

April 8, 2026

D/BU #127/2025-2026

## Equal Pay Day 2026

To: Presidents and All Members

From: Dave Barrowclough, Associate General Secretary – Protective Services

### For Information

On average, a woman must work an extra 3.5 months to earn pay equal to that of a man in 1 year's time.

Each year, the Equal Pay Coalition (EPC) designates a day that represents the amount of extra time the average woman must work to catch up to what the average man earned in the previous year. This year, the EPC has designated, **Tuesday, April 14, 2026**, as Equal Pay Day in Ontario. Although pay equity is the law in Ontario, women continue to earn almost 30% less than men on average. This pay gap affects women of all ages and education levels. Black and racialized women, Indigenous women, 2SLGBTQI+ women, and women living with disabilities face the greatest wage disparity.

The EPC comprises dozens of unions, women's groups, and community organizations seeking to end gender pay discrimination and to close the gender pay gap through legislation, collective bargaining, and social initiatives. OSSTF/FEESO is a member of the EPC and, as part of this coalition, we continue to urge the Ontario government to make meaningful changes to pay equity legislation and to remove other systemic gender barriers that lead to the wage gap.

On April 14, to highlight Equal Pay Day, the EPC, along with women across Ontario, will take action to demand that the Ontario government protect and expand childcare services for parents and ensure childcare workers are paid a pay equity compliant fair wage.

Childcare is the backbone of our economy. Women's equity, both as users of childcare and as workers within the childcare sector, depends on a strengthened childcare system to close the gender pay gap. Without childcare, women cannot work. Access to affordable childcare is absolutely essential for gender equality in all sectors of the economy.

## **Equal Pay Day Rally – April 14, 2026 @ 12:15 p.m.**

The Equal Pay Coalition will be hosting a short rally on Tuesday, April 14 beginning at 12:15 p.m. located at the Ontario Courthouse in the McMurtry Gardens of Justice in front of the Pillars of Justice (361 University Avenue, Toronto). There will be a few speakers at the rally raising their voices to support Equal Pay Day, including OSSTF/FEESO Vice President, Malini Leahy.

After the speakers, those in attendance will be asked to hand out information flyers with the messaging of Equal Pay Day 2026 to bring focus to this matter. There will be a food truck onsite for attendees to enjoy lunch. If you are in the local area and able to attend this short rally, please wear red and bring your OSSTF/FEESO flags. The EPC will have signs to hand out to attendees as well.

### **Take Action this Equal Pay Day:**

1. Join us on Tuesday, April 14 for the Equal Pay Day Rally if you are in the area.
2. Sign the Equal Pay Coalition's Action letter to your MPP using the easy tool on the Equal Pay Coalition's website: [equalpaycoalition.org/action-kit/](https://equalpaycoalition.org/action-kit/).
3. Be active on social media. Visit the Equal Pay Coalition's Instagram [www.instagram.com/equalpaycoalition/](https://www.instagram.com/equalpaycoalition/) for graphics you can share via your social media directly. Tag the EPC in your posts using the hashtags **#EqualPayDay**, **#CareCounts**, and **#ShowUsThe\$**.

Join the EPC as we say **#CareCounts**. The care economy is the foundation of the economy.

Your action makes a difference.

If you require additional information, contact Samantha Wilson at the Provincial Office at [samantha.wilson@osstf.ca](mailto:samantha.wilson@osstf.ca)

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