

Dear Members

Your Pay Equity Committee has been working hard on your behalf this fall. We have established time lines with the Toronto District School Board for which we hope to complete our first Pay Equity Plan by the end of this school year.

The Terms of Reference have been approved by the joint steering committee and will be moved for final approval at November 28th 2007 Board Meeting.

Both the Board and PSSP have named our Co-facilitators and joint job evaluation committee members, whose task it will be to review all of the questionnaire data from both PSSP job classes and our male comparators.

Members from each job class were chosen through a randomized selection that affords a good cross section of seniority and is inclusive of those designated to specialized teams or assignments. These members will be invited to participate in filling out the Pay Equity Questionnaires at an all day meeting, tentatively scheduled for November 30th, 2007. A joint communication from the Employer and the Union will be sent to each member selected as well as the agreed upon male comparators detailing the day and start and end times.

Additionally, we have booked Bloor Collegiate and Kent P.S. for the evenings of December 6th and 11th when we will be holding job class meetings for all members. Notice will be sent out via email prior to these two dates inviting members from our 11 specific job classes (half one night and half the other). If you decide to attend these job class meetings you will have a chance to see the questionnaire that was filled out for your specific profession and have the opportunity to add any additional information that may have been missed.

After we have given the opportunity to add additional information to the questionnaires – the final copies will be sent to the Coordinators/ Chiefs for each of our relevant job classes and they will have an opportunity to also add additional info.

Finally, the completed questionnaires with both the job class comments and Coordinators'/ Chiefs' comments will be forwarded to the Job Evaluation Committee for review and scoring against the male comparator's questionnaires. The Job Evaluation Committee is comprised of both Board staff and PSSP members, this committee will receive two days of training in the second week of February 2008 and will then meet once a week until June 2008 – with the intent of having a plan in place prior to August 2008.

As most of you know we began the pay equity process in 2000 and it is now nearing the eight year mark with no plan in place. I would ask for both the indulgence and support of all members in this very ambitious endeavor as we near the finish line. Many of you will be called upon to fill out questionnaires, attend job class meetings or join the job evaluation committee, while others may feel the pinch of having their colleagues away

from the team for extended periods during this process. And your union executive appreciates that these requests are a significant commitment of both your time and energy. However, we will need to really come together collectively over the next several months to ensure we can get this process completed within the time line – particularly with another round of collective bargaining facing us next year.

Thanks,
Ken