



PAY EQUITY HEARINGS TRIBUNAL

Pay Equity Act

PEHT Case No: 3176-24-PE

Pay Equity Act

Ontario Public Service Employees Union/Syndicat des Employés de la Fonction Publique de l'Ontario, Local 166, Applicant v Sir Sanford Fleming College of Applied Arts and Technology, Respondent

RS File No: 20-23826

COVER LETTER

TO THE PARTIES LISTED ON APPENDIX A:

The Tribunal is attaching the following document(s):

Confirmation of Filing
Notice to Employees

DATED: April 02, 2025

Catherine Gilbert
Registrar

cc: Samantha Olexson, Legal Counsel, Pay Equity Commission

Website: www.peht.gov.on.ca

Address all communication to:

The Registrar
Pay Equity Hearings Tribunal
505 University Avenue, 2nd Floor
Toronto, Ontario M5G 2P1
Tel: 416-326-7500
Toll-free: 1-877-339-3335



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CONFIRMATION OF FILING OF APPLICATION

TO THE PARTIES LISTED ON APPENDIX A:

CONFIRMATION OF FILING AND DELIVERY

This will confirm that an Application was filed with the Tribunal on March 31, 2025, the Application Date.

The Applicant has filed a Certificate of Delivery, certifying that a copy of the Application and other relevant documents were delivered to the respondent on March 31, 2025, the Delivery Date.

The Tribunal has assigned the above PEHT Case Number to this application. Please refer to the PEHT Case Number in any communication with the Tribunal in connection with this matter.

The Pay Equity Office has been copied with this Confirmation of Filing. The Registrar will provide the PEO with a copy of the application if requested to do so.

FILING AND DELIVERING OF RESPONSE AND DOCUMENTS

You must deliver a copy of your Response to the Applicant within ten business days of receiving the Application. A Certificate of Delivery (Form 3) must also be completed.

In addition, you must file your Response with the Tribunal within five business days of delivering the Response to the Applicant.

Where the parties consent to an extension of the time for filing a Response, they must advise the Tribunal. The parties can presume that the Tribunal has granted their request for the extension unless the Tribunal issues a decision to the contrary.

PRE-HEARING CONFERENCE

The Tribunal may direct the parties to attend one or more Pre-Hearing Conferences prior to or during the proceeding. A Pre-Hearing Conference is intended to assist the parties to prepare for the hearing and to address case management issues. All discussions which occur during the Pre-Hearing Conference are considered "off the record." They may not be referred to or relied upon in the hearing unless reduced to writing in the form of a Pre-Hearing Conference Memorandum.

During a Pre-Hearing Conference, with consent of all parties, parties may discuss settlement of some or all the issues in dispute.

DATED: April 2, 2025

Catherine Gilbert
Registrar

Website: www.peht.gov.on.ca

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Pay Equity Hearings Tribunal
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Toronto, Ontario M5G 2P1
Tel: 416-326-7500
Toll-free: 1-877-339-3335

IMPORTANT NOTES

The Tribunal's forms, Notices, Information Bulletins, Rules of Practice and Filing Guide may be obtained from its website <http://www.peht.gov.on.ca> or by calling 416-326-7500 or toll-free at 1-877-339-3335.

FRENCH OR ENGLISH

Vous avez le droit de communiquer et recevoir des services en français et en anglais. Le Tribunal n'offre pas de services d'interprétation dans les langues autres que le français et l'anglais.

You have the right to communicate and receive services in either English or French. The Tribunal does not provide translation services in languages other than English or French.

CHANGE OF CONTACT INFORMATION

Notify the Tribunal immediately of any change in your contact information. If you fail to do so, correspondence sent to your last known address (including email) may be deemed to be reasonable notice to you and the case may proceed in your absence.

ACCESSIBILITY AND ACCOMMODATION

The Tribunal is committed to providing an inclusive and accessible environment in which all members of the public have equitable access to our services. We will aim to meet our obligations under the Accessibility for Ontarians with Disabilities Act in a timely manner. Please advise the Tribunal if you require any accommodation to meet your individual needs. The Tribunal's Accessibility Policy can be found on its website.

COLLECTION AND DISCLOSURE OF INFORMATION AND DOCUMENTS

Any relevant information that you provide to the PEHT must in the normal course be provided to the other parties to the proceeding. Personal information collected on this form and in written or oral submissions may be used and disclosed for the proper administration of the PEHT's governing legislation and case processing. In addition, the Tribunal Adjudicative Records Act, 2019 requires that the PEHT make adjudicative records (which include applications filed and a listing of such applications) available to the public. The PEHT has the power to make part or all of an adjudicative record confidential. The Freedom of Information and Protection of Privacy Act may also address the treatment of personal information. More information is available on the PEHT's website www.peht.gov.on.ca. If you have any questions concerning the collection of information or disclosure of adjudicative records, contact the Solicitors' Office at the number listed above or in writing to the PEHT, 505 University Ave., 2nd floor,

Toronto, ON M5G 2P1.

E-FILING AND E-MAIL

The Rules of Practice and Filing Guide set out the permitted methods of filing. Forms and submissions may be filed with the Tribunal by a variety of methods including the Tribunal's e-filing system, but not by e-mail. Note that the e-filing system is not encrypted and e-filing is optional. Contact the Client Services Coordinator at the numbers listed above if you have questions regarding e-filing or other filing methods. If you provide an e-mail address with your contact information, the Tribunal will in most cases communicate with you by e-mail from an out-going only generic account. Incoming emails are not permitted.

HEARINGS AND DECISIONS

Hearings are open to the public unless the Tribunal decides that matters involving public security may be disclosed or if it believes that disclosure of financial or personal matters would be damaging to any of the parties. Hearings are not recorded and no transcripts are produced.

The Tribunal issues written decisions, which may include the name and personal information about persons appearing before it. Decisions are available to the public from a variety of sources including the Ontario Workplace Tribunals Library and www.canlii.org. Some summaries and decisions may be found on the Tribunal's website.



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NOTICE TO EMPLOYEES OF APPLICATION

THIS IS AN OFFICIAL NOTICE OF THE TRIBUNAL AND
MUST NOT BE REMOVED, DEFACED OR DESTROYED

THE EMPLOYER MUST IMMEDIATELY POST A COPY OF THE APPLICATION
AND THIS NOTICE IN LOCATIONS WHERE THEY ARE MOST LIKELY TO
COME TO THE ATTENTION OF EMPLOYEES OR OTHER INDIVIDUALS
AFFECTED BY THE APPLICATION, OR SEND THEM TO EACH AFFECTED
EMPLOYEE BY REGULAR MAIL, FAX OR EMAIL

THIS NOTICE MUST REMAIN POSTED FOR 45 BUSINESS DAYS

TO THE PARTIES LISTED ON APPENDIX A:

This Notice is being posted because an Application has been filed with the Pay Equity Hearings Tribunal on 31-Mar-2025, the Application Date.

The Pay Equity Hearings Tribunal is an independent government agency that administers and enforces the Pay Equity Act. The Tribunal is a neutral body where the parties to pay equity matters can have their applications dealt with and complaints resolved.

A copy of the Application should be posted beside this Notice. It describes the facts relied on by the Applicant and the orders and/or remedies that the Applicant is asking the Tribunal to grant.

RESPONSE DATE

The Response Date set for this Application is ten business days from the date of this Notice.

FILING YOUR RESPONSE WITH THE TRIBUNAL

If you want to say something to the Tribunal about this Application and/or participate in the Tribunal's proceedings, you must file a Response with the Tribunal no later than the Response Date. The Response form is available from the Tribunal's website set out below.

THE TRIBUNAL'S RULES OF PRACTICE

You should read and follow the Tribunal's Rules of Practice if you intend to make a statement to the Tribunal. Copies of the Tribunal's Rules may be obtained from the Tribunal's offices or website at the contact information listed below. The Tribunal's website also provides guidelines as to how to proceed and remain anonymous.

DELIVERING YOUR RESPONSE TO OTHER PARTIES

Before filing your Response with the Tribunal, you must deliver a copy to the Applicant and to the Responding Party (and to any affected person identified in the Application). Please consult the Application posted beside this notice for contact information for the Applicant, the Responding Party, and any affected parties.

A copy of your Response may be delivered to the other parties by facsimile transmission, hand delivery, courier, regular mail or email.

You must complete a Certificate of Delivery (Form 3) and file it with your Response. Your Certificate of Delivery must include the names and titles of the persons to whom your Response was delivered and information regarding the date, time and method of delivery.

CONSEQUENCES OF NO RESPONSE OR INCOMPLETE RESPONSE

Please note that you will not be allowed to present evidence or make any representations about any material fact that was not set out in your Response and filed promptly in the way required by the Tribunal's Rules of Practice, except with the permission of the Tribunal.

If you fail to file a Response, the Tribunal may take action in the matter and may decide the Application without further notice to you.

The Tribunal will determine how best to proceed with the Application once all of

the Responses and any Replies have been served and filed. If the Tribunal decides that your Response will not change the result of the Application, the Tribunal may decide the Application without any further notice to you. If this occurs, a copy of the Tribunal decision will be sent to the last current address you have provided on file.

DATED: April 02, 2025

Catherine Gilbert
Registrar

Website: www.peht.gov.on.ca

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Toronto, Ontario M5G 2P1
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APPENDIX A

Ursel Phillips Fellows Hopkinson LLP

Attention: Karen Ensslen

Lawyer

Tel: 416-969-3518

Fax: 416-968-0325

Email: kensslen@upfhlaw.ca; chanycz@upfhlaw.ca

Ontario Public Service Employees Union/Syndicat des Employés de la Fonction
Publique de l'Ontario, Local 166

Attention: Francesca Berube

Negotiator

Tel: 437-880-8239

Email: fberube@opseu.org

Ontario Public Service Employees Union/Syndicat des Employés de la Fonction
Publique de l'Ontario, Local 166

Attention: Tracy More

Supervisor/Negotiator

Tel: 437-880-8239

Email: tmore@opseu.org

Hicks Morley Hamilton Stewart Storie LLP

Attention: Carolyn Kay

Lawyer

Tel: 416-864-7313

Email: josephine-distefano@hicksmorley.com; carolyn-kay@hicksmorley.com

Sir Sanford Fleming College of Applied Arts and Technology

Attention: Shannon Beaudoin

Director, Total Rewards

Tel: 705-749-5530 Ext 1330

Email: shannon.beaudoin@flemingcollege.ca