

EMPLOYEES - Community Residence Sector

Frequently Asked Questions



1. What is pay equity?

Pay equity is defined as equal pay for work of equal value. Pay equity specifically addresses the under-valuation of jobs that are traditionally done by women. It does this by comparing jobs traditionally done by women to jobs traditionally done by men. If these two are found to be of equal value then they should be paid at the same rate.

2. What is the pay equity program?

Government committed, in the 2012-2013 provincial budget, funding to address pay equity for a number of female-dominated public sector groups as well as child care workers, home support workers, transition house workers and community residence workers.

3. Who funds the pay equity program?

In the 2012-2013 provincial budget, government committed 6.4 million dollars to address pay equity for a number of female-dominated public sector groups as well as child care workers, home support workers, transition house workers and community residence workers.

4. When did the pay equity program for the community residence sector become effective?

The pay equity program for this sector became effective April 1, 2013; and so any funding under the program is retroactive to that date.

5. Who is eligible for pay equity in this sector?

The positions of direct caregivers and supervisor/direct caregivers were evaluated and analyzed. As a result, the following fair hourly rates were determined:

Type of Residence	Evaluated Job Classes	Fair hourly rate
Adult Residential Facility	Direct Caregiver	\$14.80
	Supervisor/Direct Caregiver	\$16.06
Children's Residential Centre	Direct Caregiver	\$14.92
	Supervisor/Direct Caregiver	\$16.18

NOTE: Employee wages must meet employment standards (currently \$10.00 per hour) or greater.

6. How do I know if I am eligible for pay equity?

Pay inequity is determined by comparing the fair hourly rate to your rate of pay. If your hourly rate is less than the fair hourly rate then you have a pay inequity. If you earn more than the fair hourly rate then you are not eligible under the pay equity program.

For example, as a direct caregiver in an adult facility your rate of pay on April 1, 2013 (effective date of the program) was \$12.00; therefore, your pay inequity is said to be \$2.80. (See example in question 7)

7. Do pay equity adjustments affect my regular scheduled wage increases?

No. Pay equity adjustments are for the sole purpose of correcting an inequity found to exist as a result of a pay equity analysis.

The pay equity program is in addition to existing pay structures and strategies (i.e. regular wage increases for cost of living, experience, training qualifications, etc.). (See example below)

Example:

Pay Equity Adjustments and Non Pay Equity Increases (i.e. wage increases)

Job class	A	B	C	D	E	F	G	H
Direct Caregiver (adult)	Hourly rate of pay as of April 1, 2013	Fair hourly rate*	Amount of pay inequity owed to the employee (columns B-A)	2013-2014 Pay equity adjustment	Pay equity adjusted rate (columns A+D)	Remaining pay inequity (column C-D)	Residence regularly scheduled wage increases (e.g. a \$0.60 wage increase is added to amount from Column E)	Hourly rate, including pay equity adjustment
Bob	\$12.00/hour	\$14.80	\$2.80	\$0.70/hour	\$12.70	\$2.10	\$13.30	\$13.30
Jane	\$14.15/hour	\$14.80	\$0.65	\$0.65/hour	\$14.80	0	\$15.45	\$15.45

*Fair hourly rate for Direct Caregivers in adult residential facilities.

Based on this example, Bob's remaining inequity, regardless of his \$0.60 wage increase is \$2.10. Jane, on the other hand, has achieved pay equity. Even though Jane is no longer eligible to receive any future pay equity adjustments, she is entitled to her regular scheduled wage increases

8. What are pay equity adjustments?

Pay equity adjustments are increments that are made over a period of time to an employee's rate of pay until pay equity is achieved.

9. Will the pay equity adjusted rate as shown in column E in the table above be reflected in my rate of pay?

The Department of Social Development is working on a process to incorporate pay equity payments within the funding already provided to community residences so that adjustments can be reflected in your rate of pay. Until then, disbursements of pay equity adjustments will be made through retroactive payments.

10. How long will it take for eligible employees in this sector to reach pay equity?

The pay equity program for the community residence sector will be implemented over a four (4) year period effective April 1, 2013.

11. Are pay equity adjustments taxable?

Yes. These payments are considered income and form part of your salary, therefore all the usual deductions will apply.

12. Since the pay equity program is retroactive to April 1, 2013, am I eligible for a pay equity adjustment if I worked for a residence any time between April 1, 2013 and March 31, 2014 but have since left?

Yes. You are entitled to the retroactive pay equity adjustment for the hours worked during this period. You have two (2) years from the date of the payment to contact your former employer and request amount owed.

For additional information:

Visit the Women's Equality Branch website at: www.gnb.ca/women

Or contact us at: Toll-Free Line: 1-877-253-0266

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