



Date: October 31, 2011

City Council Committee Report

To: Mayor & Council

Fr: Sharen McDowall, Human Resources Manager

Re: CUPE Pay Equity Plan

Recommendation:

That Council of the City of Kenora hereby approve the CUPE Pay Equity Plan between the Corporation of the City of Kenora and CUPE Local 191; and

That in accordance with notice by-law #144-2007, Council hereby provides notice that it intends to amend its 2011 operating budget at its November 21st meeting; and further

That Council hereby gives three readings to a by-law to amend the 2011 budget for this purpose with funding to be appropriated from the City's contingency reserve.

Background:

During 2008 negotiations the parties agreed to CUPE Job Evaluation for pay equity purposes. The process started in the spring of 2009 however, due to some personal issues with a committee member the process was stalled. It was not until 2010 that CUPE was able to re-schedule the CUPE trainer for training to start the process up again.

A Joint Committee was established for the purpose of evaluating all CUPE 191 jobs and negotiating the pay equity plan. A CUPE Pay Equity Advisor trained the Joint Committee in the application of the CUPE Job Evaluation system (as slightly modified and agreed to by the Joint Committee).

Job information was collected using the CUPE Questionnaire and the Joint Committee evaluated the positions. Once all jobs were evaluated, employees and supervisors received an "Advice of Rating Form" and were provided an opportunity to appeal, or, request a reconsideration of the factor ratings.

The Joint Committee considered 22 requests for reconsideration; and the Union/Employer Advisors facilitated the review. Once all ratings were finalized, the Union/Employer advisors assisted the Joint Committee in determining the weights/banding/job class gender; and they prepared the analysis. The pay equity analysis uses a 50 point band, and shows that 5 female job classes require an adjustment. The Pay Equity Plan shows the male comparator for each band; and a proportional value rate for Band 350-399; the plan will be effective November 21, 2011 and adjustments will be retroactive to January 1, 2009.

The process, tools and approach are consistent with CUPE's job evaluation and pay equity methodology and are in compliance with legislative requirements.

Pay Equity adjustments will be made no later than December 23, 2011 and will be retroactive to January 1, 2009.

An unofficial cost for the 5 female classifications has been estimated at \$115,000.00. Costs for the pay equity adjustments will be taken from contingency reserve. A budget amendment is required for the 2011 costs resulting from the pay equity adjustments.

Communication Plan/Notice By-law Requirements:

Policy will be circulated to all staff and updated on the City Portal.

Notice for the budget amendment will be provided in accordance with Notice By-law #144-2007.