



November 17, 2022

CREATION OF A PAY EQUITY COMMITTEE

The *Pay Equity Act* (the *Act*) requires federally regulated employers with an average of at least 10 employees to establish and maintain compensation practices that provide for pay equity.

Canada Post is therefore required to have a pay equity plan and to establish one or more pay equity committees.

The statutory requirements are as follows:

- Establishment of a committee composed of at least three members.
- At least two-thirds of the members must represent the employees included in the pay equity plan.
- At least 50% of the members must be women.
- One member representing the employer.
- At least the same number of members representing unionized employees as there are bargaining agents, with each bargaining agent selecting at least one person to represent employees who are members of any bargaining unit represented by that bargaining agent.
- One member representing non-unionized employees.

As one of the bargaining agents, CUPW must select the members who will represent the employees of the urban and rural bargaining units on the committee.

We need:

- two (2) members (including one woman) to sit on the committee
- two (2) alternates (including one woman) in case of an absence of the committee members.

ARE YOU THE IDEAL CANDIDATE FOR THIS COMMITTEE?

- ❖ Are you a CUPW member in good standing?
- ❖ Pay equity interests you?
- ❖ Are you familiar with pay equity legislation?
- ❖ Are you familiar with the duties of the different job classifications at Canada Post?
- ❖ Do you enjoy teamwork?
- ❖ Are you able to work remotely using MS Teams?
- ❖ Are you willing to travel to Ottawa for face-to-face meetings?

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APPLICATION

Your application must be written as a report and include your degree of fluency in spoken and written English and French, your proficiency with Microsoft Word and Excel, your knowledge of the different classifications, your ability to work as part of a team, and your reasons for wanting to join the committee. Applications must be received no later than November 28, 2022, by e-mail (vmurenzi@cupw-sttp.org) or by mail at the following address:

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In Solidarity,



Carl Girouard
National Grievance Officer

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