



MUNICIPAL PROPERTY ASSESSMENT CORPORATION

OPSEU



SEFPO

January 19, 2004

Memo To: All Staff

From: Jane Mizanski Jennifer Reid
 Management Co-Chair OPSEU Co-Chair

Re: Pay Equity Plan for OPSEU Employees

Under the *Pay Equity Act of Ontario*, the Corporation and OPSEU are jointly obligated to ensure compliance with this legislation, which requires we develop and post a Pay Equity Plan for MPAC's bargaining unit group.

We are pleased to advise that a Joint Pay Equity Committee (JPEC) has recently been assembled to deliver this mandate. Members of the JPEC are as follows:

For the Employer:	For the Union:
Jane Mizanski - Co-Chair	Jennifer Reid - Co-Chair
Joe Regina	Tina Faibish
Sabrina Mandarello	Craig Wright
Greg Volkes	Alba Policicchio

Pay equity is about equal pay for work of equal or comparable value. To determine the value of work the Committee will establish an evaluation system that compares skills, knowledge, responsibilities and working conditions of female-dominated positions to male-dominated positions. Where female and male positions are found to be comparable we must then ensure the value (primarily wages) is the same.

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

- the gender-neutral comparison system including the factors and values used to compare positions;
- the female-dominated positions and their male-comparators; and
- results of the job analysis, including any financial adjustments that may be required to align the wages of female-dominated positions to the wages of the male comparator.

All Staff
January 19, 2004
Page 2

We will advise employees as we progress through the major project milestones. These updates will be maintained on a new Pay Equity section under the Working@MPAC web page, as well as on the MPAC page within the OPSEU web site (www.opseu.org).

Employees will be notified as they are posted. Update #1 will provide an overview of Pay Equity and the specific obligations we have under the legislation.

In the meantime, if you have questions please do not hesitate to contact either of us directly: Jane at 905 837-6161 or Jennifer at 519 681-6687 extension 2348.