

TJ Solutions - Human Updates for Your Child Care Organization

Child Cares, like all other organizations across the province, are facing challenges in implementing all the moving pieces of Bill 148. **Your Organization should now be preparing for the Equal Pay for Equal Work requirement which comes into force on April 1, 2018.**

This change to the Employment Standards Act (ESA) prohibits employers from paying a lesser rate of pay based on employment status. (full-time versus part-time etc.)

The Ministry has defined equal work as “work that is substantially the same, requiring the same skill, effort and responsibility and performed under similar working conditions in the same establishment.”

In other words, employers will not be able to pay employees who work part-time, temporary, casual, or supply staff a different rate of pay if those employees are doing substantially the same kind of work that requires the same skill, effort and responsibility under similar working conditions in the same organization.

The Ministry goes further to define;

- “Skills refers to the degree or amount of knowledge, physical, or motor capability need by the employee performing the job”
- “Effort is the physical or mental exertion need to perform a job
- “Responsibility is measured by the number and nature of an employee’s job obligations, the degree of accountability, and the degree of authority exercised by an employee in the performance of the job

Now is the time to review your Organization’s job classifications and pay grids. In light of this requirement, you should be reviewing all of your job descriptions to ensure they go beyond just differentiating between levels of education. (ECA vs. RECE)

Job descriptions for each position should define the levels of responsibility, accountability, and authority. (e.g. pedagogical documentation, client meetings, program planning, supervising placement students, managing employees, accountability under the CCEYA etc.)

To assist you in differentiating between RECE’s, ECA’s, supply staff etc. make sure that your job classifications distinguish between;

- Seniority
- Level of Authority
- Education
- Merit/performance-based evaluation

If your Organization uses a merit or performance evaluation system that is connected to salary increases, you need to ensure you have clearly written policies and tools that objectively measures performance

Please feel free to contact us with any questions

Warm regards,

Joy & Terri

The information contained in this handout is intended as a general guide only and organizations must create their own policies. It is not intended to replace professional legal advice. If legal advice is required for a specific issue or situation, organizations should contact a lawyer. Please be advised that TJ Solutions does not give legal advice.

Joy Lerman & Terri Carr have worked as facilitator/trainers all over southern Ontario providing solutions in managing your child care organizations. Our interactive style provides workshops that are creative, dynamic, and energetic. Our goal is to make sure you walk away with tools you can use in your workplace.

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