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PAY EQUITY

Summary of Activities
of the Pay Equity Steering Committee

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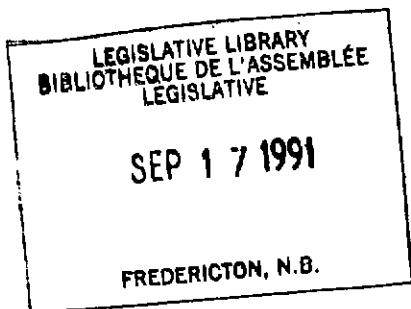
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Pay Equity Bureau

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This report summarizes the activities of the joint Pay Equity Steering Committee, since its first meeting in September 1989. Representing all employees in Part I of the New Brunswick Public Service, the steering committee carried out the formidable task of negotiating implementation of pay equity, within the time frames set out in the Pay Equity Act.

A considerable amount of interest and genuine support for the process was generated. Bargaining and non-bargaining employee representatives took a serious look at the responsibilities and conditions attached to jobs and gained new insight into their true value in the work force.

Employee and employer representatives comprising the steering committee have worked very hard during the past two years to carry out the research and compile results that are equitable. The successful conclusion of this process is due to the dedication, commitment and the belief each member had in the principle of pay equity.

Ellen Barry
Ellen Barry
Chairperson



What is Pay Equity?

Over the past 25 years, an increase in the number of women working outside the home has changed the face of employment in Canada. It is anticipated the number of women in the workforce will continue to increase in the years ahead.

Well-accepted is the fact many families require two incomes to maintain their current standard of living. It is also known that most single-parent families are headed by women, and many of those who are employed have salaries which fall below the poverty line.

Historically, women and men have tended to do different kinds of work, yet work that has been done by women has often been undervalued. Despite many advances since the turn of the century, one fact has remained constant. Women have consistently been paid about two-thirds of what men earn, even when women have the same or more responsibility, education and experience.

Pay equity is one of several approaches to close the wage gap. Its fundamental principle — equal pay for work of equal value — is based on the premise that certain jobs which traditionally have been performed by women are undervalued and paid less

simply because they are considered to be "women's jobs." Pay equity promotes the belief that wages should reflect the value of the job regardless of whether the job is performed by men or women.

In June 1989, the Province of New Brunswick passed legislation to implement the principle of equal pay for work of equal value in Part I of the public service. At that time, the Women's Directorate reported that women earned 80 cents for every dollar earned by a man in Part I of the public service.

The key to the New Brunswick program was a joint labour-management approach, where management, union and non-bargaining employee representatives negotiated and reached an agreement on each step of the process and co-operated during implementation. A total of \$12 million — \$3 million annually for a four year implementation period — was allocated for pay equity salary adjustments.

It is understood that pay equity, by itself, cannot eliminate unfair barriers or practises which discourage women from full participation in the labor force. However, it is considered a major step forward toward achieving labor force equality between male and female employees in Part I of the New Brunswick Public Service.

Background

Interdepartmental Committee on Pay Equity

In September 1988, the Province of New Brunswick released the Report of the Interdepartmental Committee on Pay Equity which offered 17 recommendations for implementing pay equity in Part I of the New Brunswick Public Service. The committee included representation from Board of Management, Women's Directorate, Office of the Attorney General and the Departments of Health and Community Services, Finance and Transportation.

The report provided a framework for pay equity legislation, including definitions, implementation methodology, administration and timing. Among the recommendations, the report suggested a maximum annual adjustment for pay equity be set at one per cent of the previous year's payroll in Part I of the public service.

The government accepted the report and used the recommendations to formulate pay equity legislation for Part I of the public service, which covers approximately 12,000 employees.

Other jurisdictions:

New Brunswick joined several other Canadian provinces in taking a pro-active approach to implement pay equity in the public service:

Manitoba, Ontario, Prince Edward Island, Nova Scotia and Newfoundland.

In Ontario, pay equity has been implemented in both the public and private sectors.

Nova Scotia and Newfoundland put their pay equity programs "on hold" during 1991 as a fiscal restraint measure, but have since gone ahead with parts of the implementation process. In Newfoundland, the retroactive wage adjustments were eliminated from the program, while in Nova Scotia, wage adjustments were delayed by at least six months.

Pay equity programs in Quebec and federal jurisdictions currently operate under complaint-based legislation.

Since 1989, British Columbia, Yukon Territory and the Northwest Territories have also implemented pay equity.



The Pay Equity Act

In June 1989, the Pay Equity Act was passed by the New Brunswick government. Designed to provide comprehensive guidelines, definitions and strict deadlines for implementation, the act provided a foundation and legal support for the process to eliminate gender-bias in pay for female-dominant job classes in Part I of the public service.

Guidelines

In New Brunswick, pay equity legislation stipulated that comparisons would be made between female-dominant and male-dominant classifications using a gender-neutral job evaluation system. Comparisons were based on four factors: skill, effort, responsibility, and working conditions. Where determined that female-dominant classes were paid less than comparable male-dominant classes, rates of pay for female-dominant classes would be adjusted upward.

Definitions

The act defined female-dominant classes as those with at least 10 incumbents, of which 60 per cent or more are women. Male-dominant classes were considered those with at least 10 incumbents, of which 70 per cent or more are men.

Employees working in classes with fewer than 10 incumbents but determined to be female-dominant because of historical incumbency or gender stereotyping, also had an opportunity to have their jobs evaluated. (Historical incumbency takes into account who has occupied a classification over a number of years, while gender stereotyping is the assumption that a particular job has been done predominantly by one gender.)

Deadlines

A three-step process was outlined in the act, with firm deadlines for each step to ensure the process continued towards its final goal. It was necessary for each step to be negotiated by a committee of employee and employer representatives, including representation from non-bargaining employees. Failure to meet any of the deadlines would result in a binding arbitration process.

Following are the deadlines observed in the pay equity process:

June 22, 1990

Deadline for selecting a gender-neutral job evaluation system and identifying gender-dominant classifications.

June 22, 1991

Deadline for applying job evaluation system to each identified male-dominant and female-dominant job class. Subsequently, overall inequities were identified.

Sept. 22, 1991

Deadline for each bargaining unit to have negotiated with the employer the allocation of pay adjustments to applicable job classes and identified how the adjustments will be made.

Pay Equity Bureau

A Pay Equity Bureau was established in the Board of Management to represent the employer during the implementation process. The bureau was also responsible for submitting regular, detailed reports on the progress of implementing pay equity.



Joint Pay Equity Steering Committee

At the onset, a joint labour-management pay equity steering committee was formed and included representatives from each union and association with members working in Part I of the New Brunswick Public Service; also included were representatives of non-bargaining employees. The steering committee was chaired by the director of the Pay Equity Bureau.

The steering committee was responsible for ensuring the pay equity process complied with legislation. This included selecting the gender-neutral job evaluation system; evaluating the gender-dominant classes; negotiating pay adjustments; coordinating a communications program, resolving administrative issues and ensuring deadlines were met.

The steering committee met regularly, over the past two years, and also had the power to establish and appoint small working committees to carry out specific functions.



Pay Equity Agreement — Labour and management representatives were on hand to sign the first agreement leading to implementation of pay equity for employees in Part I of the public service. Seated, from left: Madeline Steeves, N.B. Nurses Union; Jerry Dunnett, N.B. Government Employees Union; Board of Management Chairperson Gerald Clavette, and Claudette Bois, Association of N.B. Professional Educators. Standing, from left: Clifford Hay, Canadian Union of Public Employees; Judy Budovitch, representing non-bargaining employees; Michel Gelinas, Professional Institute of the Public Service of Canada; Ellen Barry, Pay Equity Bureau, and Yoette Michaud, N.B. Public Employees Association. March 1990

Members of the Pay Equity Steering Committee were:

Ellen Barry
Chairperson
Pay Equity Bureau

Yvette Michaud
Professional Institute of the
Public Service of Canada

Corry LeClair
Canadian Union of Public
Employees

Marion M^{sc} Eacheron
Professional Institute
of the Public Service of Canada

Maureen Morrison
Canadian Union of Public
Employees

Judy Budovitch
Non-bargaining employee
representative

Geneviève Forêt-Allard
(until September 1990)
Canadian Union of
Public Employees

Elsie Gardner
Non-bargaining employee
representative

Tom Mann
New Brunswick Nurses Union

Venia Peddie
N.B. Department of the
Solicitor General

Madelaine Steeves
New Brunswick Nurses Union

Dan Fraser
N.B. Department of Advanced
Education and Training

Linda Silas-Martin
New Brunswick Nurses Union

Beth Buchanan
N.B. Department of Health and
Community Services

Anna-Marie Hatt
N.B. Public Employees
Association

Connie DeWolfe
N.B. Department of
Transportation

Don MacPherson
N.B. Public Employees
Association

Jerry Dunnett
New Brunswick Government
Employees Union

Claudette Bois



Implementation Process

Selecting a gender-neutral job evaluation system

Proposals for a single, gender-neutral job evaluation system were invited from consulting firms with experience in job evaluation processes and a knowledge of pay equity. A total of eight firms expressed an interest, five were interviewed and three were requested to demonstrate their system to members of the steering committee.

As a result, the Pay Equity Steering Committee agreed to select the Aiken Job Evaluation System.

Criteria for Selecting a System

- System must be free of gender-bias.
- All materials must be in both official languages.
- Previous record of system being successfully utilized in public service environment, preferably in Canada.
- Successful history of system being used in a union/management evaluation process, preferably in a multi-bargaining setting.
- Consultants must demonstrate system is gender-neutral.
- System must be capable of assessing the value of selected female and male-dominant classes using the criteria of skill, effort, responsibility and working conditions.

- System must be capable of evaluating a wide variety of classes.

- System must be capable of being implemented within specified time frames.

- Proposals should include employee communication strategy.

- Language must be clear, easily understood and technical terms must be explained.

- Consulting personnel assigned to project should have proven experience in implementing a gender-neutral job evaluation system.

Selecting representative classes

The steering committee examined the gender profiles of public service classifications and identified 220 dominant classes. However, during the pay equity process, 23 classes were not evaluated since they were vacant at the time or were part of a flexible class series where only the full working level was evaluated.

Of the 197 jobs evaluated, 101 were male-dominant; 72 were female-dominant, and 24 were female-dominant classes with less than 10 incumbents.

Four factors were used in selecting representative jobs.

- They should be established positions, not new or recently classified.
- Each class should be free of dispute of any kind.
- Jobs should be representative of the most populous functions within the classification.
- The job should be located in a department where there is significant usage or population of that classification.

The steering committee and Pay Equity Bureau reached an agreement on the selection of 197 positions that would represent their classifications for the purpose of job evaluation.

The Aiken Plan

The Aiken Job Evaluation Plan was used to audit the job classification system in Part I of the public service toward the goal of implementing pay equity in New Brunswick.

The steering committee developed a 14-page questionnaire to collect information on responsibilities and duties of employees in representative jobs. The questionnaire was designed to give background information to help measure the four factors of skill, effort, responsibility and working conditions. The four factors were further subdivided to include specific questions on complexity of decision making; formal education; experience; independent action; communication and interpersonal skills;

supervisory responsibilities; number of persons accountable for; physical, mental and sensory demands, and working conditions.

A total of 15 three-hour training sessions were held for the employees and their supervisors. The sessions provided participants with an overview of pay equity and with information on completing the questionnaire.

The Job Evaluation Committee

Once the questionnaires were completed, a joint labor/management Job Evaluation Committee was formed. The committee's mandate was to evaluate the 197 classes using the Aiken Plan. Each union and non-bargaining representative was asked to nominate one individual to serve on the committee. Likewise, the employer was asked to nominate representatives to serve on the committee. In total, there were 12 members of the job evaluation committee.

Consultants provided special training sessions on the job evaluation technique and the process. The Job Evaluation Committee reviewed each completed job fact sheet and, if additional information was required, conducted follow-up interviews to provide clarification on job duties and responsibilities.

The Aiken Plan, a gender-neutral point rating system was applied to each dominant class.



Evaluate Job Fact Sheets— A 12-member committee involving labour and management representatives evaluated job fact sheets as part of the process to implement pay equity. Members of the Job Evaluation Committee include: (from left) John McLaughlin, human resource officer, Department of the Solicitor General; Beth Buchanan, Pay Equity Bureau, Board of Management; Beth McDermott, N.B. Public Employees Association; Mary Losier, N.B. Nurses Union, and Corry Dane LeClair, Canadian Union of Public Employees.

Members of the Job Evaluation Committee were:

Corry LeClair
Canadian Union of Public Employees

Alfred Watson
N.B. Government Employees Union

Mary Losier
N.B Nurses Union

Beth McDermott
N.B. Public Employees Association

Marion MacEacheron
Professional Institute of the Public Service of Canada

Elsie Gardner
Non-bargaining employees

John McLaughlin
Department of the Solicitor General

Jean Buchanan
Board of Management

Louise Cook
Board of Management

Onil Doiron
Board of Management

Beth Buchanan
Pay Equity Bureau

Maida Estey
Pay Equity Bureau

Identifying Wage Inequities

Using the results from the job evaluation process, wage adjustments and a time table for implementation were determined by the Joint Pay Equity Steering Committee. Adjustments were based on the identified inequities between female and male-dominant classes performing work of equal or comparable value.

In order to facilitate the decision-making process, a small working sub-committee of the steering committee was created to identify, study and recommend a compensation package.

Members of the sub-committee were:

Ellen Barry
chairperson
Pay Equity Bureau

Corry LeClair
Canadian Union of Public
Employees

Madeleine Steeves
New Brunswick Nurses Union

Anna-Marie Hatt
N.B. Public Employees Association

Judy Budovitch
Non-bargaining employee
representative

Dan Fraser
Department of Advanced
Education and Training

Beth Buchanan
Department of Health and
Community Services

Using the data on pay rates and the corresponding value points for each class, a statistical approach called regression analysis was applied to determine whether separate pay practises for male and female-dominant classes existed. The point values and existing maximum hourly pay rates were plotted on a graph to show existing male and female salary lines. The female salary line was found to be below that of the male salary line. Sub-committee members presented this analysis to the steering committee.

The steering committee agreed the most appropriate approach to correct the identified gender-based wage gap was to ensure male and female pay practises were similar. Therefore, the rates for female-dominant classes were adjusted upward.

Decisions at the sub-committee level were reached through consensus, while all final decisions remained with the Pay Equity Steering Committee.



Training and Communications

It was agreed the best way to implement pay equity was to ensure everyone received a variety of factual and timely information. Keeping within a limited budget, the following training and communication tools were found to be effective:

In-service Presentations

During May 1990, members of the Pay Equity Steering Committee briefed deputy ministers, senior managers and members of the human resource community. In this way, initial concerns were addressed, questions were answered, and the steering committee was able to gain support at the onset of the process.

Information sessions

A total of 54 pay equity information sessions were held during April and May 1990. This gave employees working in regions around the province, as well as central offices, an opportunity to learn about the pay equity process and ask questions. The sessions were conducted by members of the Pay Equity Steering Committee and co-ordinated through the Pay Equity Bureau. About 3,000 employees attended.

Printed materials

Letters:

A letter from the premier, introducing pay equity, was forwarded to all employees in Part I of the public service.

News Releases:

News releases were issued to New Brunswick media during each step of the process, and often included photographs of committee members. Each news release stressed labor/management co-operation during the pay equity process.

Newsletters:

Five Pay Equity Newsletters were produced and distributed to all Part I public servants with their pay cheques. Each publication covered a specific topic (i.e. What is pay equity? Who are the members of the steering committee? Which jobs will be evaluated? How will job comparisons be made? When will employees receive pay adjustments?) Question and answer formats were often used to convey easy to understand responses to some of the more frequently-asked questions.

In addition, the Pay Equity Bureau provided background materials and articles for other publications distributed to public servants (i.e. union and government newsletters).

Pamphlets:

Two pamphlets were produced and distributed to all employees in Part I of the public service. The publications became part of a general pay equity information package and were useful to fill requests for background information.

Posters:

Four posters were produced in English and French. They were distributed to human resource officers for display in government offices to increase program visibility.

Permission was granted by the Newfoundland Pay Equity Bureau to use a poster design developed in that province. The New Brunswick steering committee had the slogans translated in order to produce the posters in both official languages.

Speaking Engagements

Throughout the process, requests for public speaking engagements were received at the Pay Equity Bureau. Members of the steering committee filled these requests, which generally originated from groups dealing with human resource issues, women's issues and public service administration.

Closing the Gender-based Wage Gap

The final stage of implementing pay equity was to assess the impact of the wage adjustments on the salary gap. Had the steering committee reached its objective of reducing the wage gap between male and female-dominant classes in Part I of the public service?

The Joint Pay Equity Steering Committee analyzed the data specific to the male and female pay practises in Part I of the public service, as of June 1991. The data was weighted and it was determined that women earned 86 cents for every dollar a man earned. After pay equity adjustments, women will be earning 91 cents for every dollar men earn in comparable job classes. This five cent closure of the wage gap represents that portion attributable to gender-based discrimination and is evidence the wage gap has been reduced.



Impressive Statistics

- Of the 4142 employees working in traditionally female-dominant jobs, 3960 are receiving upward pay adjustments — 96 per cent will get an increase.

- Of the 114 female-dominant classes in Part I, 88 classes are receiving an increase.

- Pay equity increases range from 12 cents per hour to \$5.38 per hour, with an average wage adjustment of \$1.31 per hour.

- Men as well as women working in female-dominant classes eligible for pay equity adjustments will receive the pay increase.

Conclusion

Pay equity implementation has resulted in a reduction of the gender-based wage gap.

However, pay equity is only part of the solution. Other factors contributing to the wage gap that exists between men's and women's earnings include

occupational segregation, labor force experience, education, level and rate of unionization, and differences in hours worked. Many strategies must be employed in an effort to close the wage gap.

The implementation of pay equity does change certain relativities that historically have existed between certain classifications. This in itself is acceptable and has been the experience of other jurisdictions involved in pay equity implementation. However, as much as possible, supervisor-employee relationships should not be inverted. To this end, the Pay Equity Steering Committee recommends this order be preserved.

Given the high degree of success of pay equity implementation in Part I of the public service, the Pay Equity Steering Committee recommends the Government of New Brunswick use the same process to extend pay equity in Parts II and III of the public service.

Principles for Pay Equity Wage Adjustments

Credible

Defendable

Equitable

Fair

Memorandum of Agreement

between

Pay Equity Bureau
Board of Management
and

New Brunswick Public Employees Association
Canadian Union of Public Employees
New Brunswick Nurse's Union
Association of New Brunswick Professional Educators
New Brunswick Government Employee's Union
Professional Institute of the Public Service of Canada
Representatives of Non-Bargaining Employees

Subject: Agreement among the parties in accordance with subsection 11(1) (a) of the Pay Equity Act

(1) Pursuant to subsection 11(1)(a)(i) of the Pay Equity Act, the parties hereto have selected the Aiken Job Evaluation System as the system to be applied to female dominated and male dominated classes in Part I of the Public Service.

(2) Pursuant to subsection 11(1)(a)(ii) of the Pay Equity Act, the parties hereto agree that the classes listed in Appendices A,B,C,D,E,F,G for each union/association and non-bargaining group as identified are the classes to which the system shall be applied.

(3) Pursuant to subsection 11(1)(a)(iii) of the Pay Equity Act, the parties hereto agree that the job evaluation system shall be applied to representative jobs within the female dominated and male dominated classifications.

For the unions:

New Brunswick Public
Employees Association

Canadian Union of Public
Employees

New Brunswick Nurses' Union

Association of New Brunswick
Professional Educators

New Brunswick Government
Employees' Union

Professional Institute of the
Public Service of Canada

**For non-bargaining
employees:**

Non-Bargaining Representative

For the employer:

Date: March 28, 1990

Appendix 2

Female-dominant classes

Female-dominant classes were considered as those having at least 10 incumbents, of which 60 per cent or more are female. Following is a list of the female-dominant classes evaluated:

Administrative Secretary	Nurse (II-IV)
Administrative Services Officer (I-VI)	Nutritionist (I, II)
Clerk Stenographer (II, III) (HC)	Occupational Therapist (I, II)
Community Health Nurse (I, II)	Occupational Therapy Assistant (I-III)
Cook II	Psychiatric Attendant III
Court Reporter	Public Health Nurse (I-III)
Court Stenographer	Research and Planning Officer III
Data Entry Operator (I-IV)	Registered Nursing Assistant
Deeds Registrar	Revenue Officer (II, III)
Dental Hygienist	Secretary (I-III)
Domestic Worker	Secretary II (HC)
Duplicating Equipment Operator II	Sewing Machine Operator (I, II)
Executive Secretary	Social Worker (I, II)
Food Service Worker	Speech-language Pathologist II
Geriatric Attendant	Switchboard Operator
Health Care Consultant (I-IV)	Tourism Promotion Officer (I-III)
Human Resource Officer (II, III)	Translator III
Human Service Counsellor (I, II, IV)	
Income Assistance Officer (I, II)	
Information Officer (II, III)	
Lab Technologist (I, II, III)	
Laundry Worker I	
Librarian (I, II, IV, V)	
Microfilm Operator (I, II)	

Male-dominant Classes

Male-dominant classes were considered those with more than 10 incumbents, of which 70 per cent or more were men.

The following classes were identified as male-dominant:

Academic Instructor	Forest Warden (I, II)	Public Health Inspector II
Agriculturalist (III, IV)	Highway Signs Supervisor	Regional Director NBHC
Alcoholism Attendant II	Highway Supervisor II	Revenue Officer IV
Appraiser III	Historical Resource Specialist I	Security Officer I
Assessor (III-V)	Human Resource Officer IV	Senior Executive Officer (I-V)
Auto Shop Superintendent	Income Assistance Administrator (II, IV)	Social Worker IV
Automotive Service Worker	Industrial Development Officer (III, IV)	Stationary Engineer (I, II)
Bridge Supervisor	Industrial Training and Certification Officer I	Storekeeper (I, II)
Bridge Worker (I, II)	Information Systems (I, IV, V) Inspector (II, III)	Stores Clerk
Carpenter	Inspections Officer	Technical Services Inspector (I, II)
Cartographic Technician III	Laborer	Tourism Officer IV
Commercial Vehicle Enforcement Officer I	Legal Officer (IV, V)	Transportation Maintenance Superintendent (I, II)
Cook III	Maintenance Repair Worker (I-III)	Treasury Officer IV
Correctional Officer (I-III)	Mechanic (I-III)	Utility Operator
Custodial Worker I	Medical Officer-Clinical V	Utility Worker
Deputy Sheriff-Coroner (I, II)	Municipal Services Representative	Vehicle Operator
Driver Examiner (I, II)	Natural Resource Specialist (III-V)	Veterinarian III
Duplicating Equipment Operator III	Occupational Health and Safety Officer I	Welder II
Education Officer (II, III)	Operator Instructor	
Engineer (I, IV, V, VII)	Painter	
Engineering Technician (I-V)	Provincial Tax Auditor (I-III)	
Equipment Operator (I, II)		
Executive Officer (II-V)		
Ferry Worker I		
Forest Ranger (II-V)		

Appendix 4

Female-dominant Classes (with less than 10 incumbents)

Several job classes with less than 10 incumbents were determined to be female-dominant and were evaluated during the pay equity process:

Cafeteria Supervisor	Physiotherapist II
Chief Court Reporter	Protocol Officer
Data Entry Console Operator I	Rehab Workshop Representative
Dental Assistant	Revenue Officer I
Dietician (I,II)	Staff Development Co-ordinator (I, II)
Hairstylist	Staff Development Director
Health Records Administrator	Translator I
Home Economist (I-V)	Typesetter III
Human Resource Officer I	X-Ray Technician II
Information Officer I	
Lab Assistant	
Language Training Instructor III	
Legislative Library Director	
Medicare Field Representative	
Nurse V	
Nursing Director	

Pay Equity Memorandum of Agreement

between

**Pay Equity Bureau
Board of Management**

and

**New Brunswick Public Employee Association
Canadian Union of Public Employees (Locals 1251,1840,1190,1418)
New Brunswick Nurse's Union
Professional Institute of the Public Service of Canada
Representatives of the Non-Bargaining Employees**

Subject: Agreement among the parties in accordance with section 11 subsections 11 (1) (b), 11(2) and 11(4) of the Pay Equity Act.

The following provisions represent the agreement among the Parties in accordance with the Pay Equity Act.

1. In accordance with Section 11(1) and 11(2) of the Pay Equity Act, the Parties have reached agreement on the quantum, allocation and implementation of the pay equity wage adjustments.
2. Pursuant to Section 11(4) of the Pay Equity Act, the Parties agree to incorporate the pay equity wage adjustments into the relevant collective agreements.
3. The pay equity adjustments shown to be effective following the expiry dates of the current subject collective agreements are not intended, nor shall they, restrict the collective bargaining rights of the Parties to negotiate future salary increases.
4. Appendix "A" lists the female dominant classes within the New Brunswick Public Service, Part I which will receive pay equity salary adjustments under the Pay Equity Act.
5. The quantum of the pay equity wage adjustments for each class is listed under the "Total Pay Equity Adjustment at Maximum Step" column.

6. The allocation of the pay equity adjustments will be distributed over the four years beginning October 1991 and will be implemented as follows:

- Classifications requiring total hourly adjustments of up to \$0.15 will be made in the first year.
- Classifications requiring total hourly adjustments between \$0.16 - \$0.50 will be distributed over two years beginning October 1991.
- Classifications requiring total hourly adjustments between \$0.51 - \$1.00 will be distributed over three years beginning October 1991.
- Classifications requiring total hourly adjustments in excess of \$1.00 will be distributed over the four years.

Classifications requiring adjustments in excess of \$0.15 hourly will have the quantum of the adjustment equally divided by the number of years and be adjusted yearly beginning on the following dates:

October 1, 1991	Year 1 increase
October 1, 1992	Year 2 increase (if required)
October 1, 1993	Year 3 increase (if required)
October 1, 1994	Year 4 increase (if required)

The yearly adjustment is listed under "Pay Equity Adjustment Per Year" column with the number of years for implementation identified in parentheses beside it.

7. The maximum step of the classification will be adjusted by the appropriate hourly dollar increase with each previous step receiving the equivalent percentage increase and converted to bi-weekly rates or hourly rates, whichever is applicable.

8. The following example illustrates the allocation and implementation of the salary adjustment to be provided to the Administrative Services Officer 3 classification:

Class	P.E. Bi-Weekly Adjustment at Maximum Step	P.E.Adjustment per year X (Years to implement)	Total P.E. Adjustment at Max Step
ASO 3	\$31.00	806.00 (4)	\$3224.00 (13.41%)

For the Unions :

**New Brunswick
Public Employees
Association**

**Canadian Union of Public
Employees (Locals 1251,
1840, 1190, 1418)**

New Brunswick Nurses' Union

**Professional Institute of the
Public Service of Canada**

For Non-Bargaining Employees:

Dated at Fredericton, NB this
29th day of August, 1991.

For the Employer :

Appendix 6

Classification

	Pay Equity Bi-weekly Adjustment at Maximum Step	Pay Equity Adjustment per Year*	Years for Implementation	Total Pay Equity Adjustment at Maximum Step	% Increase
Administrative Secretary	\$21.00	\$ 546.00	x3 year(s)	\$1,638.00	6.00%
Admin. Services Officer I	17.00	442.00	x3	1,326.00	7.00%
Admin. Services Officer 2	18.00	468.00	x3	1,404.00	6.60%
Admin. Services Officer 3	31.00	806.00	x4	3,224.00	13.40%
Admin. Services Officer 4	32.00	832.00	x4	3,328.00	12.20%
Admin. Services Officer 5	51.00	1,326.00	x4	5,304.00	18.60%
Admin. Services Officer 6	27.00	702.00	x4	2,808.00	8.80%
Cafeteria Supervisor	61.88	1,608.88	x4	6,435.52	31.53%
Clerk Stenographer 2 (HC)	31.00	806.00	x4	3,224.00	15.67%
Clerk Stenographer 3 (HC)	24.00	624.00	x3	1,872.00	8.50%
Cook 2	24.75	643.50	x3	1,930.50	8.51%
Court Stenographer	19.00	494.00	x3	1,482.00	5.90%
Data Entry Console Oper.	33.17	862.42	x4	3,449.68	12.33%
Data Entry Operator 1	14.26	370.76	x3	1,112.28	7.38%
Data Entry Operator 2	17.16	446.16	x3	1,338.48	7.38%
Data Entry Operator 3	18.61	483.86	x3	1,451.58	6.68%
Data Entry Operator 4	34.26	890.76	x4	3,563.04	15.16%
Deeds Registrar	24.00	624.00	x3	1,872.00	5.40%
Dental Assistant	40.50	1,053.00	x4	4,212.00	19.58%
Dental Hygienist	23.00	598.00	x3	1,794.00	5.75%
Dietitian 1	22.00	572.00	x4	2,288.00	6.60%
Dietitian 2	98.00	2,548.00	x4	10,192.00	27.00%
Domestic Worker	13.13	341.38	x2	682.76	3.65%
Duplicating Eq. Oper. 1	16.43	427.18	x3	1,281.54	6.45%
Duplicating Eq. Oper. 2	18.13	471.38	x3	1,414.14	6.42%
Executive Secretary	21.00	546.00	x3	1,638.00	5.60%
Food Service Worker	13.13	341.38	x2	682.76	3.65%
Geriatric Attendant	51.38	1,335.88	x4	5,343.52	24.84%
Hairstylist	20.80	540.80	x3	1,622.40	6.64%

Health Care Consultant 1	20.00	520.00	x4	2,080.00	4.60%
Health Care Consultant 2	22.00	572.00	x4	2,288.00	4.60%
Health Care Consultant 4	25.00	650.00	x4	2,600.00	4.50%
Home Economist 1	22.00	572.00	x3	1,716.00	5.40%
Home Economist 2	19.00	494.00	x4	1,976.00	5.40%
Home Economist 3	21.00	546.00	x4	2,184.00	5.40%
Human Service Counsellor 1	17.50	455.00	x3	1,365.00	6.67%
Human Service Counsellor 2	19.75	513.50	x3	1,540.50	6.67%
Human Service Counsellor 4	66.75	1,735.50	x4	6,942.00	27.15%
Income Assistance Officer 1	20.00	520.00	x3	1,560.00	6.00%
Income Assistance Officer 2	22.00	572.00	x3	1,716.00	6.00%
Lab Assistant	16.50	429.00	x3	1,287.00	5.98%
Lab Technologist I	9.00	234.00	x1	234.00	0.74%
Lab Technologist 3	14.00	364.00	x3	1,092.00	2.72%
Legislative Library Director	23.00	598.00	x4	2,392.00	4.80%
Librarian 1	24.00	624.00	x3	1,872.00	5.60%
Librarian 2	35.00	910.00	x4	3,640.00	10.10%
Librarian 4	22.00	572.00	x4	2,288.00	5.20%
Librarian 5	60.00	1,560.00	x4	6,240.00	12.50%
Medicare Field Representative	23.00	598.00	x3	1,794.00	5.10%
Microfilm Operator 1	22.72	590.72	x3	1,772.16	10.03%
Microfilm Operator 2	19.82	515.32	x3	1,545.96	7.70%
Nurse 4	21.00	546.00	x4	2,184.00	4.80%
Nurse 5	11.00	286.00	x1	286.00	0.56%
Nursing Director	45.00	1,170.00	x4	4,680.00	8.50%
Nutritionist 1	23.00	598.00	x3	1,794.00	5.30%
Nutritionist 2	19.00	494.00	x4	1,976.00	5.30%
Occupational Therapist 1	24.00	624.00	x3	1,872.00	5.30%
Occupational Therapist 2	19.00	494.00	x4	1,976.00	5.30%
Occ. Therapy Assistant 1	17.75	461.50	x3	1,384.50	6.67%
Occ. Therapy Assistant 2	19.75	513.50	x3	1,540.50	6.67%
Occ. Therapy Assistant 3	19.75	513.50	x3	1,540.50	6.21%
Physiotherapist 2	19.00	494.00	x4	1,976.00	5.30%
Psychiatric Attendant 3	63.00	1,638.00	x4	6,552.00	26.39%

Public Health Nurse 3	23.00	598.00	x4	2,392.00	4.90%
Registered Nursing Assistant	69.00	1,794.00	x4	7,176.00	31.08%
Revenue Officer 1	16.00	416.00	x2	832.00	3.39%
Revenue Officer 2	17.00	442.00	x2	884.00	3.39%
Revenue Officer 3	23.00	598.00	x3	1,794.00	5.90%
Secretary 1	17.00	442.00	x3	1,326.00	6.80%
Secretary 2	26.00	676.00	x4	2,704.00	13.00%
Secretary 2 (HC)	20.00	520.00	x3	1,560.00	6.30%
Secretary 3	22.00	572.00	x4	2,288.00	9.50%
Sewing Machine Operator 1	20.81	541.06	x4	2,164.24	11.35%
Sewing Machine Operator 2	51.00	1,326.00	x4	5,304.00	25.99%
Social Worker 1	22.00	572.00	x3	1,716.00	5.30%
Social Worker 2	19.00	494.00	x4	1,976.00	5.30%
Switchboard Operator	27.55	716.30	x4	2,865.20	16.22%
Tourism Dev. Officer 1	17.00	442.00	x3	1,326.00	4.10%
Tourism Dev. Officer 2	21.00	546.00	x4	2,184.00	6.10%
Translator I	11.00	286.00	x1	286.00	0.92%
Typesetter	22.00	572.00	x4	2,288.00	9.50%

	Pay Equity Hourly** Adjustment at Maximum Step	Pay Equity Adjustment per Year*	Years for Implementation	Total Pay Equity Adjustment at Maximum Step	%Increase
Community Health Nurse I	\$ 0.25	471.25	x2	942.50	2.40%
Community Health Nurse 2	0.27	508.95	x3	1,526.85	3.60%
Nurse I	0.27	526.50	x3	1,579.50	5.50%
Nurse 2	0.27	526.50	x4	2,106.00	5.50%
Nurse 3	0.30	585.00	x4	2,340.00	5.75%
Public Health Nurse I	0.25	471.25	x2	942.50	2.40%
Public Health Nurse 2	0.27	508.95	x3	1,526.85	3.60%

** (To determine B/W increase multiply hourly increase by Bi-weekly hours.) i.e. Nurse I B/W increase = \$.27 x 75 hours = \$20.25

* Adjustment period begins October 1/91 with each subsequent adjustment year beginning October 1, to be completed 1994.