

NIPISSING UNIVERSITY STUDENT UNION



Pay Equity Policy

Approved by the Board of Directors on: May 16th, 2022

I. PREAMBLE

This policy outlines the legal, moral and social responsibility that the Nipissing University Student Union (NUSU) has, in compliance with the Government of Ontario's *Pay Equity Act*, ensuring employers pay employees equal pay for work of equal value.

II. PAY EQUITY

NUSU is committed to ensuring a work environment that is free from discrimination because of race, religion, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, disability, age, marital status, and family status. In keeping with this commitment and compliance with the *Pay Equity Act*, NUSU promises that employees will not be paid a rate of pay less than that of another employee on the basis of sex and/or gender for any of the following reasons:

- Their work may appear very different but are of equal and/or comparable value;
- They perform substantially the same kind of work in the same establishment;
- Their work requires substantially the same skill, effort and responsibility; and
- Their work is performed under similar working conditions.

Note: While the *Employment Standards Act, 2000* does not prevent employers from paying employees of the same sex and/or gender different rates of pay for equal work, in best practices and following outlines in the *Ontario Human Rights Code*, NUSU commits to paying all employees the same rate of pay for equal work regardless of sex and/or gender.

III. EXAMPLES OF EQUAL WORK

1. Substantially the Same Kind of Work
 - a. Work does not have to be the exact same to stipulate it being equal work. What matters is the actual work performed by the employees, not the stated conditions of their job offer or job description.
2. Substantially the Same Skill, Effort, and Responsibility
 - a. Skill means the amount of knowledge, physical skill, or motor skills required to perform a job duty. This includes:
 - Education, (diplomas, degrees, etc...)

- Training, (apprenticeship)
 - Experience, (number of years required to master a skill)
 - Manual dexterity, (hand-eye coordination)
- b. Effort is the mental or physical effort needed to perform a job to satisfaction. An example of Mental Effort can be the amount of concentration and thinking required to perform research. An example of Physical effort can be the physical strength required to move tables and chairs.
- c. Responsibility includes the number and nature of an employee's job responsibilities, and how much accountability and authority the employee has for those responsibilities. This includes:
- The ability to make decisions and take actions
 - Responsibility for the safety of others
 - Supervising other employees
 - Handling cash
 - The amount of supervision over the employee

3. Similar Working Conditions

- a. Working conditions refer to the working environment, such as being in an office or outdoors; exposure to weather, such as working in rain or in snowstorms; and exposure to health and safety hazards, such as working with/near chemicals or heights.

IV. EXCEPTIONS

While NUSU is in full compliance with the *Pay Equity Act*, on the basis of seniority, an employee could receive a higher rate of pay than another employee of a different sex and/or gender. Determination of a higher rate of pay on the grounds of seniority are based on the length of service the individual has as an employee of NUSU

V. FILLING A CLAIM

If a NUSU employee believes that NUSU is not complying with the equal pay for equal work provisions set out in the *Pay Equity Act*, they can file a claim with the Ministry of



Labour, Training and Skill Development on the Government of Ontario website or by calling the Employment Standards Information Centre:

- (Phone): 416-326-7160
- (Toll-free in Ontario): 1-800-531-5551
- TTY (for hearing impaired): 1-866-567-8893