

Equal Pay Bill Deeply Flawed



The Joint Working Group on Pay Equity Principles of government, business and union negotiators agreed in 2016 on a set of Principles to guide pay equity negotiations. However the government's Employment (Pay Equity and Equal Pay) Bill is not consistent with either these joint Principles, or with the Court of Appeal ruling in *Kristine Bartlett v Terranova*.

There are six main concerns with the Bill:

1. It creates onerous requirements for women to prove merit in order to initiate a pay equity claim
2. It imposes an unnecessary hierarchy of job comparators
3. It extinguishes women's ability to seek back pay in a pay equity claim
4. The transitional provisions unfairly and retrospectively deal with current claims and new claims until the Bill becomes law
5. It does not require employers to be transparent about their pay rates
6. And it is a complaints-based system. It would be fairer to have a positive duty on employers to ensure their employees are receiving equal pay, as in Finland

Vote Equal Pay 2017!

March and Rally Saturday 12 August

Gather: 11am Takutai Square, Britomart

All genders and ages welcome!