



a workplace for all

Bargaining Equality

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**Wage
Discrimination /
Pay Equity**

Employers don't give fair value to women's work and jobs done by other designated groups. Unions can change that at the bargaining table.

Women make up the majority of CUPE members. Why wouldn't women workers caring for children or the elderly be paid the same as (or more than) male workers caring for animals? Look for this kind of unfairness in your workplace. Are the base rates for women's jobs lower than those for men's jobs? Are women of colour clustered in jobs that are paid less?

Do women's jobs have more increment steps than men's jobs? Does your local bargain percentage increases which widen the gap between the lowest paid (often women) and highest paid workers? Part-time workers are mostly women – do they have wages and benefits the same as others doing the same work?

We all benefit from wage fairness. It increases solidarity in the union. We have more money to support our families. We challenge the assumption that some workers because of looks, gender, disability are less deserving of decent wages than others.

Resources:

Up with Women's Wages kit, CUPE.

Grace-Edward Galabuzi, *Canada's Creeping Economic Apartheid*, Centre for Social Justice, 2001.

Andrew Jackson, *Is Work Working for Workers of Colour?*, Canadian Labour Congress, 2002.

Wage Discrimination / Pay Equity Facts

Women are often told they have achieved equality including pay equity.

Here are the facts:

- In 2000, the average annual earnings of all women were \$23,796. This was \$13,414 or 64 per cent less than the average annual earnings of men.
- In 1999, women workers of colour earned an annual average of \$14,634, which was \$11,021 less than male workers of colour, and \$1,978 less than all other women workers.
- In 1999, male workers of colour earned \$25,655 annually, which was \$5,272 less per year than all male workers. This difference is despite the higher level of education of workers of colour compared to other workers.
- Forty-five per cent of children of colour in Canada live in poverty, compared with one in four (26 per cent) of all children.
- In 1998, women workers with disabilities (aged 35-49) earned a median wage of \$12.36 an hour, compared to \$15.05 an hour (a difference of \$2.69 an hour) for women without disabilities. Men with disabilities earned \$16.09 an hour, a difference of \$3.73 an hour more than women with disabilities.
- In 1996, the average individual income for Aboriginal women was \$14,640 a year, a difference of \$4,732 less when compared to the income for other women.
- In the same year, the median household income for Aboriginal families was 61 per cent of that of all Canadians. Meanwhile, 60 per cent of Aboriginal children under the age of six lived below the poverty line.

Resources:

Andrew Jackson, *Is Work Working for Women?* CLC, 2003.

Andrew Jackson, *Is Work Working for Workers of Colour?*, CLC, 2002.

Aboriginal Rights Resource Took Kit, CLC, 2003.

Wage Discrimination / Pay Equity

Here's how to tell if there is wage discrimination in your workplace:

- Are the jobs done by women, workers of colour, people with disabilities, different from those done by men?
- Are the jobs women and minorities do paid less than the jobs men do?
- Are workers of colour and workers with disabilities clustered in lower-paid jobs?
- Are the entry-level (base) rates for the jobs women do less than those for the jobs men do?
- Do women's jobs have more increment steps than men's jobs?
- Do part-time workers get lower pay rates and benefits than full-time workers doing the same job?
- Are there different overtime rates for women's jobs compared to men's jobs?
- Is the job evaluation system used in your workplace gender-neutral? Does it fully value all aspects of women's work?

Once your members have flagged where the problems may lie, develop appropriate bargaining strategies supported by researched arguments for your local.

Here are some bargaining approaches. Choose the one(s) that matches your wage concern.

- Negotiate a comprehensive pay equity plan and process to determine where the wage disparity is and to correct it. Use a gender-neutral job evaluation system or, in a smaller workplace, a simple ranking system. Be sure to develop a male pay line to compare female jobs with to ensure that female jobs are valued the same way that male jobs are.

CON'T...

Wage Discrimination / Pay Equity

- Negotiate equal base rates for male and female entry-level jobs.
- Remove increment steps.
- Negotiate wage rates and benefits for part-time and casual workers that are equal to full-time rates and benefits.
- Bargain parity wages for jobs in different workplaces – for example, long-term health care workers paid the same as acute care hospital workers doing the same job.
- Bargain pay equity for female jobs with male jobs of a different employer; for example, child care workers which have no male jobs in their own workplace could be compared to higher-paid male jobs such as zookeeper in a different workplace.

Resources:

Grace-Edward Galabuzi, *Canada's Creeping Economic Apartheid*, Centre for Social Justice, 2001.

Andrew Jackson, *Is Work Working for Workers of Colour?*, Canadian Labour Congress, 2002.

LANGUAGE

CUPE Local 1948 and The Board of Education of the Saskatoon School Division No. 13 of Saskatchewan

Pay Equity Adjustment

Effective the first of the month following date of ratification, increase Pay class E by 30 cents per hour. Effective January 1, 2001, in addition to the general wage increase, increase Payclass E by a further 10 cents per hour.

CUPE Local 1858 and Malaspina University College, BC (Letter of Agreement #4)

Increment Reduction Review

The parties agree that, during the term of the collective agreement, the parties to a local collective agreement may undertake a review of the number of increment steps within the wage schedules to determine the suitability of eliminating increment steps. The local parties may reduce the number of increment steps by mutual agreement.

CUPE Locals 488, 641, 879, 990, 1568, 1581, 1644, 2574 and Newfoundland Government and the Newfoundland and Labrador Health Boards Association

Schedule f

Pay Equity Agreement

1. Purpose – The purpose of this agreement is to achieve pay equity by redressing systemic gender discrimination in compensation for work performed by employees in female dominated classes within the bargaining units represented by CUPE whose members are employees covered by the CUPE Hospital Support Staff agreement.
2. Pay Equity – Pay Equity means a compensation practice which is based primarily on the relative value of the work performed, irrespective of the gender of employees, and includes a requirement that no Employer shall establish or maintain a difference between wages paid to male and female employees, employed by that Employer, who are performing work of equal or comparable value.
3. Pay Equity Adjustment – The pay equity adjustment shall be up to a maximum of 1% per year of the relevant payroll for the first four (4) years. Additional adjustment equal to two (2) percent of salary rate except where the final adjustment is achieved

by less than two (2) percent, for all affected classifications in the fifth (5th) and ensuing years until the final adjustment is achieved and, Adjustments will be paid effective March 20th of each year.

4. Funds allocated to implement pay equity will be in addition to funds available for other compensation purposes.
5. No employees shall have their wages reduced, frozen (including negotiated increases) or red circled as a result of the implementation of this Pay Equity Agreement.
6. All pay equity wage adjustments shall be incorporated into the respective collective agreements.
7. The pay equity wage adjustments will be treated as salary as defined in *The Public Service (Pensions) Act*.

CUPE Local 4400, Unit B and the Toronto District School Board

Pay Equity/Classification Committee

- H.7 No later than four (4) months following the ratification of this collective agreement, the parties shall establish a Joint Pay Equity/Classification Committee composed of five (5) Employer and five (5) Union representatives to:
- (i) develop a gender neutral comparison system;
 - (ii) determine rates of pay for restructured and new jobs within the Bargaining Unit;
 - (iii) review existing Pay Equity plans applicable to Employees in Unit B, and to develop a single Pay Equity Plan applicable to the Unit B Bargaining Unit; and
 - (iv) develop a process for the joint ongoing maintenance of Pay Equity which will include the review and determination of rates of pay for new and significantly changed job classifications.
- H.7.1 When meetings are held during an Employee's working hours, no loss of pay will result from their attendance at the Joint Pay Equity Committee.

H.7.2 Failing resolution through the Joint Committee, outstanding disputes shall be referred to either a Review Officer of the Pay Equity Commission or through the grievance procedure of the Collective Agreement, but not both.

CUPE Local 1230 (full-time and part-time) and the University of Toronto – SCHEDULE II

The Collective Agreements between the University of Toronto and CUPE Local 1230 (full-time) and (regular part-time), Schedule II wages indicate that full-time and regular part-time employees are paid the same for the same classification.

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