

Equal Pay: IT'S THE LAW.

Equal pay for equal work is now mandatory.

As of April 1, under the revised *Employment Standards Act*, employers are required to offer the same rate of pay to:

- ✓ Part-time, contract, casual, temporary and seasonal employees, who are doing substantially the same work* in the same workplaces as their full-time/permanent counterparts.
- ✓ Temporary agency workers who are doing substantially the same work*, in the same workplaces as directly-hired employees of the client company.

Employers **cannot** reduce the pay of a full-time/permanent employee to comply with the new law.

As long as the work requires substantially the same skills, effort and responsibility and is performed under similar working conditions, the equal pay provisions apply.

**Some exceptions apply, for example in cases of seniority, merit, and piece work. But the criteria must be transparent and accessible to all workers.*

If you are a union member with a current contract, your contract must be compliant with the equal pay laws by January 2020.

If you are bargaining a new collective agreement before 2020, your new contract must comply with the new Employment Standards Act.

**Text FIGHT to 647-360-9487 to join the movement
or visit: 15andFairness.org**

How do I enforce Equal Pay?



You have the right to ask for equal pay.

Your boss cannot punish you for asking your coworkers about their pay.

- ✓ Casual, contract, part-time, temporary and seasonal workers are allowed to ask their employer to review their rate of pay if they believe they're not receiving the same rate of pay as full-time/permanent employees who perform substantially the same work.
- ✓ Temporary agency workers are also allowed to ask their employer to review their rate of pay if they believe they're not receiving the same rate of pay as directly-hired employees of the client company who perform substantially the same work.

In response to your inquiry, an employer must either:

- ✓ Increase your pay; or
- ✓ Provide a written explanation for why there is a pay difference.

You have the right to file a complaint at the Ministry of Labour.

**For more information, contact your union or the
Workers' Action Centre help line: 1-855-531-0778
for confidential advice in eight (8) languages.**

Equal pay is a victory for our movement.

But to defend it, we need to enforce it in the workplace and in collective bargaining. In the June 2018 Ontario Election, let's make sure we vote for candidates who will protect and extend our new employment rights.

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