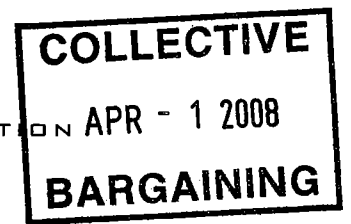




MUNICIPAL PROPERTY ASSESSMENT CORPORATION



March 26, 2008

Ms. Ann Wallace
Negotiator, OPSEU
100 Lesmill Road
Toronto, ON M3B 3P8

Dear Ms. Wallace:

I acknowledge receipt of your correspondence dated March 5, 2008.

Since it was the Union that filed a complaint with the Pay Equity Commission and suspended any further meetings of the JPEC, we were certainly pleased to see in your letter that the Union wanted to reconvene the meetings of the JPEC.

We were confused, however, by your reference to having gained advice from the Review Officer of the Pay Equity Commission since we were advised that the Union had withdrawn its application to Review Services. In fact, we have received written confirmation from the Commission that the file has been closed. Consequently, we understand that the Commission is not involved at this point.

We are also concerned about some of the actions recently taken by the Union and the impact those actions are to have on the JPEC and its mandate.

On March 17, 2008, the Union posted information on the central OPSEU website that accused MPAC of trying to "Hide Pay Equity Job Evaluation from OPSEU MPAC members". It is unfortunate that the Union has chosen to characterize the employer's objection to sharing the draft evaluation results as such without providing its members with the employer's explanation for doing so.

Not only does the Union's unilateral decision to share the draft evaluation results undermine the hard work of the JPEC, it is inconsistent with the Terms of Reference that the parties jointly negotiated and agreed to. In those Terms the parties agree to jointly "develop and issue communication releases to employees, as appropriate".

What has been shared with members are evaluation results which have yet to be finalized by the JPEC and which may very well have changed had we continued with the sore thumbing process. In some cases the Union shared the rating notes that continued to have ratings in dispute and included the editorial comment and/or questions that the Committee had yet to deal with. In other cases, inexplicably, the Union decided to delete those comments before circulation.

The draft results were also shared with members who had had no involvement in the completion of a questionnaire nor been involved in the joint training that had been conducted for employees prior to

Ms. Anne Wallace
March 26, 2008
Page 2 of 2

completing their questionnaires. As a result, members are looking at the 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.

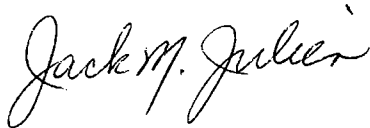
In sharing the draft results at this point the Union has created expectations among employees that may or may not materialize once the Committee reconvenes. What the Committee is expected to do with employee feedback is not something that anyone has turned their mind to let alone the JPEC.

While the Union's goal of having a "truly transparent process" is laudable, providing employees with incomplete information without a context only serves to create confusion and anxiety among employees who do not understand what the pay equity process involves and, equally important, what it does not involve. It was precisely that state of confusion that the employer was trying to avoid in not prematurely sharing ratings with employees. It was not, as the Union chose to characterize it, an attempt to "hide" the results from the membership.

In any event, the damage has been done. The next step, therefore, is for the JPEC to reconvene to determine how it will proceed in light of the recent developments so that a pay equity plan can be finalized for the bargaining unit.

I look forward to hearing from your committee members as soon as possible to schedule dates.

Yours truly,



Jack Julien
Manager, Human Resources

Copy Ms. Jane Mizanski, Management JPEC Co-Chair
Ms. Jennifer Reid, Union JPEC Co-Chair
Mr. Rob Field, OPSEU Negotiator
Mr. Ivan Herrington, UMC Union Co-Chair
Mr. John Tossell, Senior Review Officer