

GLOSSARY OF PAY EQUITY TERMS

1. Pay Equity - means a pay practice based primarily on the relative value of work performed whether the worker is male or female.
2. Equal Pay for Work of Equal Value - means paying equal wages for work performed which is of equal value regardless of whether the worker is male or female. This term is often shortened to Pay Equity.
3. Comparable Worth - means that the jobs being compared don't have to be exactly equal in value to be considered worth the same wage.
4. Pro-active Model - is legislation that requires pay equity programs carried out by an employer and, where possible unions, to remedy undervalued jobs.
5. Complaint Based Model - is legislation which requires an individual or group to file complaints before pay equity is enforced.
6. Integrated Model - is a combination of pro-active and complaint based pay equity legislation.
7. Gender neutral - is any practice or program which does not discriminate between men and women.
8. Wage Gap - is the difference between men's and women's wages .
9. Compensation - includes wages, benefits, pensions, sick pay and any perks.
10. Voluntary Compliance - is the government's high hopes that employers will implement pay equity without a law requiring them to do so.
11. Contract Compliance - is requiring employers who receive government contracts to implement pay equity practices.
12. Employment Equity - is the provision of equal opportunity to men and women for hiring, training, job promotion and compensation.

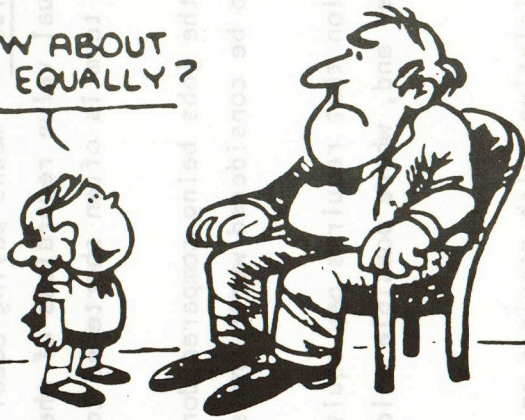
WHAT DO YOU WANT TO BE WHEN YOU GROW UP? GIRLS CAN BE ANYTHING THEY WANT TO BE THESE DAYS...



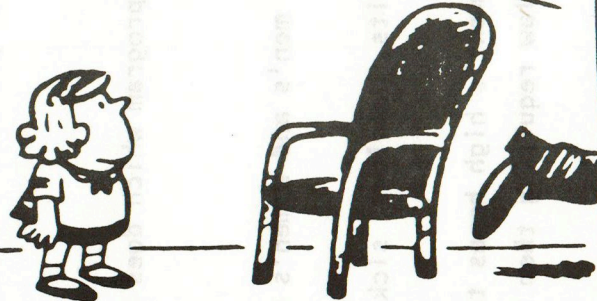
BRAIN SURGEON... COLLEGE PROFESSOR ... PRESIDENT... YOU SHOULD DREAM THE IMPOSSIBLE DREAM...



HOW ABOUT PAID EQUALLY?



YOU'VE GOTTA BE REALISTIC...



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