consumer Price Index (inflation rate). On April 1 of each year, the minimum wage is increased by a percentage equal to the percentage change in the Consumer Price Index in the province for the previous calendar year. An increase of approximately 18 cents to \$10.72 will take effect April 1, 2014.

NT

A Minimum Wage Adjustment Committee was formed to develop an options paper for the Minister by the end of March 2014. It is believed the Committee will push for a minimum wage increase. If such a recommendation is made, it would happen in 2014.

NU

No increase planned for 2014.

APPENDIX 2 KEY ECONOMIC INDICATORS

AVERAGE WEEKLY EARNINGS (seasonally adjusted)											
	MAN	CAN	BC	AB	SK	ON	QC	NB	NS	PE	NL
2007	729.47	788.24	769.14	872.61	749.05	818.98	739.33	707.8	696.76	647.93	736.54
2008	749.59	810.95	788.8	924.36	784.67	838.19	753	730.83	714.89	662.42	766.95
2009	771.29	823.46	795.15	950.1	804.33	849.2	761.21	749.97	731.2	691.56	802.06
2010	786.35	853.2	819.06	993.4	846.25	882.23	784	761.72	760.07	709.44	838.17
2011	808.11	874.76	841.86	1,038.76	878.14	894.78	803.07	788.79	767.61	722.97	880.84
2012	829.50	896.81	866.31	1,072.98	918.95	908.00	822.68	809.35	789.71	742.10	927.47
2013	833.14	910.74	873.14	1,108.01	945.50	920.12	830.44	807.90	798.19	753.58	949.33
PROVINCIAL MINIMUM WAGE AS A PERCENTAGE OF 2013 AVERAGE WEEKLY EARNINGS											
2013	50.17%		46.96%	35.92%	42.31%	44.56%	48.89%	49.51%	52.12%	53.08%	42.13%

INFLATION											
	MAN	CAN	BC	AB	SK	ON	QC	NB	NS	PE	NL
2007	2.0	2.2	1.8	5.0	2.8	1.8	1.6	1.9	1.9	1.8	1.5
2008	2.3	2.3	2.1	3.1	3.3	2.3	2.1	1.7	3.0	3.4	2.9
2009	0.6	0.3	0.0	-0.1	1.0	0.4	0.6	0.3	-0.2	-0.2	0.3
2010	0.8	1.8	1.3	1.0	1.4	2.5	1.2	2.1	2.2	1.9	2.4
2011	3.0	2.9	2.4	2.4	2.8	3.1	3.0	3.5	3.8	2.9	3.4
2012	1.6	1.5	1.1	1.1	1.6	1.4	2.1	1.7	2.0	2.0	2.1
2013	2.2	0.9	-0.1	1.4	1.5	1.0	0.7	0.8	1.2	2.0	1.7

UNEMPLOYMENT RATE (seasonally adjusted)											
	MAN	CAN	BC	AB	SK	ON	QC	NB	NS	PE	NL
2007	4.5	6.1	4.3	3.6	4.2	6.5	7.2	7.6	8.0	10.3	13.5
2008	4.1	6.2	4.6	3.6	4.1	6.6	7.3	8.5	7.6	10.7	13.3
2009	5.3	8.3	7.7	6.6	4.8	9.0	8.5	8.8	9.1	12.0	15.6
2010	5.4	8.0	7.6	6.5	5.2	8.6	7.9	9.3	9.2	11.2	14.4
2011	5.4	7.5	7.5	5.4	4.9	7.8	7.7	9.5	8.8	11.4	12.6
2012	5.3	7.3	6.8	4.6	4.7	7.8	7.8	10.3	9.0	11.4	12.5
2013	5.4	7.1	6.6	4.6	4.0	7.5	7.6	10.5	9.0	11.4	11.4

REAL GDP GROWTH (expenditure based)											
	MAN	CAN	BC	AB	SK	ON	QC	NB	NS	PE	NL
2008	3.8	1.2	1.1	1.7	5.6	-0.1	1.9	0.9	2.1	0.8	-1.2
2009	-0.2	-2.7	-2.5	-4.1	-4.8	-3.1	-0.6	-1.1	0.4	0.4	-9.9
2010	2.6	3.4	3.3	4.5	4.2	3.4	2.3	2.0	3.0	2.2	5.9
2011	1.7	2.5	2.7	5.2	5.0	2.2	1.8	0.3	0.6	1.0	2.9
2012	2.6	1.7	1.5	3.8	1.9	1.3	1.5	-1.1	-0.1	1.5	-4.4

APPENDIX 3 Minimum Wage Expressed as a Percentage of Average Weekly Earnings

Note: Charts use nominal wage and is based on a 40 hour work week.

2013

	MB	NL	PE	NS	NB	QU	ON	SK	AB	BC
2011 AWE	\$833.14	\$880.84	\$753.58	\$798.19	\$807.90	\$830.44	\$920.12	\$945.50	\$1108.01	\$873.14
2011 Minimum Wage	\$ 10.45	\$ 10.00	\$ 10.00	\$ 10.30	\$ 10.00	\$ 10.15	\$ 10.25	\$ 10.00	\$ 9.95	\$ 10.25
% of Average Weekly Earnings	50.1%	42.1%	53.1%	51.6%	49.5%	48.9%	44.5%	42.3%	35.9%	47.0%
Rank	3	9	1	2	4	5	7	8	10	6

2012

	MB	NL	PE	NS	NB	QU	ON	SK	AB	BC
2011 AWE	\$828.24	\$926.56	\$741.43	\$789.37	\$806.85	\$820.11	\$906.09	\$917.27	\$1,070.54	\$864.25
2011 Minimum Wage	\$ 10.25	\$ 10.00	\$ 10.00	\$ 10.15	\$ 10.00	\$ 9.90	\$ 10.25	\$ 10.00	\$ 9.75	\$ 10.25
% of Average Weekly Earnings	49.5%	43.2%	53.9%	51.4%	49.6%	48.2%	45.2%	43.6%	36.4%	47.4%
Rank	4	9	1	2	3	5	7	8	10	6

2011

	MB	NL	PE	NS	NB	QU	ON	SK	AB	BC
2011 AWE	\$808.11	\$880.84	\$722.97	\$767.61	\$788.79	\$803.07	\$894.78	\$878.14	\$1,038.76	\$841.86
2011 Minimum Wage	\$ 10.00	\$ 10.00	\$ 9.60	\$ 10.00	\$ 9.50	\$ 9.65	\$ 10.25	\$ 9.50	\$ 9.40	\$ 9.50
% of Average Weekly Earnings	49.5%	45.4%	53.1%	52.1%	48.2%	48.1%	45.8%	43.3%	36.2%	45.1%
Rank	3	7	1	2	4	5	6	9	10	8

2010

	MB	NL	PE	NS	NB	QU	ON	SK	AB	BC
2010 AWE	\$786.35	\$838.17	\$709.44	\$760.07	\$761.72	\$784.00	\$882.23	\$846.25	\$ 993.40	\$819.06
2010 Minimum Wage	\$ 9.50	\$ 10.00	\$ 9.00	\$ 9.65	\$ 9.00	\$ 9.50	\$ 10.25	\$ 9.25	\$ 8.80	\$ 8.00
% of Average Weekly Earnings	48.3%	47.7%	50.7%	50.8%	47.3%	48.5%	46.5%	43.7%	35.4%	39.1%
Rank	4	5	2	1	6	3	7	8	10	9

2009

	MB	NL	PE	NS	NB	QU	ON	SK	AB	BC
2009 AWE	\$771.29	\$802.06	\$691.56	\$731.20	\$749.97	\$761.21	\$849.20	\$804.33	\$ 950.10	\$795.15
2009 Minimum Wage	\$ 9.00	\$ 9.00	\$ 8.40	\$ 8.60	\$ 8.25	\$ 9.00	\$ 9.50	\$ 9.25	\$ 8.80	\$ 8.00
% of Average Weekly Earnings	46.7%	44.9%	48.6%	47.1%	44.0%	47.3%	44.8%	46.0%	37.1%	40.2%
Rank	4	6	1	2	8	3	7	5	10	9

APPENDIX 4 TAXATION INDICATORS

MANITOBA BUSINESS TAXES - HISTORICAL										
	1999	2005	2006	2007	2008	2009	2010	2011	2012	2013
Corporate Tax	17.0%	15.0%	14.5%	14.0%	13.0%	12.0%	12.0%	12.0%	12.0%	12.0%
Small Business Income Tax (Business income below \$400,000)*	8.0%	5.0%	4.5%	3.0%	2.0%	1.0%	0.0%	0.0%	0.0%	0.0%

*Threshold increasing to \$425,000 in 2014.

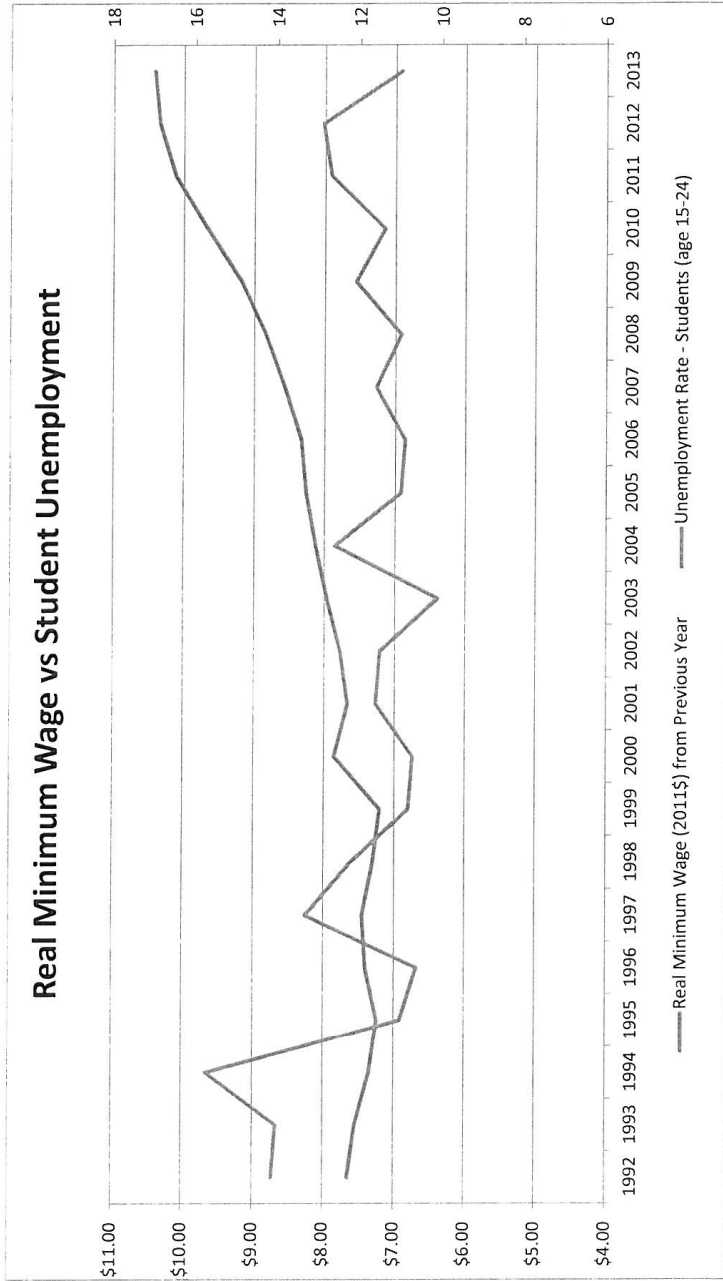
BUSINESS TAXES BY PROVINCE – 2013										
	MAN	BC	AB	SK	ON	QC	NB	NS	PE	NL
Corporate Tax	12.0%	11.0%	10.0%	12.0%	11.5%	11.9%	12.0%	16.0%	16.0%	14.0%
Small Business Income Tax	0.0%	2.5%	3.0%	2.0%	4.5%	8.0%	4.5%	3.5%	4.5%	4.0%
Small Business Threshold	\$400k*	\$500k	\$500k	\$500k	\$500k	\$500k	\$500k	\$400k	\$500k	\$500k

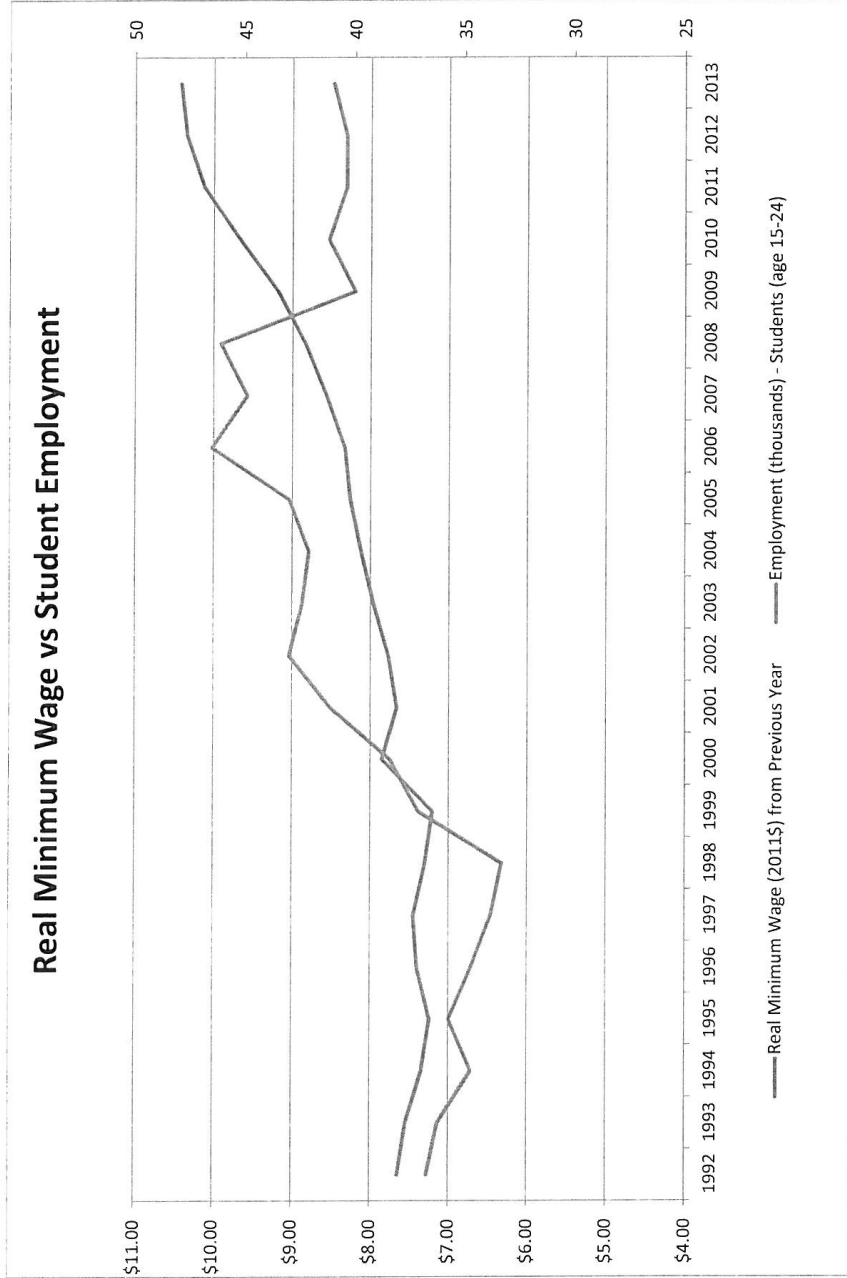
*Threshold increasing to \$425,000 in 2014.

Note that BC and NB increased their corporate tax rates in 2013, from 10% to 11% and 10% to 12%, respectively.

PERSONAL TAXES BY PROVINCE - 2013										
	MAN	BC	AB	SK	ON	QC	NB	NS	PE	NL
Basic Personal Exemption	\$8,884	\$10,276	\$17,593	\$15,241	\$9,574	\$11,195	\$9,388	\$8,481	\$7,708	\$8,451
Bottom Tax Rate	10.8%	5.1%	10.0%	11.0%	5.1%	16.0%	9.4%	8.8%	9.8%	7.7%

APPENDIX 5





APPENDIX 6

2012	GDP (millions 2007\$)	Population	GDP per Capita
Canada	1,661,559	34,754,312	\$47,809
Newfoundland and Labrador	27,585	526,841	\$52,359
Prince Edward Island	4,901	145,165	\$33,762
Nova Scotia	35,990	945,061	\$38,082
New Brunswick	28,146	756,997	\$37,181
Quebec	327,161	8,084,059	\$40,470
Ontario	619,331	13,411,994	\$46,177
Manitoba	54,633	1,250,032	\$43,705
Saskatchewan	58,581	1,087,546	\$53,865
Alberta	288,548	3,888,739	\$74,201
British Columbia	208,961	4,543,308	\$45,993
Yukon	2,295	36,247	\$63,316
Northwest Territories	3,520	43,620	\$80,697
Nunavut	1,820	34,703	\$52,445
2011	GDP (millions 2007\$)	Population	GDP per Capita
Canada	1,628,295	34,483,975	\$47,219
Newfoundland and Labrador	28,912	512,900	\$56,370
Prince Edward Island	4,876	145,695	\$33,467
Nova Scotia	35,424	948,458	\$37,349
New Brunswick	28,922	755,335	\$38,290
Quebec	322,690	7,977,989	\$40,448
Ontario	605,180	13,366,294	\$45,277
Manitoba	53,370	1,251,690	\$42,638
Saskatchewan	57,536	1,057,804	\$54,392
Alberta	274,717	3,778,072	\$72,714
British Columbia	206,180	4,576,577	\$45,051
Yukon	2,407	35,398	\$67,998
Northwest Territories	3,521	44,212	\$79,639
Nunavut	1,716	33,551	\$51,146

2010	GDP (millions 2007\$)	Population	GDP per Capita
Canada	1,587,558	34,075,606	\$46,589
Newfoundland and Labrador	28,058	511,754	\$54,827
Prince Edward Island	4,800	142,910	\$33,588
Nova Scotia	35,243	944,970	\$37,295
New Brunswick	28,928	752,541	\$38,440
Quebec	316,724	7,894,516	\$40,119
Ontario	594,319	13,203,479	\$45,012
Manitoba	52,319	1,233,380	\$42,419
Saskatchewan	54,854	1,042,440	\$52,621
Alberta	261,457	3,715,741	\$70,365
British Columbia	200,550	4,522,948	\$44,341
Yukon	2,260	34,438	\$65,625
Northwest Territories	3,711	43,753	\$84,817
Nunavut	1,640	32,738	\$50,095
2009	GDP (millions 2007\$)	Population	GDP per Capita
Canada	1,538,834	33,726,915	\$45,626
Newfoundland and Labrador	26,388	509,095	\$51,833
Prince Edward Island	4,677	141,054	\$33,158
Nova Scotia	34,581	940,565	\$36,766
New Brunswick	28,065	749,945	\$37,423
Quebec	309,043	7,825,803	\$39,490
Ontario	575,726	13,068,845	\$44,053
Manitoba	51,056	1,219,904	\$41,852
Saskatchewan	52,567	1,029,499	\$51,061
Alberta	251,286	3,672,728	\$68,419
British Columbia	194,334	4,459,900	\$43,574
Yukon	2,141	33,747	\$63,443
Northwest Territories	3,637	43,637	\$83,347
Nunavut	1,407	32,193	\$43,705

2008	GDP (millions 2007\$)	Population	GDP per Capita
Canada	1,583,164	33,317,662	\$47,517
Newfoundland and Labrador	29,425	506,352	\$58,112
Prince Edward Island	4,665	139,548	\$33,429
Nova Scotia	34,685	937,472	\$36,998
New Brunswick	28,226	746,910	\$37,790
Quebec	310,687	7,750,518	\$40,086
Ontario	596,722	12,932,480	\$46,141
Manitoba	51,241	1,205,691	\$42,499
Saskatchewan	54,776	1,013,784	\$54,031
Alberta	262,864	3,592,191	\$73,177
British Columbia	199,228	4,384,310	\$45,441
Yukon	1,990	33,100	\$60,121
Northwest Territories	4,280	43,692	\$97,958
Nunavut	1,518	31,614	\$48,017