

PAY & SOCIAL EQUITY REPORT, FEBRUARY 2018

The Pay and Social Equity Committee met January 16 with the newly assigned members. I was unable to attend that meeting due to being out of the country, but kept in touch by texts and emails.

It was decided at that initial meeting that two members would go to Toronto to the Equity Conference. Raminder immediately spoke to go, but none of the new members wanted to, so I went with her. It was held on February 13, and was more labour-related this time, put on by the Ontario Federation of Labour, with the presentation being by the lawyers from Cavalluzo, the firm where Mary Cornish is a partner. Mary was one of the initial members who wrote and fought for the Pay Equity Legislation. The members of her firm continue to fight equity fights in Ontario. Their theme was “Time’s Up, stop the gender pay theft.” Raminder kept remarking how far behind we are. They also had pamphlets that they were giving to Tim Horton’s workers that said We love Tim Hortons workers. This is in answer to the managers who responded to the raise of the minimum wage by saying the members could no longer have coffee breaks, etc.

Jon Carson, the MLA who presented our petition to the Alberta Legislature, has written us that he hopes to do a paper on Pay Equity, close to the time of International Women’s Day. We will continue to lobby the Minister in Charge of the Status of Women and the Minister of Labour to go ahead with the legislation. We are also doing a letter campaign, sending letters to Municipal Councillors and Mayors, asking them to be front runners in having a gender equitable workplace.

Also, we are updating our pamphlets, and our power point. Digital Strategies met with us at our February 16 meeting, and have agreed

to push forward with a social media campaign, culminating on April 10, Equal Pay Day. It computes that until April 10, we as women earn roughly the same as men, then it declines, to the point that as of mid September, we work the rest of the year for free.

We plan to put forward a resolution to change the name of the committee to Gender Equity, just to show the broader idea of equity, and dropping the “and Social” just to put more focus on the wage equity.