

PAY EQUITY JOB EVALUATION STUDY

CUPE LOCAL 2745 & THE GOVERNMENT OF NEW BRUNSWICK

QUESTIONS YOU MAY HAVE

What is Pay Equity?

Pay Equity is based on the principle that wages should reflect the value of the job regardless of whether it is a male or female doing the job. Certain jobs which have been traditionally performed by women may have been undervalued and paid less simply because these jobs were held by women.

The *Pay Equity Act, 2009* was proclaimed April 1, 2010. The Act applies to Parts I (government departments), II (school districts), III (regional health authorities) and IV (crown corporations) of the Public Service.

Why was a pay equity - job evaluation study necessary?

Because the jobs covered by the CUPE 2745 collective agreement had never been evaluated for pay equity purposes, the *Act* required that the female-dominant job classifications be evaluated and compared to male-dominant job classifications using a non-discriminatory job evaluation system.

What was the Job Analysis Questionnaire (JAQ) used for?

The JAQ was the document that was used to gather job information; all employees had the opportunity to submit an individual JAQ or submit as part of a group. This information was used by the Joint Job Evaluation Committee (JJEC) to evaluate the jobs.

What does “evaluate (rate) jobs” mean?

The JAQ's completed by employees and reviewed by supervisors were the basis for all ratings and were read by the JJEC. Each of the classifications was compared and evaluated (rated) based on the following factors:

Factor	Skill	Effort	Responsibility	Working Conditions
Subfactors	Education	Physical and Sensory Demands	Contacts	Environment
	Experience		Accountability	
	Complexity/Judgment		Supervisory Responsibilities	

What were the male comparators classifications that were used for comparison to the CUPE 2745 classifications?

20 male comparator classifications from the NB Public Service were compared to CUPE 2745 classifications.

Custodian 1 – Part II	Cartage Driver	Storekeeper 1	Carpenter	Highway Sign Supervisor
Maintenance Repair Worker – Part II	Maintenance Repair Worker – Part III	Bridge Worker	Bus Driver	Technical Services Inspector
Stores Clerk – Part I	Patient & Supply Courier	Groundskeeper	Forest Worker	Clinical Engineering Tech II
Industrial Training and Certification Officer	Labourer	Painter	TMS Highways	Laundry Services Worker

What was the role of the Joint Steering Committee?

The Joint Steering Committee consisted of representatives for both the Union and the Employer. They jointly established terms of reference, agreed to the methodology to be used, agreed to the male comparators to be used, established a communication plan and lastly they agreed to the inequities between the CUPE 2745 classifications and the male comparator classifications.

RESULTS

Inequities were identified and agreed to by both the Employer and the Union in September 2015; under the *Act* the Employer then is required to determine the proportionate share of the amount of the pay adjustments to be allocated and how to allocate (timing). All adjustments (if applicable) are beginning April 1, 2012 and retro is to that date. The chart below shows the implementation timeframe for the various CUPE 2745 classifications. Wage adjustments will be made in March and September of each year and the total increase to the hourly wage rate once fully implemented.

CLASSIFICATION	Number of Years for Pay Equity adjustments to be fully implemented (starting on April 1, 2012)	Pay equity adjustment per lift (i.e. March and September)	Total increase in Hourly Rate due to PE Study (does not include negotiated GEI)
Education Assistant	10	\$0.48	\$9.53
School Administrative Assistant II	10	\$0.39	\$7.75
Student Attendant	10	\$0.32	\$6.46
School Intervention Worker	9	\$0.30	\$5.43
School Clerk IV	8	\$0.29	\$4.69
School Administrative Assistant III	8	\$0.29	\$4.56
District Administrative Support IV	7	\$0.28	\$3.93
Rehab Therapy Assistant	8	\$0.23	\$3.60
School Administrative Assistant I	7	\$0.18	\$2.49
School Clerk (HC)	5	\$0.20	\$2.04
District Administrative Support III	3	\$0.27	\$1.60
School Library Worker I	2	\$0.20	\$0.80
District Administrative Support V	1	\$0.28	\$0.55
District Administrative Support II	1	\$0.17	\$0.34
School Library Worker II	0	\$0	\$0.00

It should be noted no employee within CUPE 2745 was negatively impacted by the results: no employee's wages were rolled-back or frozen.

THANK YOU!

Thank you to all employees who submitted Job Analysis Questionnaires, to both the Joint Steering Committee and the Joint Evaluation Committee for their dedication to the process!

Thank you to the Government for honoring their commitment to reduce the wage gap between men and women in New Brunswick.