



March 25, 2011

To: **All Participating Hospitals and Employees Involved in the Central OPSEU Pay Equity Process.**

Re: **Update on the Central OPSEU Pay Equity Process**

On behalf of the Joint Steering Committee, we wish to provide our participating members with an update on the Central Pay Equity process. We understand that this project has entailed a lot of work on the part of staff throughout the participating hospitals and we want to extend our sincere appreciation to you.

At this point, approximately 95% of all Job Information Questionnaires (JIQs) have been received and although the online system continues to accept submissions, the job evaluation committee will not await submission from the outstanding 5% before finalizing job evaluations. You will recall that online JIQs were sent out to hospitals and the OPSEU membership on July 15, 2008 to collect job information for OPSEU and Potential Male Comparator job titles that existed in Participating Hospitals at that time. Any new or substantially changed jobs that were created after this date will be captured through the pay equity maintenance process.

The Joint Evaluation Committee has made significant progress in conducting job evaluations and have reviewed and evaluated approximately 35% of JIQs that have been submitted to date. The Evaluation Committee is hopeful that the job evaluation process will be completed by the end of this year. Once job evaluations are completed the Joint Steering Committee will determine the job factor weightings and banding for the Central Pay Equity Plan, with the goal of posting the plan prior to 2013. It is important to note that the timelines referenced herein are estimates only. Timelines may be extended should a dispute arise during the process that requires the intervention of the Pay Equity Commission.

We will continue to keep you updated as we go along.

A handwritten signature in black ink, appearing to read "Yves Shank".

Yves Shank, Chair of
OPSEU Steering Committee

A handwritten signature in black ink, appearing to read "Janise Scott".

Janise Scott, Chair of
Hospitals' Steering Committee

cc: OPSEU/Participating Hospitals Pay Equity Steering Committee
Members
OPSEU/Participating Hospitals Pay Equity Job Evaluation Committee
Members