

How is Pay Equity Evaluated?

To achieve the goal of pay equity, criteria should be used to evaluate positions based upon:

- Background
- Education
- Experience
- Responsibility
- Skill
- Workload

How to Achieve Pay Equity?

Alberta is the only province in Canada that has no Pay Equity legislation.

Pay Equity laws in Ontario and Quebec provide models of implementing pay equity.

With any legislation, AUPE attempts to achieve pay equity during negotiations on behalf of members.

AUPE's Pay and Social Equity Committee works to achieve pay equity through:

- Briefs
- Coalitions
- Education
- Negotiations
- Research

The goal is to establish Pay Equity legislation in Alberta.

What can AUPE Members and individuals do?

1. Review the online information to become knowledgeable with the topic.
2. Sign the petition requesting the development and passing of pay equity legislation.
3. Write letters to Members of Parliament to develop and pass pay equity legislation.
4. Educate and encourage members to join the coalition.
5. Support the on-going work of the Pay and Social Equity Committee.

YOU ARE WORTH IT!

For more information on pay and social equity:

Website: www.aupe.org

Phone: 1-800-232-8274

Or contact one of the members of the Pay and Social Equity Committee.



Alberta Union of
Provincial Employees

**Pay & Social
Equity Committee**

AUPE

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PAY & SOCIAL EQUITY YOU ARE WORTH IT!



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The Alberta Union of Provincial Employees (AUPE) supports the principle of achieving pay equity throughout the province.

Why is one worth more than the other?



What is Pay Equity?

Equal pay for work of equal value

Pay equity attempts to reduce wage gaps by comparing similar jobs that historically were done by a specific gender such as women as nurses and men in trades.

What is the Issue?

People of either gender doing exactly the same job should receive the same pay.

Custodian/Janitor versus Housekeeper/Cleaner

Traditionally, janitorial work was considered male work and was a male dominated profession while housekeeping was female dominated and considered women's work. As of July 2015, the Canadian National Average Wage is:

Cleaner	\$14.15
Housekeeper	\$15.75
Custodian/Janitor	\$18.06

What are the pay equity facts?

Pay Equity

In 2014, women in Canada earned an average of 86 cents for every dollar earned by a man. In Alberta, a woman earns an average of 78 cents for every dollar earned by a man.

Women who work full-time in Calgary earn only 65% of men working full-time.

Women who work full-time in Edmonton earn 59 cents for every dollar a full-time working male earns.

From 1976 to 2011 female-to male average earnings ratios for all age groups in Alberta increased 3.6% compared to 12.6% nationally.

From 1976 to 2011, Albertan males (under 65) who were the major income earner made an average of 13.4% more than females (under 65) who were the major income earner for a household.

From 1976 to 2011, Albertan women have increased their wages by a total of 17% while the national average is 24%.

Social Equity

Calgary (23rd) and Edmonton (24th) placed at the bottom of 25 cities that were ranked the best place to be a woman in Canada. Calgary (25th) was ranked at the bottom of the list for Education.

In 2011, Albertan women 55 and older were receiving 14% less than what women of the same age group were receiving in 1976.

Albertan women 55 and older are only receiving 52.5% of what men of the same age group are receiving.

Union Advantage

Full-time unionized average hourly wages have increased 14.86% for Alberta from 1997 to 2014, compared to 13.8% for non-unionized workers in Alberta and 10.14% nationally (for unionized workers).

Unionized workers, based on an average from 1997 to 2014, make \$4.13 an hour more than non-unionized employees.

Alberta health care and social assistance positions had the second largest hourly wage gains from 2002 to 2013 with 76% behind forestry/logging at 83%.