



Dec. 1, 2020

Re: Special Levy Fee 2021

Dear Members,

It has been a historic and landmark year in our collective efforts to close the gender wage gap for midwives.

As you know, the Human Rights Tribunal of Ontario (HRTO) released a [decision on remedy](#) in February. The decision includes specific orders to government to end discrimination in compensation setting with respect to midwives.

Government appealed the decision on remedy at Ontario Divisional Court in April. The Court unanimously [ruled in favour of the AOM](#).

In September, government applied to appeal the Divisional Court decision at the Ontario Court of Appeal. We are awaiting a decision from the Court of Appeal regarding whether they will permit the government to move forward with this second appeal.

Your tireless legal team, including Mary Cornish, Adrienne Telford and Lara Koerner-Yeo, advocated for midwives every step of the way, including pushing government to implement the remedy orders.

Since June, legal counsel and staff have been steadfastly representing the interests of midwives at the court-ordered Implementation Steering Committee (ISC). To date, progress has been made, including forwarding a \$7500 injury to dignity payment to most Applicants; the addition of a 20% increase to midwifery compensation; and a process is being established to retroactively pay eligible midwives a 20% adjustment for work performed between 2011-2020.

In 2013, midwives passed a resolution to fund legal action through a special levy. As per the resolution, this fee is calculated annually, based on the previous year's expenses.

The special levy for 2021 reflects the work undertaken in 2020 to defend the Tribunal decisions at Divisional Court; to ensure appropriate government action is taken with remedy orders at the Implementation Steering Committee; and to defend the Tribunal decision against a second appeal at the Court of Appeal.

This work is essential to close the gender wage gap for midwives and to ensure government policies and practices regarding midwifery compensation are free from a gender bias and discrimination.

The special levy fee for 2021 is **\$984** per member, based on the amount spent over the last year divided by the number of voting, registered midwife members as of Oct. 30, 2020.

Now that the Tribunal has issued remedy orders and government has begun taking action to close the gender wage gap, we know that your investment in closing the gender wage gap has yielded excellent value. Thank you for funding this work. Here is the breakdown of special levy amounts paid per year, for prior year legal expenses, per member:

2014	\$308.88
2015	\$708
2016	\$1,395
2017	\$1,500
2018	\$1,600
2019	\$930
2020	\$367
TOTAL:	\$6,808.88

For ten years, there has been no increase in membership fees, largely in recognition of the burden of the levy.

Members are encouraged to sign up for monthly preauthorized payments to make the membership fee and levy more manageable. Members can pay smaller amounts withdrawn automatically over the year, and do not need to set up online payments, reducing the chance of incurring late fees.

For members who are unable to pay membership fees due to *exceptional financial circumstances*, you may qualify for [compassionate consideration](#) to have your fees reduced this year. To apply, submit a request in writing to [Diana MacNab](#), Manager, Membership Services.

If you have questions or comments, please do not hesitate to contact us at president@aom.on.ca or juana.berinstein@aom.on.ca.

In strength and solidarity,



Jasmin Tecson, RM
President



Juana Berinstein
A/Executive Director