



March 19, 2009

To: **All Hospital Employees Involved in the Central OSPEU 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 where we are in the 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, nearly one-quarter of hospitals have submitted all of their Job Information Questionnaires and over 70% of the total number of questionnaires have been completed. We encourage those hospitals that have not yet completed the process to make a concerted effort to complete the process as soon as possible. We note that with the vacation season arriving soon, there will be additional difficulties in finding the time to do this important work.

The Joint Evaluation Committee has been spending time familiarizing itself with the Gender Neutral Classification System (the evaluation tool) and conducting job evaluations for a number of job titles based on the JIQs that have been completed within the local hospitals to date. The Committee will be conducting additional background research about the work and working conditions for OPSEU and Potential Male Comparators jobs which will include a review of job postings and job descriptions (where up to date) and may also include research from educational facilities, professional colleges and associations and site visits. One site visit has already been conducted and additional visits may be scheduled as required.

Because of the volume and level of detail in the questionnaires and the care with which the Evaluation Committee is taking, it is difficult to say at this point when the whole process will be completed. We will 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