

April 7, 2008

Mr. Jack Julien
Manager, Human Resources
Corporate and Human Resources
Municipal Property Assessment Corporation
1305 Pickering Parkway
Pickering, ON, L1V 3P2

Dear Mr. Julien,

I acknowledge receipt of your correspondence dated March 26, 2008.

I am intrigued by your confusion with regard to OPSEU obtaining advice from the Pay Equity Commission, specifically, John Tossell, Senior Review Officer. I spoke with Mr. Tossell on several occasions describing the Union's disappointment with the position that MPAC has taken by not allowing our members to review and appeal any evaluation results prior to posting a pay equity plan. Mr. Tossell advised me, and I quote "nothing prevents the Union from publishing the evaluation results without the Employer". After consultation with our members on the JPEC, the MPAC Union UMC committee members and their Negotiator, Rob Field, OPSEU decided to publish the draft evaluation results, the GNCS and the Gender Predominance document on **our** website.

A message to our members was also published and sent to each member of our MPAC bargaining unit. I have attached a copy of this publication for your reference. I trust once read it will satisfy the points you mention in your letter with reference to comments about our *"members looking at draft results without any appreciation of what the ratings may or may not mean to them or where they even came from. There is also no indication as to what members are to do with their comments"*.

I am also puzzled by the other concerns you raise as they were never mentioned to the Union on the two occasions the Union raised the topic with the employer to discuss a "review process" of the job evaluation results.

The response from MPAC, more particularly Jane Mizanski in her email dated 07/06/06 was,

"Further to our discussion on Thursday, June 29, 2006, I am responding to your request to reconsider implementing an appeals process prior to finalizing our Pay Equity Plan.

Over the past several years the Parties have worked very hard to negotiate and implement a comprehensive job data collection process that involved, among other things, Pay Equity and job evaluation training for the Committee members, facilitated sessions to employees in 14 offices across the province, collecting over 400 job questionnaires from over 500 employees, supplemented with numerous interviews and follow-up discussions with incumbents and managers, and job descriptions.

Throughout the evaluation process Committee members have collectively demonstrated a good understanding of the job factors and level descriptions, and have demonstrated competence in distinguishing between the levels and in applying this knowledge to the male and female dominated positions in the MPAC bargaining unit.

Having said this, the Employer is satisfied that the data collection process has been sufficient and a further step for appeal or review by incumbents is unnecessary and not legislatively required in any event.”

In response to your concern, and your statement about “*sharing the draft results at this point the Union has created expectations among employees that may or may not materialize..*” To date, I have received no negative feedback or expectations from our members. To the contrary, our membership is very pleased with the actions of their Union in exposing the issue of not allowing them to reconsider the evaluation of their job class.

OPSEU disagrees with your perception of any “damage” as a result of our collective action.

On March 05, 2008, the MPAC UMC met and discussed several issues. It is my understanding that OPSEU advised your committee members that we were preparing to post on our website all of the draft job evaluation results, the GNCS and the list of job class gender. It is also my understanding that there were no objections on your part, but in fact, you were recorded as stating that MPAC was interested to reconvene the JPEC to discuss our next steps. I think you can appreciate our comments given your response.

Finally, please be advised that OPSEU will continue to keep our membership at MPAC informed. To that end, we will be posting on our website our recent correspondence.

I will contact the committee members from the Union JPEC and email you with possible dates at my earliest convenience.

OPSEU is encouraged to learn that MPAC is willing to comply with the *Pay Equity Act* of Ontario, and continue to negotiate pay equity with their bargaining agent.

Yours truly,

A handwritten signature in black ink that reads "A. Wallace". The signature is written in a cursive style with a large initial "A" and a long, sweeping underline.

Ann Wallace
Negotiator, Pay Equity

Copy: Jennifer Reid, JPEC
Craig Wright, JPEC
Cathy Henry, JPEC
Ivan Herrington, UMC
Rob Field, Negotiator, OPSEU

Attachments