

TO/DESTINATAIRE: OPSEU Members and their Managers

FROM/EXPÉDITEUR: Joint Pay Equity Committee (JPEC)

DATE: December 2009

SUBJECT/OBJET: Pay Equity Update #5

---

As part of our commitment to keep you informed about the pay equity process, the following is an update on our ongoing activities.

As you are aware from our previous memos, in accordance with the *Pay Equity Act of Ontario*, Canadian Blood Services and OPSEU are jointly developing Pay Equity Plans for each of the OPSEU bargaining units: Support, Lab Services, Thunder Bay and the National Contact Centre (NCC). The Pay Equity Plans will summarize:

- the gender neutral comparison system that was used to evaluate the jobs;
- the female-dominated jobs and their male comparators; and
- any financial adjustments that may be required to align the wages of female-dominated jobs to the wages of male-dominated jobs of comparable value.

The Joint Pay Equity Committee has continued to meet, and has made considerable progress towards finalizing the Plans. Several key matters have been determined, including:

- the method for calculating retroactive pay for affected job classes,
- the treatment of percentages in lieu for part time employees,
- the pensionability of retroactive payments, and
- the payment of interest on retroactive pay.

### *What Happens Next?*

The JPEC is scheduled to meet again in January 2010. We will continue to advise employees and managers as we progress through the major project milestones. These updates will be maintained on the Canadian Blood Services Intranet under Talent Management, workplace bulletin boards, and through the link under Health Care to “Canadian Blood Services” found on OPSEU’s website at [www.opseu.org](http://www.opseu.org). Employees will be notified of updates as they are posted.