Summary:

This report will update the Board regarding the Pay Equity Plan for CUPE 1600 concerning outstanding non-permanent classifications. Pay equity is a legislated requirement through the Ontario Pay Equity Act. A new Pay Equity Plan was posted for the permanent CUPE classifications on 2006-04-01, based on the evaluation system developed by compensation consultants Watson Wyatt. The non-permanent classifications were not included in the plan at that time. There are 34 non-permanent classifications that have since been evaluated and 10 of these positions have been determined to have a pay equity gap. To remedy this, an addendum to the 2006 Plan will be posted including the additional 34 non-permanent classifications.

Recommendation:

It is recommended that this report be received for information.

Financial Impact:

There are no financial implications as the total amount has been accrued.

Background:

Ontario’s Pay Equity Act is intended to address the wage gap between males and females that is attributable to the historical under-valuation of work traditionally performed by females. The purpose of the Act is to redress gender discrimination in the compensation of employees in female job classes. The Act provides for a comparison based on the "value" of the work performed by men and women. The job tasks themselves may be totally dissimilar; it is their value to the organization which is being compared.

In the early 1990’s, the Zoo retained pay equity consultants, William M. Mercer Ltd., to develop a job evaluation system for rating and comparing jobs at the Zoo. In the case of bargaining unit classifications, job evaluation is a joint process involving Management and Union representatives on a committee. An important component of the review process is to determine the gender dominance of Zoo jobs. Using the Mercer evaluation system, pay equity was implemented for all positions, exempt and bargaining unit, permanent and non-permanent.

In 2004, Zoo Management and CUPE 1600 jointly evaluated all permanent CUPE classifications, using the evaluation tools and support provided by compensation consultants
Watson Wyatt. On 2006-04-01, a new Pay Equity Plan was posted for CUPE 1600 permanent classifications. As a next step, all non-permanent bargaining unit classifications needed to be evaluated by the joint Management and Union committee, to ensure pay equity compliance under the Watson Wyatt evaluation system. This process has now been completed and we are preparing to post an amendment to the 2006 Plan to include the additional non-permanent positions.

Comments/Discussion:

There are 34 non-permanent classifications that have been evaluated by the joint Management and Union Committee. Of these classifications, there are 10 female pre-dominant non-permanent classifications where a pay gap exists. These are as follows:

- Adopt a Pond Coordinator – Grant
- Distance Learning – Casual/Grant
- Ferret Marmot – Casual
- Habitat Steward – Grant
- Keeper – Casual
- Keeper – Part-time
- Redside Dace/Great Lakes – Grant
- Reproductive – Casual
- Road Ecologist – Grant
- Turtle Island – Grant

As listed above, there are three categories of non-permanent positions:
- part-time – works 24 hours per week year-round
- casual – works on specific projects for a certain duration
- grant – works on specific projects supported by external funding (e.g. grants)

It should be noted that the seasonal classification (staff employed for the summer season) is not affected by pay equity, as students are not covered by the Act.

The total cost of the pay equity adjustments for the 10 non-permanent classifications listed above is estimated at $360,000 which includes approximately $43,000 for the employer portion of payroll-based benefits (i.e. EI, CPP, EHT, WSIB, OMERS) and a contingency of $33,000 (10 percent). The total amount has been accrued.

The identified pay gap is remedied by posting an addendum to the 2006 Pay Equity Plan, thereby including these additional positions in the Plan. All pay adjustments are retroactive to 2006-04-01, the date the plan was posted. There are approximately 45 current and former employees who will receive a pay equity adjustment.

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