

April 3, 2018
D/BU #122/2017-2018



Equal Pay Day April 10, 2018

To: Presidents and All Members
From: Harvey Bischof, President

For Information

On average, women must work 15.5 months to make what a man does in 12. That's why Tuesday, April 10, 2018 is commemorated as Equal Pay Day in Ontario. This date symbolizes the number of days women must work in order to make the same average wage as men. In 2018, women will have to work an additional 100 days, or the equivalent of working until April 10, for their average annual earnings to equal that of men.

Although pay equity is the law in Ontario, women continue to earn, on average, 30% less than men. This pay gap affects women of all ages and education levels. Women of colour, Aboriginal women and women with disabilities face the greatest discrimination.

The Equal Pay Coalition (EPC) comprises dozens of unions, women's groups and community organizations seeking to end gender pay discrimination and close the gender pay gap through legislation, collective bargaining and social initiatives. OSSTF/FEESO is a member of the Equal Pay Coalition, and through that association, we continue to urge the Ontario government to make meaningful changes to pay equity legislation and to remove other systemic gender barriers that lead to the wage gap.

OSSTF/FEESO members are encouraged to wear red on April 10 to mark Equal Pay Day, and to protest how unequal pay leaves women "in the red". Bargaining Unit leaders and members are encouraged to visit the [Equal Pay Coalition website](#) for more information about rallies and activities across the province. Bargaining Units are encouraged to use the [Equal Pay Coalition graphics](#) on their websites during the week leading up to April 11th, and those units with Twitter accounts are encouraged to retweet Equal Pay Coalition messages by following @EqualPayON. Use the hashtags #equalpayday #payequity #paytransparency and tag the Equal Pay Coalition for greater amplification of messages. For those in the Toronto area, EPC is holding a rally outside of Queens Park from 12:00-1:00 p.m. at the North West corner of College and University.

If you require additional information, contact Alison Wallace at the provincial office at alison.wallace@osstf.ca.

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