

Pay Equity

Pay Equity is a term you see in the headlines and hear on the job. Here are the facts about Pay Equity as it affects members of the Hospital Employees' Union.

What's the story?



THE HOSPITAL EMPLOYEES' UNION

What is pay equity?

Pay Equity simply means fair pay for our members. The work that women and men do is equally demanding. We all should receive decent pay for our work.



Why pay equity?

Traditionally, women's work has always been underpaid. The excuses used to pay women low wages don't make sense. Today, many families require both partners to work to make ends meet, and many women are the sole breadwinners for their children.

The Hospital Employees' Union has fought for many years to equalize the wages of women and men doing the



same work. Discriminatory job titles and pay rates are now history. But more needs to be done.

Women now earn 61 cents for every dollar earned by men. Women and men who work in jobs traditionally done by women earn less than their brothers and sisters working in male-dominated jobs.

Pay Equity means ending economic discrimination against women.

Who gains with pay equity?

Everyone does. More than 85% of HEU members are women. They and their families will receive direct financial benefits when Pay Equity is implemented. Low wages for women drag down everyone's wages.

Pay Equity does NOT mean that men will see their paycheques shrink. That is because the wage pie is not fixed. In the past, the Hospital Employees' Union has suc-

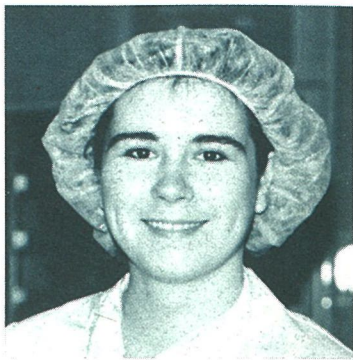


cessfully bargained for new benefits on top of wage increases. Pay Equity adjustments will be negotiated on top of regular wage hikes.

How will we get pay equity?

The Hospital Employees' Union is demanding Pay Equity negotiations with health care employers. HEU also believes that Pay Equity legislation is needed. To that end, HEU is working with other groups to get the B.C. government to pass Pay Equity legislation.

The Hospital Employees' Union believes that the entire health care industry is underpaid, and that it should be



compared with another industry where male wages prevail.

In addition, HEU wants to attack whatever employers use to keep our wages down, such as low base rates and increment steps. Employers have many excuses for increment steps, but the simple fact is that increment steps apply only to jobs traditionally done by women, and not to male-dominated jobs.

When will pay equity be a reality?

Getting a good Pay Equity plan and good legislation will take months and perhaps years of effort, starting with the current round of bargaining.



The history of the Hospital Employees' Union is one of working for fair pay, benefits and working conditions for all its members. The Pay Equity effort continues this proud tradition.

Where can I find out more?

The Hospital Employees' Union has supplied Pay Equity Educational Kits to every local

and to Pay Equity activists in the local. Pay Equity Education Kits and additional information are available from the HEU Provincial Office.



Pay Equity. Right!



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