MAINTAINED PAY EQUITY PLAN FOR BARGAINING UNIT POSITIONS AT THE CANADIAN MENTAL HEALTH ASSOCIATION SUDBURY-MANITOULIN

INTRODUCTION

The Canadian Mental Health Association Sudbury and Manitoulin (hereinafter referred to as "the Agency") has completed an exercise to "maintain compensation practices which provide for pay equity in their establishments," in accordance with the *Pay Equity Act* and its amendments of July 1, 1993 (hereinafter referred to as "the Act").

As a result of OPSEU being certified to represent a number of classifications at the Agency, this plan - which is written in direct reference to the most recent evaluations conducted by the Agency and as a follow up to the deemed approved Pay Equity Plan posted on June 20, 2017 – separates out those classifications represented by the Union into a separate plan from non-bargaining unit positions. The methodologies applied are consistent with the previous exercises undertaken by the Agency in order to maintain pay equity compliant pay practices.

ESTABLISHMENT

All bargaining unit jobs at the organization are considered the establishment for pay equity purposes. Each role was assigned to be female-dominated, male-dominated or gender neutral. Factors in determining if a job class is female-dominated were current incumbency (where 60% or more of the employees are women) of the job class, historical incumbency of the job class, and stereotypically female fields of work. Factors in determining if a job class is male-dominated were current incumbency (where 70% or more of the employees are men) of the job class, historical incumbency of the job class, and stereotypically male fields of work. All other classes are deemed to be male job classes or gender-neutral job classes. No positions under this establishment were excluded under section s(3) of the Act.

METHOD OF COMPARISON

The Agency used a gender-neutral job evaluation system as was used in the previous pay equity evaluations. The system measures the value of each job class. The evaluation methodology reviewed and examined the value of the Agency female job classes under review against job classes to which pay equity job rates were determined during previous deliberations using the proxy comparison method and conformed with the statutory requirements set out in the *Pay Equity Act*, in that each position was evaluated according to the four factors cited in the Pay Equity Act as the bases for comparison: ***skill, effort, responsibilities and working conditions.***

The job classifications were evaluated using the appropriate job description, which provided information based on the above four (4) factors. Points were assigned to each job class based on the following factors and sub factors:

Factors		Sub-factors	
Skill	(27.7% weight)	• Education • Experience	(4.6% weight) (4.6% weight)

		• Planning • Judgement	(11.5% weight) (7.0% weight)
Effort	(23.2% weight)	• Complexity of Work • Demand	(11.6% weight) (11.6% weight)
Responsibility	(23.2% weight)	• Relationships • Supervision of Subordinates • Impact of Errors on Agency	(4.6% weight) (9.3% weight) (9.3% weight)
Working Conditions	(25.9% weight)	• Office Noise • Periods of Travel/Isolation • Unplanned Disruptions • Undesirable Work Hours • Working Conditions	(5.6% weight) (6.5% weight) (6.5% weight) (2.8% weight) (4.6% weight)

In the evaluation of the job classes, only job content and relative worth were measured. Individual employee performance, personality or career aspirations played no part in the evaluation process.

METHOD OF DETERMINING ADJUSTMENTS

The pay equity adjusted job rates belonging to a sample of female positions for which pay equity rates were determined in prior deemed approved plans were plotted against their respective job values and, using regression analysis, a job rate line was established. The job values of the female job classes were then plotted against the job rate line in order to determine the appropriate pay equity compliant rates, and identify any pay equity adjustments that need to be made.

Pay equity is achieved when the female job class is paid at the pay equity job rate. Female job classes that are paid less than the pay equity job rate shall receive an adjustment such that pay equity is achieved. Female job classes that are paid at or above the pay equity job rate are not entitled to any pay equity adjustment. Gender-neutral and male job classes are not entitled to pay equity adjustments under the Act.

RESULTS & PAY EQUITY ADJUSTMENTS REQUIRED

As required by the Act, the female job classes were compared to the pay equity proxy job rate line. The following female-dominated job classes were found to require pay equity adjustments, as follows:

Classification	Dates	Pay Equity Job Rate	Actual Job Rate	Pay Equity Adjustment Required
Residential Worker (HRH Only)	Apr 1, 2025-present	$23.73	$23.52	$0.21
	Apr 1 2024-Mar 31 2025	$23.26	$23.06	$0.20
	Apr 1 2023-Mar 31 2024	$22.59	$22.39	$0.20
Life Enrichment Worker	Apr 1, 2025-present	$23.62	$23.52	$0.10
	Apr 1 2024-Mar 31 2025	$23.16	$23.06	$0.10
	Apr 1 2023-Mar 31 2024	$22.49	$22.39	$0.10
	Apr 1 2022-Mar 31 2023	$21.62	$21.53	$0.09
	Apr 1 2021-Mar 31 2022	$21.41	$21.32	$0.09

Admin Support (Clinical only)	Apr 1, 2025-present	$22.89	$22.85	$0.04
	Apr 1 2024-Mar 31 2025	$22.44	$22.40	$0.04
	Apr 1 2023-Mar 31 2024	$21.79	$21.75	$0.04
	Apr 1 2022-Mar 31 2023	$20.95	$20.91	$0.04
	Apr 1 2021-Mar 31 2022	$20.74	$20.70	$0.04

All other female-dominated job classes have a job rate above the pay equity job rate line and are therefore being paid in compliance with the *Pay Equity Act* and are ineligible for any pay equity adjustments. The *Pay Equity Act* prohibits any reduction in the job rate by the amount of the negative hourly adjustment.

QUESTIONS

Questions regarding this plan may be directed to the undersigned.

Patty MacDonald
Chief Executive Officer

APPROVED AND DATED this 12th day of December, 2025, at Sudbury, Ontario.