

THE HIGHLIGHTS OF THE COALITION'S RESPONSE
TO THE GOVERNMENT GREEN PAPER ON PAY EQUITY

1. "We find it difficult to think of any other legislative proposal that has had higher public visibility The time has long passed for the government to put its legislative proposals in Bill Form so that the formal legislative consultation process can commence."
2. "Let us recognize the decision to have separate legislation for the Ontario civil service for what it is - a failure of nerve on the part of the government to proceed immediately with both the public and private sector legislation."
3. "It is not unreasonable, nor unfair to expect that employers should be legally accountable for discriminatory wage practices at least as of the date of the Liberal throne speech in July 1985."
4. "The Coalition's proposals strongly oppose the Green Paper's statement that 'a workable definition of gender predominance would appear to require an indication of the numerical cut-off which would designate male and female groups' Flexibility, rather than any kind of numerical cut-off is required."
5. "Our proposals clearly oppose a legislated job evaluation system."
6. "The Coalition strongly urges the adoption of a broad definition of 'total compensation'."
7. "The Coalition's proposals are firm in calling for an absolute minimum of exceptions to equal pay to be written into the legislation."
8. "We strongly object to labour market shortages as a factor for exclusion Rather than avoiding the spirit of the legislation by paying high rates to attract the few men with the skills, we would like to see employers spend the money training women to do traditionally male work."

9. "Complaint legislation provides a basic safety net for women and is an absolute essential minimum requirement for any equal value proposal When this basic safety net is combined with pro-active legislation, women begin to have a powerful tool to remedy wage discrimination."
10. "The time is long past for the business community to again be extended leniency or immunity from facing the full brunt of a law against discriminatory wages The Coalition's proposals favour strong penalties and a deterrent approach."
11. "Allowing an employer to escape the application of equal value legislation because of its (small) size would merely perpetuate the existing discrimination faced by women."
12. "The Coalition's legislative proposals call for the establishment of an independent Pay Equity Commission which would administer and enforce the legislation and would report through the Minister of Labour to the legislature each year."
13. "The Coalition's proposals provide that comparison must be allowed between organized and unorganized workers."
14. "We would remind the Government of the results of a recent Goldfarb Survey which found that 62% of Ontario women working inside and outside the home believe pay equity is the most urgent issue affecting women and that the Government is moving too slowly on the issue."
15. The Coalition questions the whole premise of the Green Paper's balancing of the cost and benefits of equal value legislation. The cost of paying women fairly is not an issue to be bargained over."