**Information Update - Bill 148 "Equal Pay for Equal Work" (PT Support)**

***\*\*  This message is for employees with a part-time Support Staff employment contract with Fleming College***

This communique is in follow up to an email which you would have received on April 2,  2018 with regard to the College’s implementation status for the **Equal Pay for Equal Work** (EPEW) aspect of the Fair Workplaces, Better Jobs Act, 2017 (Bill 148).   The EPEW aspect of Bill 148 came into effect on April 1, 2018.

The College is progressing through the reviews of all part-time support staff work at the College.    The purpose of this review is to ensure that employees performing substantially the same work, regardless of sex or employment status (e.g. full-time; part-time; seasonal) receive the same rate of pay.  Within the Act, ‘substantially similar’ means work that requires the same skill, effort, responsibility and is performed under similar working conditions in the same establishment.      Certain exceptions are permitted under the Act; please refer to the original email for details.

As noted in the email communique of April 2nd, the process of reviewing all part-time support staff work represents a significant undertaking but we remain on track with the anticipated completion timeline of on/before the end of May 2018.   Any EPEW adjustments would be backdated to April 1st.

**Communication to employees who will be receiving an EPEW adjustment will begin on April 13th**.    This communication will be done by email and will contain specific details of the rate adjustment, the associated comparator role and the timing for when you will see the changes on your payroll deposit and pay stub.      Your Manager will also receive a copy of this communique.

PLEASE NOTE there is still a portion of review activity underway as of today’s date.   Subsequent communication to affected employees will be done as soon as the review results are available and within the original timeline of on/before the end of May 2018.

For information regarding the Fair Workplaces, Better Jobs Act, 2017 and further details regarding Fleming College’s implementation status, you may wish to visit the [Bill 148](https://department.flemingcollege.ca/hr/bill-148/) webpage on the College’s portal.   On the webpage, you will find a *Frequently Asked Questions* document as well as other information related to Equal Pay for Equal Work.

Your patience is appreciated as the College continues to undertake this important work.