

TO/DESTINATAIRE: NCC OPSEU Members and their Managers

FROM/EXPÉDITEUR: Joint Pay Equity Committee (JPEC)

DATE: June 2007

SUBJECT/OBJET: Canadian Blood Services/OPSEU Pay Equity Plan at the NCC

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. This memo is to inform you that the recently certified OPSEU bargaining unit at the National Contact Centre will be joining the Support, Lab Services and Thunder Bay units in the Pay Equity project that is currently underway.

What Is Pay Equity?

Pay equity is equal pay for work of equal or comparable value. The *Pay Equity Act* was introduced by the provincial government to narrow the portion of any wage gap that may exist between women's and men's wages that is due to undervaluing the work traditionally done by women.

The law requires that the *value* of jobs usually done by women be compared to the *value* of jobs usually done by men. Female jobs that are found to be of equal or comparable value to male jobs must be paid at least the same.

Achieving pay equity is accomplished through a negotiated process between the employer and bargaining agent. The content of jobs is compared, not the performance of the people doing the jobs. Jobs with similar duties and responsibilities, similar qualifications and recruiting practices, and the same compensation are grouped into job classes. These job classes are then identified as either female-dominated or male-dominated depending on the number of female and male employees currently in the jobs. If these numbers are not clear, historical incumbency and gender stereotypes may need to be considered, or the job may be classified as 'gender neutral'. Female job classes are then compared to male job classes based on the levels of skill, effort, responsibility and working conditions involved in performing the work. If a female job class is found to be of equal or comparable value to a male job class, then the female job must be paid at least the same as the male job.

An employee's pay cannot be lowered to achieve pay equity. All employees working in female job classes will receive pay equity adjustments if their job is found to be lower paid than the male comparator of equal value. The *Pay Equity Act* does not affect the compensation of male and gender neutral job classes.

Pay Equity Plan

Briefly, the Pay Equity Plan is a document that summarizes:

- The gender neutral comparison system that is used to evaluate and compare the jobs;
- The female-dominated jobs and their male comparators; and
- The results of the job analyses, including any financial adjustments that may be required to align the wages of female-dominated jobs to the wages of male comparators.

Joint Pay Equity Committee

A Joint Pay Equity Committee (JPEC) has been assembled to deliver this mandate. Members of the JPEC are as follows:

For the Employer:

Kate Bradfield – Head Office (Co-Chair)
Bob Blewett – Central Ontario
Rob Burwash – Southern Ontario
Bill Egan – Ottawa
Irene Bueckert – Thunder Bay
Mary-Jane Zahorouski – NCC

For the Union:

Katherine Zan – Support (London) (Co-Chair)
Sean Allen – Support (Ottawa)
Janet Seymour – Support (Toronto)
Corine Magnusson – Support (Toronto)
Brenda Thompson – Support (Hamilton)
Shirley Johnny – Lab Services (Hamilton)
Nancy Moffat – Lab Services (Hamilton)
Gwen Rosenfield – Lab Services (Toronto)
Susan Fuchihara – Thunder Bay
Jennie Hartviksen – Thunder Bay
Joanne Drake – NCC
Alison McTaggart – NCC

Advisors:

Peter Freisz – Head Office
Martin Hajek – Head Office

Ann Wallace – OPSEU Pay Equity Negotiator
Nichola Martin – OPSEU Pay Equity Negotiator

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.