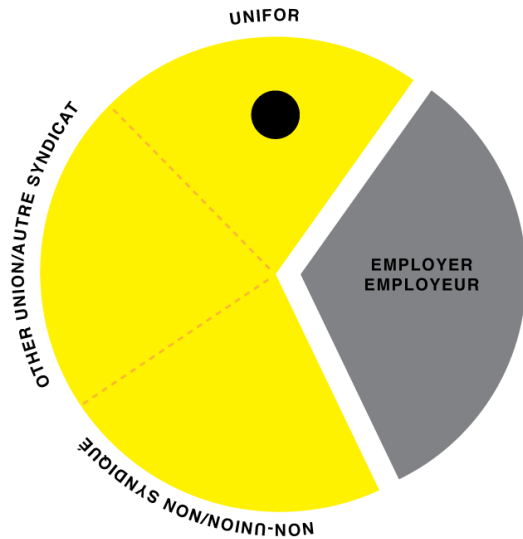


Pay Equity Committee Composition

The Pay Equity Committee must include:



- A. at least **three members**;
- B. at least one member selected by the **employer** to represent it;
- C. at least two-thirds must represent the **employees** who are covered by the pay equity plan; including:
 - at least one member selected by each of the **bargaining agents**; and
 - at least one member selected by **non-unionized** employees to represent them.
- D. at least 50% of the members must be **women**;

A key takeaway here is that other bargaining units and non-union people will be represented on this committee. Another thing to remember is that the Employer's vote carries the day unless all of the employee representatives (i.e. unions and non-union representatives) agree with each other.

Once the Pay Equity Committee is established, the employer must its premises and equipment available, as necessary, for the work of the Committee. The employer must also permit Committee members to take time away from their work, as required, to participate in training sessions and meetings of the Committee and to perform their work as a member of the Committee. This time must be treated as time at work.