



Pay Equity Newsletter # 1

September 2010

To: All LCBO Bargaining Unit Employees

The LCBO and OPSEU are jointly obligated under the *Pay Equity Act of Ontario*, to ensure compliance with the Act. We are required to develop, post and maintain a Pay Equity Plan for bargaining unit employees.

A Joint Job Evaluation Committee (JJEC) has been established to achieve this. Members of the JJEC are:

For the union:

Denise Davis, Chair, LBED
Lori Davis, Vice-Chair, LBED
Bonnie Jolley, VP Local 284
Sandy Hunter, President, Local 379
Anne Makela, Chief Steward Local 741

For the employer:

Rina Greco, Manager, HR Services
Connie Ferraro, Manager, Benefits & HR Admin.
Brian Beebe, Compensation Officer
Vic Araujo, General Manager, Durham Facility
John Wilkinson, District #18 Manager

Pay equity is defined as equal pay for work of equal or comparable value. To determine the value of work, the JJEC will negotiate a job evaluation system that measures the value of male and female job classes by comparing the skill, effort, responsibility and working conditions of each job class. The Act stipulates that where female and male job classes are found to be of comparable value, they must receive the same compensation.

The JJEC is developing a job information questionnaire (JIQ) to evaluate and compare job classes. The positions we need to evaluate are spread throughout Ontario. The LCBO employs approximately 6,000 permanent and casual/seasonal bargaining unit employees working in more than 600 retail outlets, five logistics facilities, and head office. The LCBO also hires up to 3,000 fixed term employees during the Christmas and summer periods. To ensure a reliable collection of job information from all these employees, the JJEC will indentify a representative sampling of employees from all bargaining unit positions to complete JIQs for job evaluation purposes.

This is a lengthy process. We will keep you advised as we progress through the major project milestones. These updates will be communicated via the LCBO Intranet, OPSEU's website (www.opseu.org) and through newsletters circulated and posted in the workplace.

Handwritten signature of Denise Davis in cursive.

Denise Davis, Co-Chair
OPSEU

Handwritten signature of Rina Greco in cursive.

Rina Greco, Co-Chair
LCBO