



474 Bathurst Street, Suite 300, Toronto, Ontario M5T 2S6

Tel: 416-964-1115 Fax: 416-964-5895

Email: info@equalpaycoalition.org - www.equalpaycoalition.org

APPENDIX A

BACKGROUND ON THE EQUAL PAY COALITION AND LIST OF ITS MEMBER ORGANIZATIONS

With the founding of the Ontario Equal Pay Coalition in 1974, the Coalition brought together trade unions, women's and business women's organizations and community organizations to lobby for the implementation of ILO Convention 100 Equal Pay For Work of Equal Value.

The Equal Pay Coalition is a coalition of organizations to seek the implementation of equal pay for work of equal value both through legislation and collective bargaining. The Coalition has over 39 constituent and partner groups which represent Ontario women and men who support equal pay for work of equal value. Some of our member groups include:

The Coalition met with a succession of Ontario Ministers of Labour pushing for a strong equal pay for work value law; increases to the minimum wage as a pay equity down payment for the most vulnerable women workers; strong collective bargaining laws to help women bargain pay equity; and implementation of sectoral wages in female-dominated sectors.

With a strategy of working with all political parties who supported equal pay for work of equal value, the Coalition gained the support of both the New Democratic Party and the Liberal Party which resulted in pay equity being part of the Liberal/NDP Accord when the Liberals came to power in 1985.

As such, the Liberal Government issued a Green Paper on Pay Equity in 1985 which called for input on the design of the law. After two years of consultations, the Legislature passed the 1987 Pay Equity Act, effective January 1, 1988.

As this law was based on the job-to-job method and did not cover women who had no direct comparator in a workplace, the Predominantly Female Workplace study was made part of the Act. This Study reported to the Minister of Labour and resulted in the amendments to the Act in 1992 which provided for the proportional and proxy comparison method. This provides women in predominantly female workplace with a mechanism to identify their discriminatory pay gap. At the same time, as a result of

cases which were finding that the Ontario Government and larger public sector employers were being found to be “employers” under the Act and responsible for pay equity, the Ontario Government in the early 1990's agreed to fund all public sector pay equity adjustments. In exchange, the Government included an amendment which prevented the Ontario Government from being found as an employer of another entity in the public sector. As well, after lobbying efforts by many groups, Ontario passed the Employment Equity Act.

When the Progressive Conservative government came to power in 1995, Ontario 's leadership in the pay equity field ended. The Government quickly moved to repeal the proxy comparison sections of the Act which covered approximately 100,000 public sector women; ended the funding of such adjustments; eliminated funding for Pay Equity Legal Clinic; repealed the Employment Equity Act; and repealed Labour Relations Act provisions which had assisted and facilitated the union organizing of women workers.

As a result of the SEIU et al. v. Attorney General (Ont) legal challenge, Mr. Justice O'Leary struck down provisions of the Savings and Restructuring Act, 1996 as a violation of section 15 of the Charter of Rights and Freedoms. With the proxy provisions reinstated, the Coalition lobbied again for the funding of the proxy adjustments. After paying out more than \$200 million in funding adjustments after years of delay, the government then stated that pay equity was the cost of doing business and it was not prepared to fund public sector agencies to pay these adjustments. A further Charter challenge, CUPE et. Al v. Attorney General(Ont) was brought in 2001 which resulted in the Government reaching a settlement two years later in 2003. This led to the requirement for the Government to pay out up to \$414 million in pay equity adjustments for the over 100,000 women in predominantly female workplaces. This settlement lasted for a period of three years and the Ontario Government has again reverted to refusing to pay the necessary pay equity adjustments. Based on the government's own figures, \$78.1 million is owing for 2006 and 2007, a further \$77.6 million is owed in 2008 and about \$467.9 million will be owed from 2008-2011.

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From 2006- 2008, the Coalition lobbied all political parties to take immediate steps to improve the enforcement of the Pay Equity Act and continues to do so today.

In 2008, the twentieth anniversary of the Pay Equity Act, the Coalition released the Framework for Action on Pay Equity in Ontario which called upon the Provincial government to take action to end the gender pay gap crisis in the Ontario.

The Coalition lobbied for the creation of Equal Pay Day marking the pay gap and the additional days that women must work in order make the same pay men make in twelve months.

In April 2014, the provincial government agreed that Equal Pay Day would be held on an annual basis.

In June, 2014, Premier Kathleen Wynne responding to the Equal Pay Coalition's election letter by making a campaign promise on election to plan to close Ontario's gender pay gap.

In September, 2015, Premier Wynne followed up on that promise to the Coalition by mandating the Minister of Labour working with the Minister Responsible for Women's Issues to develop a strategy to close the gender pay gap in Ontario. This resulted in the appointment of the Gender Wage Gap Steering Committee at the time of the April, 2015 Equal Pay Day.

MEMBER ORGANIZATIONS:

ACORN Canada, www.acorncanada.org

Association of Ontario Midwives, www.aom.on.ca

Business & Professional Women's Clubs of Ontario, www.bpwontario.org

Business And Professional Women of Ontario (Sudbury), www.bpwsudbury.com

Canadian Union of Public Employees, www.cupe.ca

Chinese Canadian National Council (Toronto chapter), www.ccnctoronto.ca

Community Social Planning Council of Toronto, www.socialplanningtoronto.org/Index3.htm

Confederation of Ontario University Staff Associations & Unions, www.cousa.on.ca

Elementary Teachers Federation of Ontario, www.etfo.ca

Income Security Advocacy Centre, www.incomesecurity.org

International Alliance Theatrical Stage Employees (IATSE), www.iatse-intl.org/home.html

International Association Of Machinists And Aerospace Workers, www.iamaw.ca

Office & Professional Employees International Union, www.copesepb.ca

Ontario Association of Interval and Transition Houses (OAITH), www.oaith.ca
Ontario Coalition For Better Child Care, www.childcareontario.org
Ontario Coalition for Social Justice, www.ocsj.ca
Ontario Council of Canadian Federation of University Women, www.cfuwontcouncil.ca
Ontario Council of Hospital Unions, www.ochu.on.ca
Ontario English Catholic Teachers Association, www.oecta.on.ca
Ontario Federation of Labour, www.ofl.ca
Ontario Municipal Employees' Committee, Library Workers' Committee
Ontario Nurses' Association, www.ona.ca
Ontario Public Service Employees Union, www.opseu.org
Ontario Secondary School Teachers' Federation, www.osstf.on.ca
Parkdale Community Legal Services, www.parkdalelegal.org
Power Workers' Union, www.pwu.ca
Provincial Council of Women of Ontario
Public Service Alliance Of Canada, www.psac.com/home-e.shtml
Service Employees International Union, www.seiu.ca
Times Change, www.timeschange.org
Unifor, www.unifor.org
Union of Needletrades Industrial & Textile Employees, www.unitehere.ca
United Food And Commercial Workers International Union, www.ufcw.ca
United Steelworkers, Local 1998, www.uswa1998.ca
United Steelworkers, Local 2010, <http://usw2010.ca>
United Steelworkers, District 6, <http://www.usw.ca/districts/6>
United Food and Commercial Workers, Local 1000A, www.ufcw1000a.org
York University Staff Association, www.yusapuy.org
YWCA of Metropolitan Toronto, www.ywcatoronto.org