

POL-ADM.2018.36 Title: *Equal Pay for Equal Work*



Type: Human Resources
Authority: CEO
Resolution No: BMPL 2018-77 on 4-19-18; POL-ADM.2018.36
Associated Documents: Employment Standards Act, S.O. 2000, Part XII
Original Approval: 04-19-2018
Amended On:
Reviewed On:

Legal Framework

The Blue Mountains Public Library shall treat every employee equally, regardless of age, gender, and employment status. The CEO shall adhere to the Employment Standards Act, S.O. 2000 and subsequent Acts pertaining to providing equal pay for equal work.

ADM.2018.36.1 Equal Pay for all Genders

1. BMPL shall pay all employees, regardless of gender, at the same rate of pay for work that:
 - 1.1. Is substantially the same,
 - 1.2. Requires the same skill, effort and responsibility, and
 - 1.3. Is performed under similar working conditions in the same establishment
2. A difference in the rate of pay can occur based on:
 - 2.1. Seniority/years of service;
 - 2.2. A merit system; or
 - 2.3. A system that measures the quantity or quality of work produced
 - 2.4. Any other factor not based on gender.

ADM.2018.36.2 Equal Pay for Employment Status

1. BMPL shall pay all employees, regardless of full or part-time status, at the same rate of pay for work that:
 - 1.1. Is substantially the same,
 - 1.2. Requires the same skill, effort and responsibility, and
 - 1.3. Is performed under similar working conditions in the same establishment
2. A difference in the rate of pay can occur based on:
 - 2.1. Seniority/years of service;
 - 2.2. A merit system;
 - 2.3. A system that measures the quantity or quality of work produced; or
 - 2.4. Any other factor not based on employment status.