



April 11, 2024

## Pay Equity Committee Member required at Swissport, Toronto

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Unifor Local 2002 is seeking a volunteer from your workplace to be part of a pay equity committee. As a committee member, you will represent the bargaining unit members on the company/union pay equity committee matters. This is a very important responsibility.

### WHAT IS PAY EQUITY?

Pay equity is also known as equal pay for work of equal value. That means if two different jobs contribute equal value to their employer's operations then the employees in those positions should receive equal pay.

- Pay equity is about “equal pay for work of equal value”.
- “Equal pay for work of equal value” means that if two different jobs contribute equal value to an employer’s operations, then the employees in those jobs should receive equal pay
- “Equal pay for work of equal value” is like comparing apples to oranges – They are different, but equally nutritious – for example:
  - Comparing the value of a truck mechanic job class (commonly held by men) to that of an account technician job class (commonly held by women).
- Pay equity is internationally recognized as a fundamental human right.

### Within the role as the pay equity committee member, you will:

- Identify job classes and determine their gender predominance.
- Establish the value of work and compensation of each job class to compare the compensation received by predominantly male and female job classes; and,
- Calculate any compensation increases needed to establish and maintain pay equity.

**IMPORTANT:** Assistance will be provided by representatives from Unifor’s national office. An in-depth knowledge is not required to become part of this committee.

Members interested in applying for this position should indicate intent by submitting a resume and cover letter no later than April 19, 2024. Please email your resume and cover letter to:

### Unifor Local 2002 – Pay Equity Committee

E-mail: [admin2@unifor2002.org](mailto:admin2@unifor2002.org)

For more information, please contact: Frances Galambosy, Unifor National Representative  
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