

TO/DESTINATAIRE: OPSEU Members and their Managers

FROM/EXPÉDITEUR: Joint Pay Equity Committee (JPEC)

DATE: May 2008

SUBJECT/OBJET: Pay Equity Update #4 – Completion of the Job Evaluation Process

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

As you are aware from our previous memos, under the *Pay Equity Act of Ontario*, Canadian Blood Services and OPSEU are obligated to jointly develop and post a Pay Equity Plan for each of the OPSEU bargaining units in Ontario: 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.

Joint Job Evaluation Committee

The job evaluation process is now complete! The Joint Job Evaluation Committee (JJEC), which you will recall is a sub-group of the larger JPEC, has held 12 meetings since last November 2006 to review the job information collected during the questionnaire sessions and evaluate the job classes for the purpose of producing pay equity plans. Committee members diligently reviewed 263 questionnaires completed by 348 employees and evaluated a total of 114 jobs, including both OPSEU and non-union male comparator jobs.

What Happens Next?

Two meetings of the JPEC are scheduled in May and June 2008, to begin comparing the relative value of the female and male job classes and identifying whether any pay adjustments are necessary to achieve pay equity.

Employees and managers will be advised 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. Employees will be notified of updates as they are posted.