

HOW TO MAKE A PRESENTATION TO THE HEARINGS ON PAY EQUITY

THERE ARE TWO WAYS YOU CAN HAVE IMPUT INTO THE HEARINGS ON PAY EQUITY.

1. WRITE A BRIEF (see below) and mail it to The Pay Equity Consultations, Ontario Women's Directorate, 4th Floor, Mowat Block, 900 Bay St., Queen's Park, Toronto, Ont. THESE BRIEFS MUST BE RECEIVED NO LATER THAN MARCH 31.
2. ATTEND IN PERSON AND MAKE A PRESENTATION AT ONE OF THE FOLLOWING CITIES:

Feb. 10 - Toronto - City Hall Council Chambers

Feb. 24 - Sudbury - City Hall Council Chamber, Civic Square, 200 Brady St.

March 5 Thunder Bay - Blake Auditorium, Council Chamber, 500 Donald St. E.

March 11 - Windsor - Univ. of Windsor, Oak Room, Vanier Hall

March 27 - Toronto - City Hall Council Chambers

April 17 - Ottawa - Carlton University, Room C264, Loeb Building, Univ. Dr.

NOTE: BOOKINGS TO ATTEND THE HEARINGS MUST BE MADE IMMEDIATELY. CALL DAPHNE RUTHERFORD AT THE WOMEN'S DIRECTORATE COLLECT AT (416)965-7785

1. HOW TO WRITE A BRIEF

1. State who your organisation is (individuals can also make presentations) and why you are concerned about pay equity.
2. State why you should be listened to.
3. Choose one or more the of the issues in the Green Paper that are important to you. See the Equal Pay Coalition Response for guidance.
4. With each issue that you choose to focus on, back up your points with examples. The Task Force is more interested in examples and illustrations than with anything else. Give descriptions of jobs, pay rates, the number of women in the job etc.

For example: Let us say you want to discuss the low pay of unorganized workers at your establishment. You might include the number of clerks, why you consider them "female predominated ", a description of the duties of the clerks, any male dominated jobs you think is of equal value; the difficulty in making a claim when you don't have a union; the importance of the legislation : guaranteeing job protection for claimants; insistance that a third party should be able to make a claim; anything else that demonstrates why this issue is important you you.

5. Conclusion - sum up your points briefly
6. Appendix - attach anything you think might be helpful - schedule of job rates, job descriptions etc.
7. REMEMBER - IT'S CALLED A BRIEF BECAUSE IT'S SUPPOSED TO BE BRIEF!
8. Have it read by other members of your organization, particularly your elected executive.

THE HEARINGS

If you want to submit a brief as well as make a presentation at the hearings, you must submit your brief at least two weeks before you are going to appear. If you want to make a presentation to the Task Force (i.e. The Hearings) but you do not want to submit a brief as well, you must notify the Women's Directorate as soon as possible indicating the general areas you are going to address. Anyone can sit in on the hearings and listen.

The hearings will take place in rooms which will seat approximately 100 people. You will sit at a Presenters' Table with seating for four at the front of the room.

The Panel members consist of three people chosen by the Government to hear you submissions and read your briefs: David Clark, President of Campbell's Soup; Gail Cook, Executive Vice-President of Bennecon LTD., a management consulting firm and a director of the Bank of Canada and other companies; and William Dimma, President of Royal LePage and "director of several large Canadian corporations."

Concerned at the lack of representation from any labour or women's groups, the Ontario Federation of Labour has proposed Janis Sarra as an alternate member of the panel. Janis is the OFL's Human Rights Officer, has a Masters degree in political science and a long history of promoting the rights of working women. She will be present at all hearings.

The Task Force does not want you to read your written submission which you have already mailed them. They say they will have read your brief before you give your presentation. Therefore choose one of your group to state the highlights - pick the issue that is your greatest concern.

The Task Force may then ask questions. You are not expected to be an expert on pay equity or to have detailed knowledge of the Green Paper. If you don't know the answer to a question just say so. If you don't know what your organisation's position is on a question asked you, reply that you have no mandate to speak on that issue; you are there solely to deal with the issues raised in your presentation or brief.

Finally, take other members of your organisation with you. Their presence will impress upon the Task Force that your concerns are shared by others. You might also want to have with you someone you think knows about different aspects of the issue than you do, to help in answering questions, if there are any. You might also considering giving copies of your submission to the press the day before you attend the hearings and telling them that you are available to be interviewed.

If you need help or advice call Joan Simalchik or Margot Trevelyan at (416) 977-1629.

DO YOUR PART TO MAKE SURE WE GET GOOD LEGISLATION. REMEMBER YOU DON'T HAVE TO CONVINCING THEM THAT WE NEED EQUAL VALUE LEGISLATION. THE GOVERNMENT IS ALREADY COMMITTED TO THAT. THESE HEARINGS ARE TO DETERMINE WHAT FORM THAT LEGISLATION SHOULD TAKE.

GOOD LUCK!