

February 22, 2017

Hon. Christina Gray  
Minister of Labour and Minister Responsible for Democratic Renewal  
107 Legislature Building  
10800 - 97 Avenue  
Edmonton, AB  
Canada T5K 2B6

Dear Minister Gray:

On behalf of 127 member community chambers representing over 24,000 businesses across Alberta, the Alberta Chambers of Commerce (ACC) appreciates the opportunity to provide comments and input regarding increases to Alberta's minimum wage. Our submission is enclosed for your consideration.

From November to December of 2016, the ACC conducted its third survey of employers across the province regarding the impacts of minimum wage increases that came into effect October 1, 2016, and the anticipated impacts of future increases on their organizations and workforces. This survey garnered over 950 qualified respondents representing a diverse community of industry sectors and employers.

The key message employers have communicated through the series of surveys is that increases in minimum wage are having negative impacts on more than employers' profit margins. From those in entry level positions to senior leaders, many Albertans are paying for these increases through lost benefits, hours, advancement opportunities, and – most importantly – jobs.

The feedback from these surveys leads to a clear conclusion: The Alberta Government should defer any further increases to the minimum wage. This would help reduce the pressures on employers' cost structures so they can provide realistic and sustainable opportunities of job creation and employment which support all Albertans' prosperity.

We would appreciate the opportunity to discuss these results and their implications for Albertan employers and employees with you. Please contact me at 780-425-4180 Ext. 5 or [kkobly@abchamber.ca](mailto:kkobly@abchamber.ca) to arrange a meeting as soon as possible.

Sincerely,



Ken Kobly  
President and CEO

CC: Hon. Deron Bilous, Minister of Economic Development and Trade  
CC: Jeff Parr, Deputy Minister of Labour