

## Update – Pay Equity

February 7, 2018

Dear Sisters and Brothers,

This message is to provide you with an update on the most recent events influencing the development of a pay equity plan for CMHA WW and OPSEU Local 291.

The joint job evaluation committee, [Union and Employer representatives], has completed evaluating each male and female job class job information questionnaire. This is where our well-intended efforts have ended in a dispute.

When there are disputes between the parties, either party may file a formal complaint through the Pay Equity Commission. The complaint would include a claim that there has been a violation of the *Pay Equity Act*.

A Review Officer from the Pay Equity Commission would then be assigned to investigate the dispute between the parties, and determine if there are violations of the *Act*.

CMHA WW has filed an application with the Pay Equity Commission of Ontario, Review Services, and a review officer has been assigned.

A review officer will respond to the applicant (CMHA WW) and advise the representative Union, in this case OPSEU [when the employees are members of a Union] that an application has been filed. OPSEU is now known as the “respondents” to the application.

As with all pay equity litigation, OPSEU assigns outside legal counsel to respond to review services, and the employer. We have been advised by OPSEU head office that we are in good hands and look forward to working with the staff assigned and moving forward to complete a pay equity plan for Local 291.

Next steps...

- Legal counsel is working hard to prepare a response to the employer’s application to review services. This is done in the form of a “legal brief”, or “submission”.
- OPSEU Local 291 pay equity committee, along with OPSEU Staff, will review the legal brief for accuracy
- Legal counsel will file the Union’s response to the review officer and follow-up as necessary. All timelines are dictated by the review officer.

We will continue updates as we move forward. If you have any questions, please don’t hesitate to contact a member of your pay equity committee.

In solidarity,

Julie Chambo- President, Ruth Linnen and Shannon Tobin