



# EQUAL PAY DAY APRIL 10, 2018

## 8 Amendments to Bill 3 *Pay Transparency Act* to close the gender pay gap

Ontario's Gender Pay Gap is unacceptable: 57% for Indigenous women, 46% for women with disabilities, 32% for racialized women, and 30% on average for all women.

Pay Transparency helps close the gender pay gap by making employers prove they are complying with existing law to deliver discrimination-free pay. But Bill 3, the Ontario government's proposed *Pay Transparency Act*, needs 8 key amendments to ensure the Act is a strong enforcement tool that can truly help close the gap.

- ✓ **Amendment #1:** Extend the Act's Application to all employers with 10 or more employees and the Province's Vendors of Record
- ✓ **Amendment #2:** Full Transparency Reporting Obligations must be set out in the Act.
- ✓ **Amendment #3:** Mandatory timelines for filing Pay Transparency Reports must be explicit in the Act.
- ✓ **Amendment #4:** Include a strong Purpose Clause to guide interpretation of the rights.
- ✓ **Amendment #5:** Pay Transparency should be enforced through the Pay Equity Office rather than the Labour Board
- ✓ **Amendment #6:** The Act must include tough penalties for failure to comply.
- ✓ **Amendment #7:** Strengthen workers' protections against using compensation history to depress women's wages
- ✓ **Amendment #8:** Include a Preamble tied to international human rights commitments

### **WOMEN ARE DONE WAITING. SHOW US THE MONEY!**

**April 10, 2018 is Equal Pay Day.** The Equal Pay Coalition calls on the Ontario government to develop a comprehensive strategy to close the gender pay gap.

1. **Strong Pay Transparency to enforce existing human rights laws.**
2. **Fully-funded universal, affordable, accessible public Child Care**
3. **Properly funded pay equity wages for women working in community agencies delivering important public services to Ontarians**

On April 10, 2018, call and email Premier Kathleen Wynne ([kwynne.mpp@liberal.ola.org](mailto:kwynne.mpp@liberal.ola.org)) and Minister of Labour Kevin Flynn ([kflynn.mpp@liberal.ola.org](mailto:kflynn.mpp@liberal.ola.org)) to say you're #DoneWaiting #ShowUsThe\$. Wear red. Join the Equal Pay Day Thunderclap. Create actions in your workplaces and communities.

**Join women across Ontario to demand action to close the gender pay gap**

**We're #DoneWaiting #ShowUsThe\$**

**[www.equalpaycoalition.org](http://www.equalpaycoalition.org)**