



Pay Equity Symposium

**Time's Up on Wage Discrimination:
Close the Pay Gap and End Gender Wage Theft!**

**Tuesday, February 13, 2018
9:00 am to 4:30 pm
USW Hall, 25 Cecil Street, Toronto**

January 2018

Dear Sisters and Brothers:

We 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.

The gender pay gap is gender wage theft! Time's up on wage discrimination!

The OFL and the Ontario Equal Pay Coalition will hold a *special one-day symposium* on Tuesday, February 13, 2018. **The session will be delivered by the Equal Pay Coalition's co-chairs Jan Borowy and Fay Faraday.**

Equal Pay Day is coming up in April and this strategy symposium launches the 2018 campaign to close the gender pay gap. The gathering on February 13th is a timely and unique opportunity to take stock of the state of pay equity and to create new strategies for our workplaces and for mobilizations in an election year.

The February 13th symposium has **three objectives**:

- Provide a brief technical overview of the pay equity issues your members face;
- Identify the demands for Equal Pay Day and for the provincial election; and
- Mobilize for Equal Pay Day.

The **technical training portion** of the day will give you the tools you need to close the gap. Jan and Fay will:

- Map the gender pay gap problem;
- Review the union's role and the tools you have to demand workers' rights;
- Review employers' obligations;
- Discuss strategies around bargaining and maintaining pay equity plans; and
- Brainstorm ideas and strategies for mobilizing for Equal Pay Day.

The **Registration Form** is attached. The **registration fee is \$100.00** (lunch included). Please return the completed form, together with a cheque payable to "**OFL Pay Equity Seminar**" no later than **February 12, 2018**. **Note: you may register and pay at registration.**

All union locals are encouraged to invite community allies in the fight to close the pay gap to attend.

Participants are responsible for making their own hotel arrangements, if required.

It is OFL Policy that we provide child care services if more than ten (10) children are registered for this service. The **Child Care Registration Form** must be received by **February 5, 2018**, as we must make arrangements with the child care provider.


Accommodation may be provided for participants with disabilities if advance notice is received. If arrangements are required, please complete and return the attached **Accommodation Request Form** by **January 31, 2018**.

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, visit the OFL website www.ofl.ca or by contact Amalia Savva 416-441-2731 or toll-free at 1-800-668-9138.

In solidarity,


Patty Coates
Secretary-Treasurer


Jan Borowy
Equal Pay Coalition


Fay Faraday
Equal Pay Coalition

Attachments
PC/CAS/as/cope343



ONTARIO
EQUAL PAY
COALITION



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Agenda

09:00 am – 09:30 am	Registration and Coffee
09:30 am – 09:45 am	Welcome and Session Objectives
09:45 am – 10:15 am	Let's set the context: Gender Wage Theft
10:15 am – 11:00 am	Mapping the problem: What does the Gender Wage Gap look like in your workplace? <ul style="list-style-type: none">• who gets paid what• wage grids and pay structures
11:00 am – 11:15 am	Break
11:15 am – 12:15 am	Reviewing Ontario's <i>Pay Equity Act</i> : <ul style="list-style-type: none">• learn the tools• learn your employer's obligations
12:15 am – 1:00 pm	Lunch
	<i>Brainstorm at your table:</i> <ul style="list-style-type: none">• building our union/local's pay equity capacity in your workplace• how can you make Equal Pay Day meaningful in your workplace?
1:00 pm – 2:30 pm	Tackling the Gender Pay Gap in your workplace: <ul style="list-style-type: none">• your pay equity plan• maintaining pay equity• It's a right not a raise!
2:30 pm – 2:45 pm	Break
2:45 pm – 3:30 pm	Equal Pay Day: Our demands <i>Pay Transparency Act</i>
3:30 pm – 4:15 pm	Mobilizing to make Equal Pay Day effective in your workplace and your community
4:15 pm – 4:30 pm	Wrap-up and Next Steps



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Registration Form

Please complete and return by February 12, 2018

Registration Fee \$100.00

Organization _____ Local No _____

Address _____

City _____ Postal Code _____

Telephone (Home/Cell) _____ (Work) _____

Email _____

Last Name	First Name	Email Address	Phone/Mobile

Enclosed is a cheque in the amount of \$_____ which covers _____ participant(s).

Please complete and return Registration Form with cheque payable to:

“OFL Pay Equity Symposium” no later than February 12, 2018 to:

Ontario Federation of Labour

#202 - 15 Gervais Drive

Toronto, Ontario, M3C 1Y8

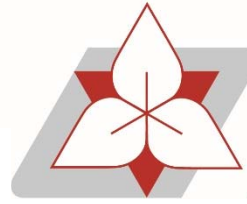
Attention: Amalia Savva | Email: asavva@ofl.ca

(PLEASE NOTE THAT SPACES ARE LIMITED)

If **Child Care** is required, please return completed form to **by February 5, 2018**. If **Accommodations** are required, please return completed form by **January 31, 2018**.



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Child Care Form

Please complete and return by February 5, 2018

Name _____

Organization _____ Local No _____

Address _____

City _____ Postal Code _____

Telephone (Home/Cell) _____ (Work) _____

Email _____

Information of children requiring child care

Last Name	First Name	Age	Health Card #

Does your child(ren) have any special dietary or medical requirements? _____

Does your child(ren) have a nap during the day? _____

I give permission for my child(ren) to participate in an excursion. _____

Any special requirements for your child(ren) – (bottles, diapers, special food) – should accompany the child(ren). _____

Unfortunately, due to prohibitive costs, child care will not be provided if less than ten (10) children register. If this happens, you will be contacted by phone.

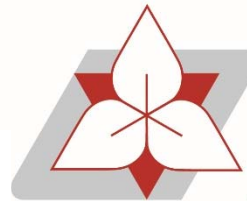
Parents must sign release form and return to: Ontario Federation of Labour, 202-15 Gervais Drive, Toronto, Ontario, M3C 1Y8 with attention to: Amalia Savva or email at asavva@ofl.ca

RELEASE FORM: I hereby release the Ontario Federation of Labour from any and all claims for damages to the safety or health of my child(ren), however caused.

Signature of Parent or Guardian



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Address _____

City _____ Postal Code _____

Telephone (Home/Cell) _____ (Work) _____

(Email) _____

Do you require material in alternate media? _____ Yes _____ No

If yes, please specify: _____

Do you have any accessibility requirements? Please specify the appropriate arrangements required:

Do you require special assistance in the event of an emergency? _____ Yes _____ No

RETURN TO: Ontario Federation of Labour, 202-15 Gervais Drive, Toronto, ON M3C 1Y8, Attention: Amalia Savva or by email at asavva@ofl.ca