

# THE ROADMAP TO AN UPDATED PAY EQUITY MAINTENANCE PLAN

## ORIGINAL PAY EQUITY PLANS

..... Pay equity legislation was introduced in 1987 and organizations implemented their first plans around 1990. Michael Garron's original plan was signed on March 7, 1990.

## Negotiated in 2016 between SEIU and Michael Garron Hospital

### TERMS OF REFERENCE

Since the Terms of Reference, SEIU has made numerous attempts to engage with the Employer to work on the pilot

December 2020: SEIU is proceeding with expedited arbitration

RECEIVE RULING FROM ARBITRATOR



### IN THE MEANTIME...

SEIU is launching a preliminary Job Analysis Survey for the members of Michael Garron Hospital

**SEIU** Healthcare

CANADA'S HEALTHCARE UNION

IN FAVOUR OF MGH

PATH 2

PATH 1

IN FAVOUR OF SEIU

LAUNCH NEW JOB EVALUATION SYSTEM (PILOT)

BEGIN DATA COLLECTION WITH MGH

EVALUATE JOBS WITH EMPLOYER

Evaluate jobs with the Employer  
Conduct ratings of job classes

POST UPDATED PAY EQUITY MAINTENANCE PLAN

If monetary adjustments are determined from Joint Steering Committee (lump sum payouts and/or wage increases), this will happen at this stage.

## NOTE

At any time during the process, parties may have to return to the Pay Equity Commission, failing this, matters will go in front of the Pay Equity Hearings Tribunal.

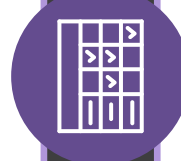
### COMMITTEE APPROVAL

Joint Steering Committee performs a variety of functions towards implementing a plan



SEIU FILES COMPLAINT WITH PAY EQUITY COMMISSION

NEGOTIATE WITH EMPLOYER VIA REVIEW OFFICER TO LAUNCH NEW JOB EVALUATION SYSTEM (PILOT)





# GLOSSARY OF THE PAY EQUITY PROCESS

## **PATH #1**

### **Launch New Job Evaluation System (Pilot)**

- This process involves training joint committee members on the job evaluation tool, how to complete the questionnaire, and how to conduct job evaluation in a committee setting
- Joint committee oversees data collection and rates jobs

### **Begin Data Collection with Michael Garron**

- Members in representative job classes (jobs that have highest number of female employees or are essential to hospital operations) are asked to complete a detailed job questionnaire with support of committee members
- This can be done in an interview style or by filling out information in a job questionnaire

### **Evaluate Jobs with the Employer**

- Jobs are jointly rated by Committee Members representing both the Union and the Employer using the Job Evaluation Manual. Decisions regarding ratings are reached by consensus

### **Committee Approval**

- Joint Steering Committee reviews ratings for consistency, considers new job information, identifies comparable groups of jobs based on rating score (bands), identifies gender of jobs, male comparators, determine pay equity adjustments (monetary issues).
- A pay equity wage adjustment is made when female job classes are found to be paid lower than the male comparator job class in the same band

### **Post Updated Pay Equity Maintenance Plan**

- A Pay Equity Maintenance Plan is an ongoing systematic review to ensure female job classes are not subject to any discrimination in compensation practices by the Employer
- Union and Employer agree to post an updated Maintenance Plan for all job classes in SEIU bargaining unit.

## **PATH #2**

### **SEIU Files Complaint with the Pay Equity Commission**

- SEIU files Application with Commission alleging the Employer is failing to maintain Pay Equity at Michael Garron

### **Negotiate with Employer via Review Officer to Launch New Job Evaluation System (Pilot)**

- Request the Review Officer implement timelines to which the parties must adhere for the pilot process