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Dear [REDACTED] Mayor BRITNA AND City Council

On April 9, 2013 thousands of women from across Ontario will join in a day of action against unfair pay called Equal Pay Day led by Ontario's Equal Pay Coalition, (fairontario.ca). April is symbolic of the point into the new year that a woman must work in order to earn the wages paid to a man in the previous year. On a provincial level, according to the 2010 Statistics Canada Labour Force Survey Data and the Ontario Pay Equity Commission the pay gap in Ontario was 28% based on all male and female average annual earnings (including part time workers). So, because women earn less, we must work longer for the same pay. The right to non-discriminatory pay is a human right.

The goal is that Equal Pay Day will be earlier each year if addressed. The day allows us to recognize the full value of women's work.

At a time when the economy is facing a downturn, every penny counts! As a working woman, I am extremely concerned about pay inequity not only for myself, but for my family. Closing the pay gap will make a better future for our daughters and granddaughters.

Fair pay takes real change! And we can make a difference. Here in (name of your City/County) we will join hundreds of others to educate women and men about pay inequity and to offer solutions to wage discrimination. In Ontario we have asked the newly elected Premier, Kathleen Wynne to proclaim an annual Equal Pay Day. We need employers to review their pay practices to ensure that women are not discriminated against.

Sincerely,

Insert name *ROBERTA PRINCE*

Address

Phone Nu

[REDACTED]

[REDACTED]

**Closing the
Gender Pay Gap
SEIU Local 1
#Equal Pay Day**

ATTEN: Mary GALLAGHER.

PROCLAMATION OF CITY/TOWN OF Hamilton

RESOLUTION PROCLAIMING ANNUAL EQUAL PAY DAY STARTING APRIL 9, 2013 _____

WHEREAS, April 9, 2013 has been proclaimed "Equal Pay Day" by the Equal Pay Coalition; and

WHEREAS, April 9, marks the day that Ontario women must work in the following year to earn the same wage that their male counterparts earn in just 365 days the previous year; and

WHEREAS, in Ontario, the gender pay gap according to 2010 Statistics Canada data and according to Ontario Pay Equity Commission figures is 28% based on all male and female average annual earnings (including part time workers), and is wider for older women, for disabled women, for women of colour and aboriginal women; and

WHEREAS, international UN and ILO human rights standards and Ontario's Pay Equity Act and Human Rights Code require employers to take steps, including pay equity plans to close the discriminatory gender pay gap, and

WHEREAS, research and reports make it clear that properly valuing women's work and closing the gender pay gap is fundamental to creating a strong, fair and productive economy; and

WHEREAS, women are 48% of Ontario's paid labour force and represent the majority of new graduates from post secondary educational institutions; and

WHEREAS, employers and communities who take steps to close the gender pay gap will contribute to fair and productive society for all; and

WHEREAS, the City/Town of Hamilton recognizes the full value of women's skills and their significant contribution to the local labour force and acknowledges that efforts must be taken to plan to end the injustice of pay discrimination and unequal employment opportunities and supports for women.

THEREFORE, BE IT RESOLVED THAT there be an annual municipal Equal Pay Day starting with April 9th, 2013

MAYOR

COUNCILOR

COUNCILOR