

REGIONAL MUNICIPALITY OF OTTAWA-CARLETON  
MUNICIPALITÉ RÉGIONALE D'OTTAWA-CARLETON

REPORT  
RAPPORT

Our File/N/Réf. 22-01-96-0079  
Your File/V/Réf.

DATE 27 November 1996

TO/DEST. Co-ordinator  
Corporate Services and Economic Development Committee

FROM/EXP. Human Resources Commissioner

SUBJECT/OBJET **JOB EVALUATION/PAY EQUITY:  
ONTARIO NURSES' ASSOCIATION (ONA) REPORT**

### DEPARTMENTAL RECOMMENDATION

**That the Corporate Services and Economic Development Committee recommend Council approve the Pay Equity Plan for the Ontario Nurses' Association (ONA) for implementation as outlined in this report.**

### BACKGROUND

In 1987, the Province of Ontario introduced the *Pay Equity Act* requiring all public sector employers to implement pay equity plans effective January 1, 1990. The *Pay Equity Act* further required that employers and unions negotiate the pay equity plans to be effective in their workplace.

Initially, joint discussions were held with all unions in an attempt to develop a single methodology to evaluate all jobs in all bargaining units in the Corporation. This, however, proved unsuccessful as the bargaining units were unable to find common ground on which to proceed. Accordingly, the RMOC commenced separate discussions with each bargaining agent.

Agreements were reached and implemented as follows:

Group	Implementation Date	Number of Employees
CUPE Local 503	1 July 1989	3125
CUPE Local 2187	1 July 1990	120
Management and Professional Exempt	1 Jan 1993	266
Civic Institute of Professional Personnel	1 Aug 1996	655

Negotiations continued with the remaining bargaining units: the Ontario Nurses' Association (ONA) 47 employees and the Association of Allied Health Professionals: Ontario (AAHP:O) 53 employees.

### ONA PAY EQUITY

The Ontario Nurses' Association represents all hourly part-time and casual registered nurses employed in a nursing capacity by the RMOC at Homes For The Aged Department, Island and Carleton Lodges and Centre d'Accueil Champlain.

There are three jobs represented by the ONA. They are Registered Nurse, Nurse Educator and Nursing Supervisor I.

The Registered Nurse classification constitutes one female job class and the current percentage differentials between other classifications in the bargaining unit shall be maintained. Based on job content comparison using the criteria of skill, effort, responsibility and working conditions, the Registered Nurse job class is determined to be equivalent to the Regional composite male rate of \$26.90 as of August 13, 1993.

The ONA and the RMOC met and reached a final agreement on November 14, 1996 for full implementation of a pay equity plan for the ONA bargaining unit.

Implementation of the RMOC/ONA pay equity plan and its revised salary grid will result in all female-dominated jobs increasing by \$0.30/hour at the job rate.

While the Pay Equity Legislation requires adjustments for the female-dominated jobs retroactive to January 1, 1990, the agreement with ONA proposes that full implementation, effective January 1, 1992, for all active employees would meet our retroactive pay liability under the *Pay Equity Act*. For employees whose employment was terminated between January 1, 1990 and December 31, 1991, a flat monthly amount will be calculated.

## FINANCIAL CONSIDERATIONS

The projected initial cost to implement this program including retroactivity into the salary grid is approximately \$350,000. The total potential base budget adjustment required to implement the agreement is approximately \$24,000 of which 100% is attributable to Pay Equity obligations. The total wage payroll and benefit costs for the group is approximately \$1,240,000.

An additional \$24,000 base budget provision will be required in the 1997 Budget to accommodate the full annualized impact of the new rates of pay. This budgetary issue will be addressed in the context of the 1997 budget deliberations.

## CONCLUSION

The agreement reached with ONA meets the Corporation's obligations under the *Pay Equity Act*.

*Approved by  
Joyce M. Potter*

/jec

## FINANCE DEPARTMENT COMMENT

Funding is available in the 1996 Budget and the Reserves for Outstanding Commitments to fund the projected costs of implementing the new rates of pay and retroactive payments provided for by this agreement. Funds have been provided in the 1997 draft estimates to accommodate the new rates of pay.

*Approved by T. Fedec  
on behalf of the Finance Commissioner*