

3. PAY EQUITY PLAN  
ASSOCIATION OF ALLIED HEALTH PROFESSIONALS:  
ONTARIO (AAHP:0)

**COMMITTEE RECOMMENDATION**

**That Council approve the implementation of the Pay Equity Plan for the Association of Allied Health Professionals: Ontario as outlined in the report.**

**DOCUMENTATION:**

1. Human Resources Commissioner's report dated 14 Jul 98 is immediately attached.

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Our File/N/Réf. 22-01-97-0007  
 Your File/V/Réf.

DATE 14 Jul 1998

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

FROM/EXP. Human Resources Commissioner

SUBJECT/OBJET **PAY EQUITY PLAN**  
**ASSOCIATION OF ALLIED HEALTH PROFESSIONALS:**  
**ONTARIO (AAHP:O)**

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### **DEPARTMENTAL RECOMMENDATION**

**That the Corporate Services and Economic Development Committee recommend Council approve the implementation of the Pay Equity Plan for the Association of Allied Health Professionals: Ontario as outlined in the report.**

### **BACKGROUND**

In 1987, the Province of Ontario introduced the Pay Equity Act requiring all public sector employers to negotiate and implement pay equity plans with their bargaining units effective January 1, 1990.

The Regional Municipality of Ottawa-Carleton (RMOC) believed that pay equity was best achieved by developing a gender neutral job comparison system that reflected both the values of the Corporation and the skill, effort, responsibilities and working conditions of all jobs within the Corporation. Given that Regional Council had, in 1984, directed staff to develop a job evaluation plan for all Regional employees, it was considered that such a job evaluation plan would satisfy the requirements of the pay equity legislation.

Initially, discussions were held jointly with the various unions in an attempt to develop a single job evaluation plan that would encompass all jobs in all bargaining units in the Corporation. However, the bargaining units were not able to find sufficient common ground and eventually broke off to commence separate discussions with the RMOC.

Agreements with most of the bargaining agents were eventually reached, as per the following dates:

| <b>Group</b>                              | <b>Implementation Date</b> | <b>Settlement Date</b> | <b>Number of Employees</b> |
|---|----------------------------|------------------------|----------------------------|
| CUPE Local 503 (Region & Health)          | 01 July 1989               | 23 Sept 1988           | 3125                       |
| CUPE Local 2187                           | 01 July 1990               | 27 Mar 1990            | 120                        |
| Management & Professional Exempt          | 01 Jan 1990                | 12 Nov 1992            | 266                        |
| Civic Institute of Professional Personnel | 01 Oct 1991                | 06 Mar 1996            | 655                        |
| Ontario Nurses' Association               | 01 Jan 1992                | 14 Nov 1996            | 63                         |

Negotiations continued with only one bargaining unit: the Association of Allied Health Professionals: Ontario (AAHP:O).

There are approximately 60 Health Care professionals in the AAHP:O bargaining unit, working as Occupational Therapists, Physiotherapists and Social Workers in the former Home Care Program of the Health Department. These three AAHP:O jobs are female-dominated. The Home Care Program is 100% funded by the Province of Ontario and was transferred from the RMOC to the Community Care Access Centre effective April 1, 1997. The RMOC is, however, responsible for implementing pay equity for the period of time AAHP:O members were employed by the Region (i.e., from January 1, 1990 to March 31, 1997), although the Province will fund these pay adjustments.

#### AAHP:O JOB EVALUATION/PAY EQUITY

Prior to 1990, the Civic Institute of Professional Personnel (CIPP), AAHP:O and the RMOC embarked on a joint project to develop a gender neutral comparison system that would satisfy the requirements of the Pay Equity Act and achieve internal equity within the Corporation. A gender neutral comparison system was subsequently developed and presented by the parties to their principals for ratification. However, the parties were not able to reach a final settlement. Over the next several years, the RMOC, AAHP(O) and representatives from the Pay Equity Review Service continued to meet to try to negotiate a settlement, but to no avail.

In December 1997, AAHP:O filed an Application to the Pay Equity Hearings Tribunal, requesting that the Tribunal require the employer to adopt the original gender neutral comparison system. The RMOC responded by requesting that the original order be varied to allow for modifications to the plan.

At the Pre-Hearing held on April 7, 1998, the parties reached agreement on a lump sum settlement to resolve the outstanding pay equity issues. Full-time bargaining unit members will receive \$356.32 for each completed month of employment between January 1, 1990 and March 31, 1997. This amount will be pro-rated for part-time employees and partial months of service.

### FINANCIAL CONSIDERATIONS

No financial impact is anticipated as retroactive payments to current and former employees of 100% provincially funded programs (like the Home Care Program) have always been reimbursed by the Province of Ontario. The implementation costs of approximately \$25,000 for a term Pay & Benefits employee and a summer student to research the files and calculate the amounts owing will also be charged to the Home Care Program.

### CONCLUSION

The agreement reached with AAHP:O meets the Corporation's obligations under the Pay Equity Act.

*Approved by  
Joyce M. Potter*

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