

NOTE 3:

If your company is unionized

If your company is unionized you must negotiate pay equity with the union. Pay equity may result in changes to the rates of female jobs in a bargaining unit. Pay equity adjustments must be incorporated into the Collective Agreement.

In addition:

- Female job classes that are in a bargaining unit must be compared first to male job classes in the bargaining unit. If there are no male job classes of equal or comparable value inside the bargaining unit, unionized female job classes can then be compared to male job classes outside the bargaining unit. For the order of comparison see [Pay Equity Guideline # 10, Which Job Classes to Compare](#).
 - Employers and unions are responsible for maintaining pay equity once it has been done. Changes in job classes, the compensation of job classes or overall changed circumstances may affect pay equity job comparisons. Resulting changes must be negotiated. Unions can file complaints if they believe pay equity is not being maintained.
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How do I get more help?

The Pay Equity Commission offers free services to guide employers through the pay equity process.

We are here to help. We can answer your questions by e-mail at pecinfo@mol.gov.on.ca or by phone at (416) 314-1896, or toll-free at 1-800-387-8813. [Publications](#) and [seminars](#) are available free of charge. Request these by contacting us at pecseminars@mol.gov.on.ca

All communications are confidential.

The Pay Equity Commission

This fact sheet is for information only, and is not intended to restrict Review Officers or the Pay Equity Hearings Tribunal in their determination of matters. Refer to the *Pay Equity Act* for exact interpretation.

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