

## Registration form

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

Prov. \_\_\_\_\_

Union & Local \_\_\_\_\_

Child care:  yes  no  
Include \$10 deposit

Children's ages \_\_\_\_\_

Deadline for child care is September 1.

Workshop choice: (please indicate first  
and second choice)

Send registration with cheque

or money order to:

**Organized Working Women**  
555 Bloor St. West  
Toronto, Ontario  
M5S 1Y6

Phone: (416) 534-7504

**Register early — enrollment  
is limited!**



## Conference fees

The registration fee for the conference is \$20. This includes an information kit on materials related to the conference. The Friday evening reception is also part of your registration costs.

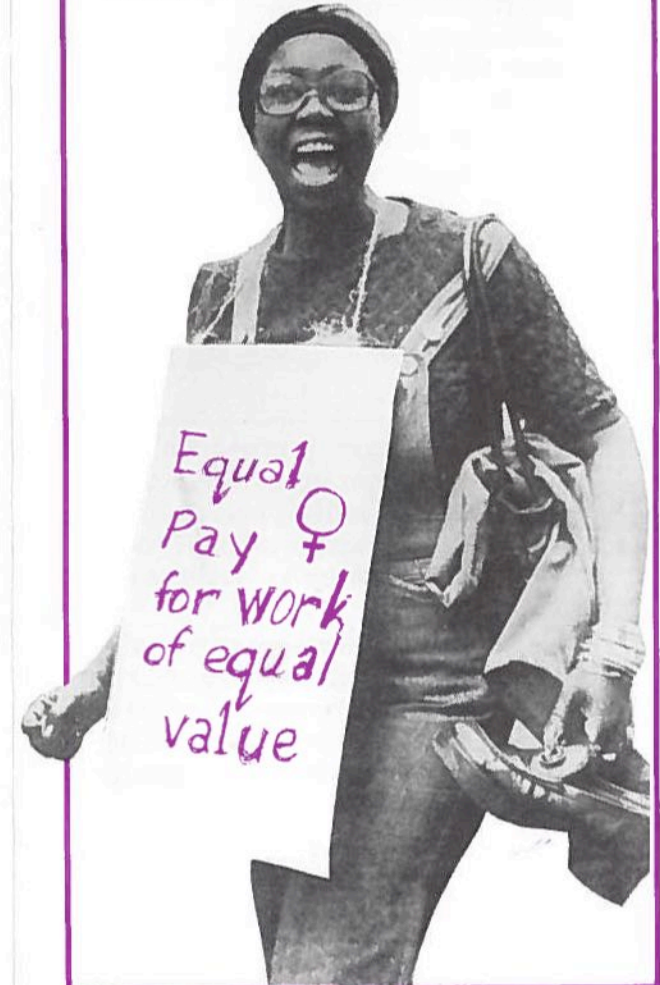
## Child care is available

If child care is required please indicate this on the registration form and enclose a \$10 deposit. This will be refunded upon registration. Reservations for child care must reach Organized Working Women by September 1.



# Pay Equity — Can We Make It Work?

A conference sponsored by the Toronto Chapter of Organized Working Women and the Women's Committee of Labour Council of Metro Toronto



September 11 and 12, 1987  
OISE  
Rooms 212 and 213  
252 Bloor St. W. Toronto

# What Ontario's new pay equity legislation means for working women

## Understanding Pay Equity is your best guarantee . . .

Decades of struggle by the women's and the trade union movements have paid off with new pay equity legislation — Bill 154. Despite this welcome step, we now face a new range of problems in attempting to adjust pay inequities between men and women.

The conference will examine how pay equity legislation works and how we can use it in our workplaces. Through speakers, workshops and discussions, participants will look at the limitations of the legislation and develop strategies to improve it. Understanding pay equity is the best guarantee of ensuring the legislation will work for you.

Organized Working Women is a membership organization, dedicated to helping women actively participate in their unions and to assisting unions in taking up the special concerns of women as their own.

The Women's Committee of the Labour Council of Metro Toronto is an elected standing body advising the Council on issues relevant to women workers and actively participates in the struggle for women's equality.

## Friday, September 11

Registration opens 7:00 p.m.

7:30 Greetings and introductions

7:45 How It Happened  
A perspective of the last ten years with Lynn Spink,  
Consultant, CUPE Local 79

Pay Equity: What Is It?  
An overview of the legislation with Mary Cornish,  
Labour lawyer and head of the Equal Pay Coalition  
No Easy Task  
Making the legislation work with Morna Ballantyne  
Research Officer, Canadian Union of Public Employees

8:45 Discussion

9:30 Wine and Cheese Reception

## Saturday, September 12

9:30 Introduction  
Workshops

Application of the legislation is very dependent on the size of the workplace. The workshops are structured to reflect this. Please choose your group according to the size of the establishment you work in. In order to cover the issues thoroughly, participants will attend the same workshop for both the morning and afternoon sessions.

10 a.m.-12:00 p.m.

### 1. Pay Equity and Unorganized Workers

The Act raises special concerns for workplaces where no union exists. Unless challenged, employers could easily subvert its provisions. A major disadvantage of the legislation is it does not cover the many, mainly unorganized, workers in establishments with fewer than 10 employees.

Mary Cornish, Equal Pay Coalition  
Pat McDermott, OWW representative to the Equal Pay Coalition

### 2. The Small Workplace

In establishments with fewer than 100 workers it can take up to six years before the legislation takes effect. In addition, the development of a Pay Equity Plan is not mandatory for small private sector employers.

Alexandra Dagg, Business Agent and head of the education department, ILGWU  
Marcie Ponte, Organizer, ILGWU

### 3. Under 500

Workplaces with fewer than 500 employees but more than 100 must develop a "gender-neutral" job evaluation system within three years of the legislation's enactment.

Kerry McCuaig, OWW executive

### 4. Over 500

Two years after enactment, workplaces of more than 500 must have a pay equity plan in place.

Carrol Anne Sceviour, OFL Director of Human Rights

### 5. Pay Equity in the Public Sector

Pay Equity plans are to be established for all public sector workers within two years.

Irene Harris, Equal opportunity and pay equity representative, CUPE

12:00 p.m. — Lunch

1:30 — Workshops and discussions

3:30 Down the Road  
Strategies for the future with Janis Sarra,  
Ontario Labour Relations Board member

4:00 Discussion and conclusion