

Right Honourable Justin Trudeau
Prime Minister of Canada
80 Wellington Street
Ottawa, ON K1A 0A2

Tuesday, August 30, 2016

Dear Prime Minister Trudeau,

We, the undersigned, are writing to ask you for your help in ending wage discrimination for a large group of women workers at Canada Post. We are asking you to use your influence to ensure that Rural and Suburban Mail Carriers (RSMCs) achieve pay equity with Letter Carriers.

It is 2016, and women and men who do virtually the same work should earn the same wages and enjoy the same benefits. Unfortunately, for a large group of women workers at Canada Post, this is simply not the case.

Pay equity is an established human right enshrined under the Canadian Human Rights Act. This act contains a legal obligation for employers, including Canada Post, to ensure that their employees receive equal pay for work of equal value.

Moreover, in 2004, the Supreme Court of Canada recognized pay equity as being constitutionally protected under section 15 of the Canadian Charter of Rights and Freedoms.

Canada also has international human rights' obligations, having ratified a number of international conventions that commit Canada to pay equity.

Despite this, Canada Post is ignoring the law and refusing to pay RSMCs and Letter Carriers equally.

There are over 8,000 RSMCs at Canada Post. They deliver letters and parcels to smaller communities and every province and territory. 70% of these workers are women. The work of RSMCs is virtually identical to the work of Letter Carriers. In spite of this, Letter Carriers earn 28% more than RSMCs and have vastly superior benefits. 68% of Letter Carriers are men. We don't think that this is fair.

In many postal depots, Letter Carriers and RSMCs work side by side. They do the same work processing, and delivering of letters and parcels. But they have different uniforms and RSMCs use their own vehicles in their work. However, these differences do not justify wage and benefit inequality.

The Canadian Union of Postal Workers represents Letter Carriers and RSMCs. Both groups are currently in bargaining and one of the main issues is equality for the RSMC group. Sadly, Canada Post is refusing to budge on this important issue.

Prime Minister Trudeau, you have identified yourself as a feminist, with a belief in gender equality. You have also indicated that your government wants to act on pay equity. It is time to act upon these statements and direct Canada Post – a federal Crown Corporation – to implement the spirit and principles of pay equity.

A recent parliamentary report of the Special Committee on Pay Equity underscores our call with its title, *It's time to Act*, as well as its contents. The report states, "The Committee recognizes that pay equity is a legislated human right and the Committee believes that the Government of Canada has the obligation to ensure that within its jurisdiction, pay equity is a human right that is promoted, implemented and enforced. The Committee believes it is time for the federal government to act."

We, the undersigned are asking that you address the current injustice at Canada Post by instructing the corporation to bargain in keeping with the spirit and principles of pay equity.

Sincerely,

Name	Titles
Tahia Ahmed	Student and Community Organizer
Richie Allen	Researcher
Susan Attenborough	Trade Unionist
Val Avery	President, Health Sciences Association of BC
Morna Ballantyne	Child Care Activist
Rosa Barker	Equity Officer, Canadian Association of University Teachers
Maude Barlow	National Chairperson, Council of Canadians
Moya Beall	Concerned Citizen
Darcie Beggs	Retired Trade Unionist
Penny Bertrand	Retired Trade Unionist
Janine Bertolo	Community Activist
Janet Borowy	Lawyer, Pay Equity Coalition
Charmaine Bradley	Concerned Citizen
Ronda Brook	Member, Canadian Union of Public Employees (CUPE)
Jane Bouey	Community Advocate, Former Vice Chair of the Vancouver School Board

Deborah Bourque	Former National President, Canadian Union of Postal Workers (CUPW)
Linda Briskin	Professor Emeritus, Social Science, Department/School Gender Sexuality and Women's Studies, York University
Mary-Marta Briones-Bird	University of Toronto staff and United Steelworkers (USW) union activist
Pierrette Brunette	Concerned Citizen
Lynn Bue	Former 2 nd Vice President, CUPW
Bev Burke	Retired Adult Educator
Colleen Burke	President, USW 1998
Kelly Butler	CUPE 1782
Brenda Campbell	Workers Action Centre
Barbara Cameron	Associate Professor, Department of Political Science, York University
Joyce Cameron	Retired College Instructor
Alana Cattapan	Postdoctoral Fellow, Faculty of Medicine, Dalhousie University
Gyda Chud	Community Activist and Advocate
Rita Chudnovsky	Child Care Activist
Mary Cornish	Chair, Ontario Pay Equity Coalition
Marcy Cohen	Research Associate, Canadian Centre for Policy Alternatives
Marjorie Griffin Cohen	Professor Emeritus, Simon Fraser University
Bozica Costigliola	Community Activist
Carla Conrad	Community Activist
Susan Croll	Editor Teacher Magazine, BC Teachers Federation
Libby Davies	Former Member of Parliament
Anne Davis	Program Coordinator in a women's organization
Shelagh Day	Director, Poverty and Human

	Rights Centre
Brigette DePape	Community Organizer
Alexandra Dobrowolsky	Professor
Beth Dollanga	Migrante BC
Judy Duncan	Executive Director, ACORN Canada
Sheila Dunnachie	Life member, PSAC-CIU
Jan Eastman	Former Deputy General Secretary, Education International
Lois Edge	Professor
Rachel Engler-Stringer	Associate Professor, Community Health and Epidemiology, University of Saskatchewan
Jackie Esmonde	Income Security Advocacy Centre
Barbara Findlay	Lawyer, QC
Tammy Findlay	Associate Professor, Political and Canadian Studies, Mount Saint Vincent University
Cindi Foreman	Artist and Former 2nd National Vice President, CUPW
Pam Frache	Organizer, Fight for \$15 and Fairness
Jo Fox	Community Activist
Colleen Fuller	Health Care Activist
Tanya Ferguson	Organizing Coordinator, Workers United Canada Council
Marcia Freele	Community Activist
Martha Friendly	Community and Child Care Activist
Gloria Gallant	Concerned Citizen
Sandra Gaspar	Concerned Citizen
Sue Genge	Former member, Ontario Pay Equity Tribunal
Penny Goldsmith	Community Activist
Shelly Gordon	Director, Research, CUPE Ottawa
Julia Goulden	Retired Teacher and Community Activist

Daina Z Green	Gender Equity Specialist
Linda Green	Community Activist
Sandy Greenberg	Children's entertainer and Peace Activist
Sharon E Gregson	Child Care Advocate
Cathy Gulkin	Filmmaker
Judy Haiven	Professor, Department of Management, Saint Mary's University
Shani Halfon	Child Care Activist
Cindy Hanson	Associate Professor, University of Regina
Celia Harte	Concerned Citizen
Sophie Harkat	Human Rights Activist
Joey Hartman	President, Vancouver and District Labour Council
Christine Hayvice	Writer and Retired Trade Unionist
Teresa Healey	Associate Professor and Chair, Sustainable Development, SIT Graduate Institute
Ria Heynen	Concerned Citizen and member of the Ottawa Raging Grannies
Rhonda Hinthier	Associate Professor History, Brandon University
Lynn Hunter	Former MP and former Victoria City Councillor
Maureen Hynes	Poet and Educator
Nancy S. Jackson	Professor Emerita, University of Toronto
Irene Jansen	Human Rights Officer, CUPE
Ingrid Jenker	Concerned Citizen
Laura Jolicoeur	Concerned Citizen
Helen Johansen	Adjunct Professor, University of Ottawa
Faith Jones	Feminist
Christine Jones	Co-chair, Canadian Peace Alliance
Lenna Jones	Social Activist
Lois Jordan	Ottawa Raging Grannies
Jamie Kass	Child Care Activist
Lisa Kelly	Director, Women's

	Department, UNIFOR
Prabha Khosla	Urban Planner
Aina Kagis	Regional Director, Saskatchewan Region, CUPE; and former co-chair, Saskatchewan Pay Equity Coalition
Jan Kainer	Assistant Professor, York University
Carol Kavanaugh	Chair, USW Local 2010 Job Evaluation Committee
Marilyn Keddy	Community Activist
Olga Kempo	Retired Professor, Capilano University
Judy Kennedy	Concerned Citizen
Joanna Kerr	Executive Director of Greenpeace Canada and Chair of Match International Women's Fund
Sue King-Daly	Chair, Colchester Anti Poverty Network
Holly Kirkconnell	Retired OPSEU member
Naomi Klein	Author and activist
Ingrid Kolsteren	Feminist and activist
Susan Knutson	PHD and English Professor
Irene Lanzinger	President, BC Federation of Labour
Deena Ladd	Coordinator, Workers Action Centre
Jackie Larkin	Community activist and Educator
Lana Larder	Leader and Activist
Heather Latimer	Lecturer, Coordinated Arts Program, Institute for Gender, Race, Sexuality, and Social Justice, UBC
Nancy Lauder	Retired, teachers association of Ontario
Louise Leclair	Cultural and Communications Worker
Leah Levac	Assistant Professor, University of Guelph
Barbara Linds	Retired OPSEU staff member

Abby Lippman	Professor Emerita, McGill University and Community Activist
Amanda Mayer	Child Care Activist
Carla Lispig-Mumme	Professor of Work and Labour Studies
Leila Lolua	Educator
Della Longmire	Executive Director, Womens' Place Resource Centre, Annapolis Royal NS
Stella Lord	Retired Professor and Social Policy activist
Nora Loreto	Editor, Canadian Association of Labour Media
Tamara Lorincz	Concerned Citizen
Marie Lovrod	Assistant Professor, Saskatoon
Rashmi Luther	Professor (retired), School of Social Work Carleton University
Meg Luxton	Professor, York University
Tara Lyons	Faculty Member, Department of Criminology Kwantlen Polytechnic University
Meredith MacFaquhar	Former Secondary School Principal and Concerned Citizen
Janet McClain	Part-Time Professor, Mount Saint Vincent University
Lynn McDonald	Past President of the National Action Committee on the Status of Women (NAC), former MP
Tracy MacKenzie	Community Activist
Gilary Massa	Community activist and mom
Gillian McCrostie	Small Business Owner
Christine McDowell	Community Activist
Nan McFadgen	President, CUPE Nova Scotia
Heather McGregor	CEO, YWCA Toronto
Wendy McKeen	York University
Wendy McPeake	Citizen
Sabine Mabardi	Retired Professor
Leandra Matthie	Paralegal
Monia Mazigh	Author, academic, and human

	Rights Activist
Amy Miller	Director and Producer
Joanne Naiman	Professor Emerita, Ryerson University
Denise Nadeau	Affiliate Assistant professor, Department of Religion, Concordia University
Jackie Neopole	Community Activist
Diane O'Reggio	Executive Director, Women's Legal and Education Fund (LEAF)
Barb Neis	Professor, Memorial University
Johanne Perron	Executive Director, New Brunswick Coalition for Pay Equity
Betty Plewes	Concerned Citizen
Marion Pollack	Retired CUPW activist and current community activist
Sarah Polley	Filmmaker
Ann Porter	Associate Professor, York University
Marilyn Porter	Professor Emerita, Memorial University and Co-chair, Social Justice Co-operative of Newfoundland and Labrador
Barbara Pulling	Long-Time business and personal user of Canada Post
Mary Potter	President, Provincial Council of Women of Ontario
Diana Ralph	Retired Professor and Community Activist
Pauline Raven	Municipal official, Councillor of Kings, Nova Scotia
Judy Rebick	Former President of the NAC, editor, author, broadcaster
Sharon Reeves	Retired public service librarian
Sharon Richer	Secretary Treasurer, Ontario Council of Hospital Unions
Joan Riggs	Partner, Catalyst Research and Communications
Laurell Ritchie	Labour and women's rights

	activist
Kathy Roczkowskyj	Retired postal worker
Martha Roth	Independent Jewish Voices
Sarah Ryan	Union Researcher
Shahla Khan Salter	Lawyer
Pearl Sawyer	Executive Vice President, UFCW Canada Local 1006A
Eva Sharell	Community Activist
Esther Shannon	Feminist Activist
Janet Shaw	Feminist and Union member
Audrey Siegl	Musqueam Nation activist and artist
Susan Smith	Community activist and grandmother
Cheryl Stadnichuk	Research Representative, CUPE Regina
Rhonda Spence	Retired Union member
Lynn Spink	Retired educator and organizer
Elizabeth Stafford	Feminist Activist
Deborah Stienstra	Professor Disability Studies, University of Manitoba
Jane Stinson	Community Activist
Bernadette Stringer	Researcher and grandmother
Sue Stroud	Retired Government clerk
Gina Tessaro	Retired postal worker and union activist
Barb Thomas	Community and Union educator
Erin Tomlinson	Steering committee member, Alexa McDonough Institute for Gender and Womens' Studies Mount Saint Vincent University
Winifred Tovey	Concerned citizen
Michelle Towill	Concerned citizen
Rachel Tutte	Union member and community activist
Monica Urrita	Proud Union member and feminist
Susan Ursel	Lawyer
Cathy Walker	Retired National health and safety director, CAW

Brenda Wall	Union Retiree
Harsha Walia	BCGEU Local 303, Author of Undoing Border Imperialism
Donna Walrond	Pay Equity Specialist, ONA
Deirdre Whalen	Retired Unifor Member
Wendy Williams	Community Activist
Susanne Wise	Concerned Citizen
Barbara Wood	Community Activist
Diane Wood	President, B.C. Federation of Retired Union Members
Ellen Woodsworth	Former Vancouver City Councillor
Cynthia Wright	Professor and Union member
Maide Yazar	President, Business and Professional Women's Clubs of Ontario
Antonia Zerbisias	Journalist
Rhonda Zuk	Professor, Department of English Mount Saint Vincent University