

PAY EQUITY



- Council Resolution: September 14, 2016
- Council Resolution: October 26, 2016

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Ontario Pay Equity Act

- Came into effect 1987
- For municipalities, pay equity plans were required to be posted on January 1, 1990
- Compliance involves two stages: achievement and maintenance

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Achievement of Pay Equity

Process:

- Identify the job classes in the organization
- Determine the gender dominance of those job classes having regard to the statutory criteria
- Gather job data with respect to the job classes

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Achievement of Pay Equity

- Evaluate the job classes using a gender neutral comparison system that measures the statutory criteria of skill, effort, working conditions and responsibilities
- Identify the male comparator job class once the job classes were grouped
- Determine job rate having regard to not only the maximum salary or wage rate but also all forms of "compensation"

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Achievement of Pay Equity

- Determine whether there were any pay equity adjustments required by comparing the job rate of the female dominated job classes in a band with their male comparator job rate
- Post pay equity plans which included the requisite information as required by the Act

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Maintaining of Pay Equity

- The obligation to maintain pay equity is that of the employer and is on going
- The primary maintenance obligation is to ensure that female dominated job classes continue to be paid compensation that is no less than their respective male comparator (or the regression line where proportional value method is used)

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Maintenance of Pay Equity

- New jobs or significant change, elimination of jobs

Process examples:

- CUPE Local 101 and CUPE Local 107

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