

To: All Secondary Teachers
From: Allyn Janicki

Monday April 8th 2019
Memo #18

April 9th: Equal Pay Day

POWER OF MANY



= \$ ONTARIO EQUAL PAY COALITION

EQUAL PAY DAY

Indigenous women: 43% gender pay gap
Racialized women: 38% gender pay gap
Immigrant women: 34% gender pay gap

On average, Ontario women face a 29.3% gender pay gap.

The gender pay gap impoverishes women every day. **THE TIME TO ACT IS NOW.** There is a lot of work to be done. Here are **5 basic actions** that the government can take immediately to make a significant start to closing the gender pay gap.

- 1 Implement the Pay Transparency Act, 2018** and the new supporting regulation no later than May 1, 2019. Employers already have this basic payroll information at their fingertips. In the United Kingdom, 82 per cent of employers and business organizations agreed that the publication of gender pay information would encourage employers to close the gender pay gap. They also reported that the cost of compliance with pay transparency was nominal—less than \$1,000.
- 2 Keep the \$2 per hour Provincial Wage Enhancement Grant for Registered Early Childhood Educators and child care workers** working in licensed child care. Increase funding for investment in public and not-for profit licensed child care.
- 3 Ensure that broader public sector employers are funded appropriately to meet their pay equity obligations** and demand accountability to demonstrate that pay equity payments are being made to workers.
- 4 Increase funding to the Pay Equity Commission to enable robust proactive enforcement of pay equity obligations.** The Commission's own studies found that 54 per cent of employers are not compliant with the *Pay Equity Act*. Pay equity is the law. Compliance is mandatory and must be rigorously enforced. As part of the new enforcement regime, the Pay Equity Commission must mount an immediate public campaign to advertise the rights and obligations under the *Pay Equity Act*.
- 5 Raise the minimum wage to \$15 per hour** immediately and increase funding for proactive employment standards enforcement to end employment standards violations that impoverish women.

WOMEN'S WORK POWERS THE ONTARIO ECONOMY.
It's time to put all Ontario women on target for prosperity rather than poverty.

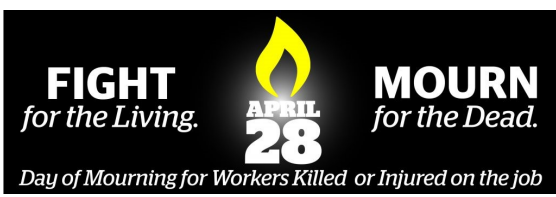
Link to the **Equal Pay Coalition website** for updates on actions: www.equalpaycoalition.org
Sign the **OFL petition online** at www.myrights.ca/womens_petition or text WOMEN to 647-496-5602.
Call, text or e-mail your **MPP**. Call Premier Doug Ford at 416-325-1941 or email at premier@ontario.ca
Call Labour Minister Laurie Scott at 705-324-6654/Toll Free 1-800-424-2490 or email at laurie.scottco@pc.ola.org
Call Minister Responsible for Women's Issues, Lisa McLeod at 613-823-2116 or email: lisa.macleodco@pc.ola.org



#CloseTheGap
#EqualPayDay
#PayEquity
#ShowUsThe\$
#PayTransparency
#EveryoneBenefits
#EconomicJusticeNow
#PowerOfMany

EQUAL PAY DAY
April 9, 2019

April 28th: National Day of Mourning



The annual toll of worker injury, illness and death should be incentive enough to ensure work is both safe and healthy.

Apparently it's not.

Every April 28, a National Day of Mourning, thousands gather and mourn those workers injured, made ill or killed on the job because of uncontrolled workplace hazards. On this day and every day, Workers Health and Safety Centre supports those who insist upon safe and healthy work.

Workers Health and Safety Centre in partnership with the Barrie and District Labour Council will be helping to promote Day of Mourning events in communities across Ontario. This year's campaign message is a reminder to prioritize primary prevention. Alongside those fighting for fair compensation, advocates know prevention also involves: enforcing existing laws that workers and their representatives fought for, laws which hold employers accountable to protecting workers on the job; quality training which focuses on controlling workplace hazards, not worker behaviours; and sufficient resources to achieve all of this.

A National Day of Mourning was first recognized by the Canadian Labour Congress in 1984 to raise awareness of worker injury, illness and death. More than 100 countries now observe a Day of Mourning.

Events in our areas:

Barrie & District Labour Council – Sunday, April 28, 2019, 11:00 a.m. Barrie City Hall, 70 Collier Street – Guest Speaker Dan Janssen

North Simcoe Muskoka & District Labour Council – Saturday, April 27, 2019, 11:30 a.m. Tudhope Park, Atherley Road, Orillia – Guest Speaker Dan Janssen

Tips from OTIP:



Refresh Your Home for Spring on a Budget

With the cold weather behind us, it's the perfect time to spruce up your home's interior in preparation for the warm and bright season ahead.

To learn more about 5 easy ways you can freshen up your home this spring on a budget, visit www.otipinsurance.com/article38.

Joint Statement: Opposing Government Cuts

TORONTO - Teachers and education workers in Ontario have formed a common front to defend a strong publicly funded education system that is of high quality and accessible to all.

With a united voice, five unions representing workers in every school board in Ontario have declared jointly that, "the cuts being made to the education budget will have devastating effects on student well-being and achievement."

Collectively the unions urged the government to re-think plans proposed for education in Ontario, including: increasing class size, introducing mandatory e-learning and cutting funding to vital programs for student supports in schools.

The joint statement outlined common values and solidified a commitment to work together to ensure the following seven principles:

- Sustaining investments in publicly funded education;
- Enhancing funding for mental health services and students with special needs;
- Promoting equity and inclusion in our schools;
- Providing funding to support teachers and education workers;
- Making schools safer for all students, teachers, and education workers;
- Protecting the current Full-day Kindergarten model; and
- Maintaining a commitment to smaller class sizes.

As the largest representatives of educators and education workers in Ontario, the five signatories are: the Association des enseignantes et des enseignants franco-ontariens (AEFO), the Canadian Union of Public Employees – Ontario (CUPE), the Elementary Teachers' Federation of Ontario (ETFO), the Ontario English Catholic Teachers' Association (OECTA), and the Ontario Secondary School Teachers' Federation (OSSTF). The joint statement was a combined effort to express unity across the education sector that puts the needs of students first. The full statement is available online here: <https://bit.ly/2CSdHeK>.

Staying Informed

School visits are finishing this week. Thank you to the Staff at St. Dominic's, St. Thomas Aquinas, St. Joseph's, Holy Trinity, St. Joan of Arc and St. Theresa's for welcoming me, and asking questions during my visit. The remaining schools are scheduled as follows:

April 10th Patrick Fogarty April 11th Jean Vanier April 12th St. Peter's

These provide an excellent source of messaging. In addition, a couple of webpages are available at catholicteachers.ca that contain useful information and messaging:

- The Rally for Education [webpage](#) speaks to the specifics of the rally as well as some of the changes to education the government is proposing. The rally flyer and recently produced *Participant Guide* are also available on this page.
- The Responding to the Government's Cuts to Education [webpage](#) contains a detailed, downloadable list of cuts, as well as social media shareables, and links to other useful resources.

Also consider subscribing to, downloading or bookmarking the following (hyperlinks embedded in graphics):



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@catholic_teachers



Android

