

Who are Sustainable Airport Concessions Operators at Vancouver International Airport?

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Vancouver International Airport (YVR) has made high profile sustainability commitments a priority, including becoming a Living Wage employer for its direct staff. However, there is a tension between these goals and the economic realities facing many of the workers who keep the airport running. Many airport concession workers, predominantly women, earn wages far below the living wage set for Metro Vancouver. They are essential to the day-to-day passenger experience but coexist with YVR sustainability branding and growing executive compensation, highlighting a mismatch between brand and equitable labour practices.

To change this, YVR concession workers have led the way to push for living wages and sustainable jobs in North America's

#1 airport. Through public demonstrations, picket lines and legal action, low-wage airport concession workers have had to fight for living wage standards and the right to unionize at YVR Airport.

This year, YVR will welcome visitors from around the globe to the 2026 FIFA World Cup Games in Vancouver. To mitigate the impact of potential labour disruptions, we urge YVR to ensure its operators are responsible contractors that work proactively to respect workers' rights and pay living wages.

This report card demonstrates which airport concession operators are proactively working with labour to create sustainable living wage jobs at YVR.

IRRESPONSIBLE OPERATORS* are those who are not living wage employers, and/or have engaged in anti-union activity or have discouraged workers from advocating for better working conditions.

Paradies Lagardere

- Vino Volo
- Virgin Books
- Sweet Maple Lounge
- Rogers' Chocolate
- Red Cedar Market
- Pacific Coast News
- iStore
- Deepwater Spirit
- Brooks Brothers
- So Chocolate
- Relay
- illy Café & Relay

MGM Food Services

- A&W

Operators who are not living wage employers:

Hudson

- Vancouver Aquarium
- Travel & Leisure
- Joe and the Juice
- Hudson News (multiple)
- Hudson
- Discover BC
- BC Sports Zone
- Paragon Tea Room

Duty Free / Avolta

- Vancouver Duty Free
- Omega
- Moncler
- Moose Knuckles
- Hermes
- Ferragamo
- Collection for Him
- Collection for Her
- Chloe
- Cartier
- Bvlgari
- Burberry

WHSmith

- Vancouver Marketplace
- Lee's Donuts
- Cascadia Collection

Fortune Way

- Tim Hortons (US)
- Tim Hortons (INTL)
- Tim Hortons (DTB)

Restaurant Associates

- Air Canada Cafés

Plaza Premium

- Plaza Premium Lounges
- Root 98

RESPONSIBLE OPERATORS

are those companies who have taken a productive and proactive approach to labour relations. These establishments respect workers' rights to join a union, pay at or near living wages, provide job security, stable schedules, gratuity protections and health and transit benefits.

HMS Host

- Icons Sports Bar & Grill (formerly Canucks)
- Hangar 49 (formerly Stanley Park Taphouse)
- Tim Horton (DTB)
- Starbucks (DTB)
- Starbucks (DTB)
- Starbucks (DTB)
- Starbucks (US)
- Starbucks (INTL)

SSP

- Whistler Taphouse
- Urban Crave
- Sal y Limon
- Romer's
- Lift Bar & Grill
- Freshii
- Dirty Apron Nourish
- Dirty Apron
- Church's Texas Chicken
- Bahn Shop

* Operators are in bold, followed by the outlets they operate