

Pay Equity Update

As a follow-up for those members who may not have been at the Regular MRFA on Friday, here is an update on the pay equity study and the next steps. Since I last updated you, Member-at-Large Irene Shankar) and I met with Interim Provost Elizabeth Evans and Associate Vice-President Human Resources Trika MacDonald and members of the Joint Diversity and Equity Committee March 29, 2021. All were aware of the MRFA's motion passed on March 2 demanding the release of the Faculty-level aggregate data from the consultant's report and demanding public town halls about the study.

I am happy to report that all parties agreed on the following items:

- **The University and the JDEC will release the consultant's report, with some redactions to ensure privacy, will be released along with the JDEC report and its recommendations on April 19, 2021**
 - The Association has reviewed the redactions to ensure members have sufficient information to assess their standing without compromising individuals' privacy. We have posed questions to the University's FOIP coordinator about some redactions about which we are unclear and are awaiting replies.
- **A public presentation followed by a "Question, and Answer" session is scheduled for April 30 at 12:15-1:15 PM. Look for more details shortly.**
- **A further meeting between the University and the Association was scheduled to discuss next steps to implement the findings of the consultant's report and to implement Item #7 of the MOU on Article 24.**

Moving toward Addressing Pay Inequities

The MOU on Article 24 outlines the process for dealing with salary anomalies related to gender and which were identified in the salary study.

For clarity, item #7 in the MOU states:

The Board is committed to implementing required action deriving from the Pay Equity Review and to consulting with affected Employees regarding how to structure any adjustments deriving from the action required.

Member-at-Large Irene Shankar and I met with the Interim Provost Elizabeth Evans and AVP- HR Trika MacDonald to consider how to move forward on Item 7. Given the parameters of the pay equity study, which focused only on anomalies related to gender, we will need a phased approach to ensure that other salary anomalies are addressed. To that end, we have arrived at the following approaches:

PHASE 1-Complete the analyses related to gender and arrange for those to be remedied Target date: No later than June 14 but possibly sooner

Affected full-time members will be identified and contacted to discuss what adjustments will be made to rectify them no later than June 14, 2021

PHASE 2-Individual salary review process, open to all full-time faculty who believe they may have a salary anomaly.

JDEC will be asked to recommend a process as a starting point for the Association and the University to arrive at a permanent open, fair and transparent application process to address individual salary anomalies within agreed timelines. Target Date: before June 14.

Conclusion

The pay equity study process has been very different to what both parties agreed to two years ago. The intervening time has had many unexpected challenges, but today we are moving forward. Thank you to the faculty members who persevered to get us to this point. Specifically I want to thank Tom Buchanan, Christian Cook and Rachel Pettigrew whose persistence got us to this moment.