

May 27, 2010



TO: ALL AFFILIATES

***Special Seminar
Designed for Staff Representatives,
Pay Equity and Bargaining Committees and Local Executives***

Dear Sisters and Brothers:

***Achieving and Maintaining Pay Equity
Wednesday, September 29, 2010 - 9:00 a.m. to 5:00 p.m.
OFL Building, Auditorium, 15 Gervais Drive, Toronto***

Over the last year Ontario has faced a brutal economic climate that has caused suffering to workers from one end of our province to the other. Recent announcements by the government suggest that we are slowly emerging from the crisis. However, that is not the reality for workers. Despite these positive announcements, the Ontario government legislated a two-year public sector wage freeze. In the broader public and private sectors, employers are also demanding either concessions or wage freezes. Our Federation and your affiliate have long fought for establishing legislative measures to ensure economic justice. The Ontario *Pay Equity Act* was a key victory in both acknowledging the underfunding of women's work and in bringing in measures to ensure a process by which to achieve pay equity.

To assist our affiliates, the Federation will hold a *special one-day seminar* on Wednesday, September 29, 2010 with lawyers from Cavalluzzo, Hayes, Shilton, McIntyre & Cornish. This seminar will update affiliates on our obligations under Ontario's *Pay Equity Act*. We will also discuss strategies around bargaining and maintaining pay equity plans.

We know that both employers and unions have proactive obligations to work together to make this happen. With the Ontario 2010 Budget calling for a "net zero" bargaining strategy with public sector and private sector unions facing calls for cutbacks, pay equity enforcement becomes a key strategy for securing decent and fair pay. The Ontario government recognized that pay equity adjustments must be protected from wage restraints when it was provided in the *Public Sector Compensation Restraint to Protect Public Services Act, 2010* and that the restraints did not apply to reducing any right or entitlement under the *Pay Equity Act* or the *Human Rights Code*.

We have a timely and unique opportunity to take stock of our pay equity obligations and create new strategies for unions to achieve, maintain and enforce pay equity for our bargaining units. The seminar objective is to provide hands-on knowledge to assist unions with a better understanding of their rights and potential liabilities under the *Act*. It is critical that we - local union executives - be aware that Section 7(2) of the *Act* states that bargaining agents are prohibited from bargaining for, or agreeing to, compensation practices that would violate the rights of women to equal pay for work of equal value.

.../2

In order to help you prepare for the seminar, we are enclosing *A Trade Union Pay Equity Act Compliance Checklist* prepared by Cavalluzzo, Hayes, Shilton, McIntyre & Cornish that will help your union to map out the status of your pay equity obligations. Completing this checklist prior to coming to the seminar will help your locals to focus on pertinent issues and will go a long way to ensuring that they get the best value out of the seminar. We encourage your union to review and complete this Checklist before your representative(s) attend the seminar.

The seminar will be organized in two parts, both lead by CHSMC lawyers, along with affiliate experts experienced in pay equity. The morning session will provide an in-depth overview of the *Act* and union's maintenance obligations. The afternoon will provide an opportunity for hands-on, practical discussions of key issues when bargaining and maintaining pay equity plans.

The seminar **Registration Form** is attached. The **registration fee is \$160.00**. Please return the completed form, together with a cheque payable to "**OFL Pay Equity Seminar**" no later than **September 24, 2010**.

Participants are responsible for making their own hotel arrangements. To book your hotel room, please contact the Toronto Don Valley Hotel and Suites at 416.449.4111 or toll-free at 1.877.474.6835 and indicate you are with the OFL to obtain the OFL room rate of \$105.00 plus parking and taxes.

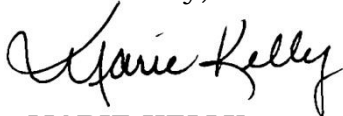
It is OFL Policy that we will provide child care services if more than ten (10) children are registered for this service. The **Child Care Registration Form** must be received by **September 17, 2010**, as we must make arrangements with the child care provider.

Accommodation can be provided for delegates with disabilities if advance notice is received. If services are needed, please complete and return the attached **Personal Assistance Request Form** by **September 3, 2010**.

Allergy Alert Notice - It is OFL policy that events are scent free to ensure the active participation of those with chemical sensitivity.

For more information, please contact Carrol Anne Sceviour, OFL staff seminar coordinator at 416.443.7670 or csceviour@ofl.ca. Additional forms may be obtained from the OFL website www.ofl.ca or by contacting Judy Chow at 416.443.7653 or jchow@ofl.ca or toll-free at 1.800.668.9138.

In solidarity,



MARIE KELLY
Secretary-Treasurer

c: Patrick (Sid) Ryan, Terry Downey, Carrol Anne Sceviour
Mary Cornish
OFL Women's Committee, OFL Human Rights Committee, OFL Labour Relations Committee