

OPSEU/SEFPO CENTRAL PAY EQUITY PLAN
FOR THE CENTRAL PARTICIPATING HOSPITALS BARGAINING
UNITS

The OPSEU/SEFPO and its Participating Bargaining Units met with the Participating Hospitals (hereinafter referred to as “the Parties”) and completed a joint job evaluation process and are hereby finalizing a Central Pay Equity Plan in accordance with the *Pay Equity Act R.S.O. 1990*, as amended from time to time.

In June 2007, the Terms of Reference were signed off between the Parties for the purposes of achieving and maintaining pay equity between the members and the Central Participating Hospitals listed in Appendix A in the Terms of Reference (hereinafter referred to as “the establishment”).

The Parties developed and used a gender neutral comparison system (GNCS) to evaluate the job classes in the establishment and to undertake the necessary job comparisons.

The GNCS measured the four (4) statutory criteria of Skills, Responsibility, Effort and Working Conditions as required by the Act. Each of these criteria were valued through a number of sub-factors relevant to the establishment. Weighting of each of these subfactors was agreed to by the Parties as set out below:

Factor	Subfactors	Weighting
Skill (40% total)	Education	12%
	Experience	12%
	Decision/Problem Solving	8%
	Communication	8%
Responsibility (35% total)	Results of Error	7%
	Financial Responsibility	6%
	Supervision	9%
	Multiple Demands	6%
	Well-Being of Patients	7%
Effort (15% total)	Physical Effort	6.5%
	Dexterity	2%
	Mental Effort	6.5%
Working Conditions (10% total)	Environment	5%
	Hazards	5%

The following tables list the female job classes evaluated, the agreed to male comparator for each band, the evaluated score of each job class and if any retroactive adjustment is owing. The method of comparison used was job-to-job and proportional value as outlined in the bands.

To achieve pay equity, any required pay equity adjustments will be paid out to eligible employees in two installments as follows:

Installment 1 – go forward adjustments for each female job class with a pay equity adjustment required will be made based on the banding set out below, and the respective male comparator in effect as at April 1, 2023. Each Participating Hospital will provide a letter detailing the pay equity adjusted rate and the adjustment owing to each incumbent of the job classes entitled to a pay equity adjustment by March 31, 2023.

Installment 2 – adjustments for the retroactive period for each female job class owed a retroactive pay equity adjustment will be made based on the banding set out below and the respective male comparator for the retroactive period between April 1, 2007 and March 31, 2023. Any retroactive pay equity adjustments will be paid out to active employees no later than December 31, 2023. The Participating Hospitals will endeavour to pay out former employees by the same date but, in any event, no later than March 31, 2024. The Participating Hospitals will make all reasonable efforts to contact former employees who are entitled to a pay equity adjustment and will enlist the help of OPSEU/SEFPO in finding former employees as necessary.

Where job classes have been added to Participating Bargaining Units since the collection of job information, such job classes shall be entitled to any required pay equity adjustment retroactive to the date the job class was added or April 1, 2007, whichever is later.

The table below arranges all job classes into bands based on total job evaluation scores and identifies the agreed to male comparator for the period covering April 1, 2007 – March 31, 2023. The adjustments owing as of April 1, 2022 are identified. Adjustments owing for the other years will be identified by the Parties.

The period commencing April 1, 2023 utilizes the same banding and job evaluation scores as those used for the retroactive period, but the parties have agreed to update the male comparators effective April 1, 2023, for Bands 5, 6, 8, and 10, for each of pay equity maintenance.

These updates have resulted in pay equity adjustments being required for certain job classes effective April 1, 2023 with no retroactivity. Affected employees in those eligible job classes will be notified no later than March 31, 2023.

Male Comparators April 1, 2007 to March 31, 2023

Band 1 (225 – 274 Points)			
No Male Job Class (Proportional Value Calculation Used)			
Job Class	Gender	Points	Adjustment Owing
Pharmacy Technician 1	F	272	NO
Band 2 (275-324 Points)			
No Male Job Class (Proportional Value Calculation Used)			
Job Class	Gender	Points	Adjustment Owing
Polysomnographer Sleep Lab Technician	F	280	NO
Ophthalmic Technician	F	311	NO
Band 3 (325-374 Points)			
No Male Job Class (Proportional Value Calculation Used)			
Job Class	Gender	Points	Adjustment Owing
Lab Aide – Testing	F	330	NO
DI - PACS Support Technician	F	333	NO
Pharmacy Technician 2	F	333	NO
DI-Support Worker	F	342	NO
Respiratory Med/Gas Technician	N	343	NO
Lab Aide Cleaning	F	351	NO
DI - Technician 2	F	354	NO
Cardiopulmonary Technician 2	F	359	NO
Physiotherapist Aide	F	361	NO
DI- Technician 4	F	374	NO
Band 4 (375 – 424 Points)			
Male Comparator: Lab Morgue Attendant (420 Points)			
April 1, 2022 Male Comparator Job Rate: \$31.79			
Job Class	Gender	Points	Adjustment Owing
Dietary Technician Beltline	F	375	YES
Client Support - Women's Health	F	383	NO
Administrative Assistant	F	383	YES
Lab Assistant Technician 2 - Microbiology	F	384	YES

Dietary Technician 4 Quinte	F	385	NO
Infant Hearing Screener	F	387	YES
ECG Phlebotomist Technician 3	F	393	NO
Buyer (Pharmacy)	F	403	YES
Respiratory Technician	F	405	NO
Lab Phlebotomist Technician 2	F	416	YES
Recreation Therapist	F	416	NO
Lab Morgue Attendant	M	420	NO
Lab Assistant Technician 2- Specimen Receiving	F	422	YES
ENG Technician 5	F	424	NO
Band 5 (425 – 474 Points)			
Male Comparator: IT Network Analyst Help Desk (449 Points)			
April 1, 2022 Male Comparator Job Rate: \$31.79			
Job Class	Gender	Points	Adjustment Owing
Audiology Technician	F	425	NO
Lab Assistant Technician 3	F	429	NO
Dental Assistant	F	431	NO
Lab Technician 4	F	431	NO
Cardiology Technician Tech 4	F	432	NO
Ophthalmic Technician	F	433	NO
Polysomnographer Non-Certified	F	433	NO
Addiction Worker	F	436	YES
Lab Assistant Technician 3 includes ECG	F	441	NO
Communication Disorder Assistant	F	443	NO
ECG Technician	F	444	NO
EEG Technician	F	446	NO
Lab Technician 4 Non Registered	F	446	NO
Customer Service Technician	F	446	NO
Peer Support Worker	N	449	NO
IT - Network Analyst Help Desk	M	449	NO
Behaviour Specialist	N	451	NO
Orthopaedic Technician	N	459	NO
Arrhythmia Analyst	F	459	NO
Addiction Counsellor ACTT	F	461	NO
Health Records Technician	F	462	YES
Polysomnographer Certified	F	462	NO
Librarian	F	462	NO
Pharmacy Technician 3	F	463	NO
Vocational Specialist	F	463	NO

Mental Health Counsellor	F	472	NO
EEG/ECG Certified North Bay	F	473	NO
Addiction Counsellor	F	474	NO
Band 6 (475 – 524 Points)			
Male Comparator: Biomedical Technician (503 Points)			
April 1, 2022 Male Comparator Job Rate: \$31.79			
Job Class	Gender	Points	Adjustment Owing
IT – Clinical Data Analyst	F	477	NO
Social Service Worker	F	478	NO
Child Life Therapist	F	478	NO
Exercise Therapist	F	482	NO
Occupational Therapist Assistant	F	485	YES
DI – MRI MRT	F	485	NO
Activation Coordinator	F	487	NO
Lab Assistant Senior	F	489	NO
Occupational Health and Safety Specialist	F	491	NO
Physics Technician	M	491	NO
IT – Network Application Specialist	M	492	NO
RPN	F	492	NO
DI – Ultrasound MRT	F	494	NO
Physiotherapist Assistant	F	495	YES
Pharmacy Technician Senior	F	495	NO
Rehabilitation Assistant	F	495	YES
Respiratory Therapy Pulmonary Function Testing	F	495	NO
DI – Echocardio Registered Technologist	F	496	NO
Lab Pathology Assistant	F	497	NO
Pharmacy Technician 4	F	497	NO
DI – General MRT	F	498	NO
Crisis Intervention Worker	F	498	NO
DI – PACS MRT	F	498	NO
EMG Technician 5	F	499	NO
Health Records Data Analyst	F	500	NO
Eating Disorder Counsellor	F	501	NO
Psychosocial Rehabilitation Specialist	N	502	NO
Biomedical Technician	M	503	NO
Infection Control	F	505	NO
Registered Technologist Pacemaker	F	507	NO
Child and Youth Worker	F	516	NO
Recreation Therapist	F	516	NO

EEG Technician Senior	F	519	NO
DI – Nuclear Medicine MRT	F	520	NO
Case Manager Therapist	F	520	NO
ECG Cardiac Technician (Charge)	F	521	NO
CCN Operations Coordinator	F	524	NO
Band 7 (525 – 574 Points)			
Male Comparator: Biomedical Technologist (543 Points)			
April 1, 2022 Male Comparator Job Rate: \$44.66			
Job Class	Gender	Points	Adjustment Owing
MLT	F	525	NO
Lab MLT Trace Elements	N	525	NO
Lab Histology Immunohistochemistry MLT	M	525	NO
ACTT Counsellor	F	528	NO
Infant Development	F	531	NO
Therapist Dance Movement	F	536	YES
DI - Clinical Instructor Ultrasound	F	536	NO
Diabetes Educator	F	537	NO
Lab Cytogen/Molecular MLT	F	537	NO
Nurse - ACTT	F	538	NO
DI - Radiation Therapist	F	539	NO
DI - Clinical Instructor	F	539	NO
DI - Echocardio Senior	F	542	NO
Biomedical Technologist	M	543	NO
Kinesiologist	M	544	NO
DI - MRI Senior	F	545	NO
Polysomnographer Charge	F	550	NO
DI - Echocardio Charge	F	551	NO
Electronics Technologist	M	552	NO
SW Discharge Planner	F	552	NO
Pharmacy Technician Charge	F	554	YES
ECG Technician Senior	F	555	YES
DI - General Senior	F	557	NO
Audiologist	F	558	NO
Biomedical Senior	M	560	NO
Perfusionist	N	563	NO
MLT Cytology	F	563	NO
Social Worker Assault Response	F	565	NO
Genetics Counsellor	F	565	NO
Cardiology Technologist Senior	F	567	YES

DI - Ultrasound Senior	F	569	NO
Anaesthesia Assistant Senior	F	570	NO
Therapeutic Fitness	F	571	NO
Social Worker BSW	F	573	NO
Band 8 (575 – 624 Points)			
Male Comparator: Maintenance Supervisor (608 Points)			
April 1, 2022 Male Comparator Job Rate: \$39.37			
Job Class	Gender	Points	Adjustment Owing
Respiratory Therapist	F	578	NO
Addiction Program Team Lead	F	584	NO
SW Network Discharge Planner	F	585	NO
Audiologist Senior - HDH Shaver	F	587	NO
Dietitian	F	596	NO
Social Worker MSW	F	599	NO
Psychometrist	F	600	NO
MLT Senior	F	601	NO
Lab Cytogenetics/Molecular Senior	F	603	NO
DI - MRI Charge	F	603	NO
Pharmacist	F	604	NO
Maintenance Supervisor	M	608	NO
DI - Nuclear Medicine Senior	F	610	NO
Respiratory Therapist Senior	F	610	NO
Addiction Counsellor Senior	F	611	NO
Cytology Senior	F	613	NO
Chiropodist	F	613	NO
DI - General Charge	F	615	NO
DI - Ultrasound Charge	F	615	NO
Band 9 (625 – 674 Points)			
Male Comparator: Biomedical Technologist Charge			
April 1, 2022 Male Comparator Job Rate: \$50.05			
Job Class	Gender	Points	Adjustment Owing
Psychological Associate	F	629	NO
Biomedical Charge	M	631	NO
Lab Cytogenetics / Molecular Charge	F	633	NO
Pharmacist Senior	F	633	NO
Audiologist Senior - Baycrest	F	634	NO

Psychotherapist	F	635	NO
Speech Language Pathologist	F	636	NO
Social Worker MSW Senior	F	636	NO
Dietitian Senior Bluewater	F	646	YES
Respiratory Therapist Charge	F	648	NO
Occupational Therapist	F	651	YES
DI - Nuclear Medicine Charge	F	656	NO
Speech Language Pathologist Senior	F	670	NO
Physiotherapist	F	674	YES
Band 10 (675 – 724 Points)			
Male Comparator: Director Pastoral Care (676 Points)			
April 1, 2022 Male Comparator Job Rate: \$48.07			
Job Class	Gender	Points	Adjustment Owing
Director of Pastoral Care	M	676	NO
Psychologist	F	682	NO
Occupational Therapist Senior	F	685	YES
Physiotherapist Senior	F	708	YES

Male Comparators Effective April 1, 2023

The following table describes the updated male comparators for the period commencing April 1, 2023, as agreed to by the parties:

Band	Retroactive Male Comparator	April 1, 2023 Male Comparator	April 1, 2023 Male Comparator Job Rate
1	No male job classification	No male job classification	Proportional Value
2	No male job classification	No male job classification	Proportional Value
3	No male job classification	No male job classification	Proportional Value
4	Lab Morgue Attendant	Lab Morgue Attendant	\$32.11
5	Network Analyst Help Desk	Band 4 Comparator +6%	\$34.04
6	Biomedical Technician	Band 5 Comparator +6%	\$36.08
7	Biomedical Technologist	Biomedical Technologist (Central)}	\$45.11
8	Maintenance Supervisor	Biomedical Technologist Senior (Central)	\$47.83
9	Biomedical Technologist Charge	Biomedical Technologist Charge (Central)	\$50.55
10	Director Pastoral Care	Band 9 Comparator +6%	\$53.58

Band 4: Morgue attendant(comparator. Tech 3 wages)

Band 5: Increase: MLA tech 3; ECG Tech; Addiction Worker; No increase: Addiction counsellor

Band 6: Recreation Therapist (no increase- also listed on Band 4?); pacemaker (35.69 so small increase) tech; Eating Disorder Counsellor (no increase); Exercise Specialist (no increase)

Band 7: MLT, BSW (no increase);

Band 8: (Senior RRT/Biomed/MLT) Dietitians (I), RRT (I), MSW (no change); Pharmacist (no change)

Band 9: OT/PT (I) Senior SLP/SLP (no change) Psychotherapist (no change)

?band 6 Case manager therapist vs.
band 7 SW discharge planner

The Parties recognize their joint responsibilities to maintain Pay Equity in accordance with the Pay Equity Act. Accordingly, the Maintenance Committee will meet, as mutually agreed upon by the parties to review. The impact, if any, of salary adjustments to the comparator job classes and/or the jobs used to construct a male wage line, to determine whether any adjustment to the female job class is required in order to maintain Pay Equity. The Maintenance Committee will determine whether or not there is a Pay Equity gap between the female dominated job classes and their Pay Equity comparators and the adjustments required to eliminate the gap if any.

This Pay Equity Plan jointly created by OPSEU/SEFPO and the Participating Hospitals meets all criteria pursuant to and in accordance with the OPSEU/SEFPO Pay Equity Settlement dated November 2, 2023.

Signed this 30th day of March, 2023

FOR OPSEU/SEFPO:

FOR THE PARTICIPATING HOSPITALS:

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