

Amended Pay Equity Plan

As Required by the “Pay Equity Act”

ESTABLISHMENT AND EMPLOYER:

In accordance with the *Pay Equity Act* of Ontario (the “Act”), the following is the Amended Pay Equity Plan (the “Plan”) for all United Steelworkers, Local 2010 (the “Union”) job classes employed by Queen’s University at Kingston (the “University”) under the collective agreement applicable to “General Staff”.

DATE OF POSTING:

The Plan has been prepared and posted in the workplace on November 18, 2021.

The Plan was amended due to “changed circumstances” within the establishment and is in accordance with section 14.1 (1) of the Act.

METHOD OF COMPARISON:

The jointly developed gender-neutral job evaluation system (the “JE System”) is a point-factor system that was used for evaluating all job classes. The JE System incorporates the four statutory criteria (factors) of Skill, Effort, Responsibilities, and Working Conditions, as well as eleven sub-factors. The description of the factors and sub-factors is found in Schedule I.

In keeping with the Act, the job-to-job comparison method was used to group job classes of comparable value into pay equity bands according to their job evaluation rating results and to compare female job classes to male job classes of comparable value to determine whether the female job classes were entitled to a pay equity adjustment.

DETERMINATION OF JOB CLASSES AND GENDER DOMINANCE COVERED BY THE PLAN:

Under the Act, “job class” means those positions that have similar duties and responsibilities; require similar qualifications; are filled by similar recruiting procedures; and have the same compensation schedule, salary grade or range of salary rates.

The gender predominance of a job class is determined by considering the statutory criteria of incumbency, historical incumbency, and gender stereotyping of a job, if any. In keeping with the *Pay Equity Act*, a job class is deemed to be a “female job class” where 60% or more of the incumbents are female and a “male job class” where 70% or more of the incumbents are male. A job class meeting neither criterion is considered “Gender Neutral” and has no entitlements under the *Pay Equity Act*.

The job classes in the bargaining unit are set out in Schedule II.

RESULTS OF COMPARISONS:

Pay equity is achieved when the job rate for the female job class is equal to or greater than the job rate of the comparable male job class. The “job rate” for the purposes of pay equity comparison is the highest rate of compensation for a job class.

Schedule III details all the female job classes and their respective male comparator.

**PAY EQUITY
ADJUSTMENTS:**

Subject to necessary changes resulting from the appeal process described below, a comparison of job rates between female job classes and their male comparators has determined that there are no pay equity adjustments required because the job rate of each female job class is equal to or greater than the job rate of their male comparator.

**PERMISSIBLE
DIFFERENCES**

No permissible differences were relied upon between the female and male job classes.

DEEMED APPROVED:

In accordance with section 14 (5) of the *Pay Equity Act*, this Plan is deemed approved by the Commission when signed by the University and the Union.

APPEALS AND CHANGES:

Although not required by the *Pay Equity Act*, the University and the Union have nevertheless agreed that appeals will be reviewed in accordance with their Memorandum of Agreement dated January 13, 2021.

**ADDITIONAL
INFORMATION:**

Further information, details of the *Pay Equity Act* including employer, bargaining agent, and employee obligations and rights are provided in the *Pay Equity Act*.

In addition, any questions about the posted Plan should be directed to:

the Senior Director, Total Compensation at hratcomp@queensu.ca, on behalf of the University, or

the President, USW Local 2010 at jobevalproject@usw2010.ca, on behalf of the Union.

The Amended Pay Equity Plan document is hereby posted in accordance with the *Pay Equity Act* of Ontario.

ON BEHALF OF THE UNION:



Kelly J. Orser, President, USW Local 2010

November 5, 2021

DATE

ON BEHALF OF THE UNIVERSITY:



Lisa Latour Colby, Human Resources

November 5, 2021

DATE

SCHEDULE I – Job Evaluation System Factors, Sub-Factors & Weights

4 Statutory Factors of the Pay Equity Act	Factor Weights	Sub-Factors	Sub-Factor Weights
Skill	43%	Education	12%
		Experience	10%
		Interpersonal and Communication Skills	11%
		Problem Solving and Complexity	10%
Responsibility	32%	Supervision and Functional Guidance	10%
		Planning and Coordination	11%
		Impact of Decisions	11%
Effort	13%	Physical Effort	6%
		Concentration	7%
Working Conditions	12%	Physical Environment/Health and Safety	4%
		Job Pressure	8%

SCHEDULE II – Job Classes Charts – Female Job Classes

Academic Accommodation & Consideration Advisor II	Alumni Relations Team Lead II
Academic Accommodation & Consideration Advisor III	Alumni Services Assistant III
Academic Advising Assistant IV	Alumni Services Assistant IV
Academic Advising Team Lead I	Animal Care Ethics Coordinator III
Academic Advisor I	Animal Care Laboratory Coordinator III
Academic Advisor II	Applications Security Team Lead III
Academic Advisor III	Art Gallery Assistant Curator II
Academic Program Administration Team Lead I	Art Gallery Coordinator II
Academic Program Administration Team Lead II	Art Gallery Team Lead I
Academic Program Appeals Coordinator III	Awards Coordinator I
Academic Program Assistant III	Awards Coordinator II
Academic Program Assistant IV	Awards Team Lead I
Academic Program Coordinator II	Awards Team Lead II
Academic Program Coordinator III	Budget Coordinator III
Academic Program Development (Public Health) Specialist II	Business Analyst I
Academic Program Development Specialist II	Business Analyst II
Academic Program Development Team Lead I	Career Advisor II
Academic Program Development Team Lead II	Career Advisor IV
Academic Program Events Coordinator II	Clinic Coordinator II
Academic Program Manager I	Clinic Coordinator III
Academic Program Manager II	Clinic Receptionist III
Accounting & Office Operations Assistant III	Communications & Marketing Coordinator II
Accounting & Office Operations Assistant IV	Communications & Marketing Coordinator III
Accounting & Office Operations Coordinator III	Communications & Marketing Specialist I
Accounting & Office Operations Team Lead I	Communications & Marketing Specialist II
Accounting Assistant III	Communications Assistant III
Accounting Assistant IV	Communications Coordinator I
Accounting Coordinator III	Communications Coordinator III
Accounts Payable/Receivable Assistant II	Communications Specialist I
Accounts Payable/Receivable Assistant III	Community Music Coordinator II
Accounts Payable/Receivable Assistant IV	Community Music Team Lead III
Accounts Payable/Receivable Coordinator II	Community Program Coordinator II
Accreditation Program Coordinator III	Community Program Coordinator III
Administrative Assistant III	Community Program Team Lead II
Administrative Assistant IV	Compliance Coordinator III
Administrative Coordinator III	Construction Project Assistant III
Administrative Team Lead I	Contract Administration Team Lead II
Admissions Advisor I	Contract Administrator II
Admissions Advisor II	Contract Coordinator II
Admissions Advisor III	Course Content Coordinator III
Admissions Assistant III	Course Content Team Lead I
Admissions Team Lead II	Course Content Team Lead II
Advancement Communications Specialist I	Curriculum Materials Production Assistant IV
Advancement Reporting Analyst I	Curriculum Support Assistant II
Alumni Relations Officer I	Curriculum Support Coordinator II
Alumni Relations Officer II	Curriculum Support Coordinator III
Alumni Relations Team Lead I	Curriculum Support Specialist I
	Curriculum Support Specialist II

SCHEDULE II – Job Classes Charts – Female Job Classes

Curriculum Support Team Lead I	Health & Wellness Team Lead III
Data Governance & Compliance Analyst I	Instructional Design Assistant III
Data Governance & Compliance Analyst II	Instructional Design Assistant IV
Database Administrator I	Instructional Design Coordinator III
Database Administrator II	Instructional Design Specialist I
Development Coordinator III	Instructional Design Specialist II
Development Officer II	Instructional Design Team Lead II
Development Officer III	Instructional Design Team Lead III
Digital Marketing Coordinator III	Instrumentation Coordinator III
Digital Marketing Specialist I	Instrumentation Specialist II
Diversity & Inclusivity Coordinator III	Intake & Triage Specialist II
Diversity & Inclusivity Specialist I	Interior Design Specialist II
Diversity & Inclusivity Specialist II	Investment Analyst I
Editor I	IT Support Assistant III
Employment Partnership Assistant III	Laboratory Course Content Team Lead II
Employment Partnership Coordinator II	Laboratory Course Content Team Lead III
Employment Partnership Coordinator III	Laboratory Training Team Lead I
Employment Partnership Specialist II	Learning Management Systems Analyst III
Employment Partnership Team Lead II	Learning Management Systems Support Analyst I
Estates & Trusts Team Lead III	Materials Production Coordinator III
Ethics Specialist II	Materials Production Team Lead II
Events Administration Assistant IV	Media Communications Specialist I
Events Administration Specialist I	Medical Curriculum Specialist I
Events Planning Assistant III	Mental Health Team Lead III
Events Planning Assistant IV	Mental Health Therapist II
Exam Coordination Team Lead I	Nutrition & Wellness Specialist I
Exam Coordinator II	Occupational Therapist I
Facility Planner II	Office Assistant II
Faculty Support Assistant II	Office Assistant III
Faculty Support Assistant III	Office Coordinator II
Faculty Support Coordinator II	Office Coordinator III
Financial Analysis Team Lead I	Office Operations Assistant II
Financial Analysis Team Lead II	Office Operations Assistant III
Financial Assistant IV	Office Operations Assistant IV
Financial Coordinator II	Office Support Team Lead I
Financial Coordinator III	Patent Coordinator III
Funded Projects Specialist II	Personal Counsellor II
Gift Planning Assistant IV	Physical Therapist II
Gift Planning Coordinator III	Post-Doctoral Communications Specialist I
Gift Planning Specialist II	Process Improvement Analyst III
Gift Planning Team Lead III	Procurement Assistant III
Graduate Program Advising Coordinator III	Procurement Assistant IV
Graduate Program Advisor II	Program Instruction Team Lead I
Graduate Program Advisor III	Program Instructor II
Health & Safety Coordinator III	Program Recruitment Coordinator II
Health & Wellness Assistant II	Program Recruitment Coordinator III
Health & Wellness Assistant III	Project Manager II
Health & Wellness Specialist I	Proposal Writer I

SCHEDULE II – Job Classes Charts – Female Job Classes

Prospect Analyst II
Psychometrist II
Publications Assistant III
Receptionist II
Receptionist III
Registered Nurse
Registered Practical Nurse
Repair & Maintenance Triage Assistant II
Repair & Maintenance Triage Assistant III
Research Accounting Assistant III
Research Accounting Coordinator II
Research Accounting Coordinator III
Research Accounting Team Lead I
Research Support Coordinator II
Research Support Coordinator III
Research Support Specialist I
Residence Assistant II
Residence Assistant III
Residence Coordinator III
Sales Assistant II
Sales Assistant III
Sales Coordinator III
Service Planning Coordinator III
Student Academic Success Coordinator II
Student Academic Success Coordinator III
Student Academic Success Specialist I
Student Academic Success Team Lead II
Student Life Assistant IV
Student Life Coordinator II
Student Life Coordinator III
Student Life Specialist I
Student Life Team Lead I
Student Records & Services Administrator I
Student Records & Services Assistant II
Student Records & Services Assistant III
Student Recruitment Coordinator II
Student Recruitment Team Lead I
Student Registration Assistant III
Student Registration Assistant IV
Student Registration Coordinator III
Technology Training Coordinator II
Technology Training Coordinator III
Theatre Assistant IV
Theatre Coordinator III
Timetabling Coordinator II
Undergraduate Program Advising Coordinator III
Undergraduate Program Advisor II
Undergraduate Program Advisor III

Waste Management Specialist I

SCHEDULE II – Job Classes Charts – Male Job Classes

Academic Program Development (Mining) Team Lead	Multimedia Support Assistant II
Access Security Analyst I	Multimedia Support Assistant III
Accounting Team Lead II	Multimedia Support Assistant IV
Anatomy Learning Laboratory Team Lead II	Multimedia Team Lead I
Applications Developer II	Multimedia Team Lead II
Applications Developer III	Multimedia Team Lead III
Applications Security Analyst II	Network Operations Analyst I
Art Gallery Curator	Network Operations Analyst II
Art Technician Team Lead I	Network Operations Analyst III
Backstage Theatre Coordinator III	Network Security Team Lead II
Backstage Theatre Team Lead II	Procurement Assistant II
Backstage Theatre Team Lead III	Programmer Analyst I
Business Journalist I	Programmer Analyst Team Lead II
Buyer II	Publications Assistant IV
Career Advisor Team Lead II	Research Accounting Specialist I
Communications Assistant II	Research Accounting Specialist II
Construction Project Coordinator III	Residence Locksmith
Construction Project Manager I	Second Class Operating Engineer
Construction Project Manager II	Service Planning Team Lead II
Convocation & Communications Coordinator II	Stocking and Receiving Clerk I
Cyber Security Analyst II	Stocking and Receiving Clerk II
Data Management Analyst I	Student Records & Services Assistant IV
Data Management Coordinator II	Student Registration Team Lead III
Database Administration Assistant III	Systems Analysis Team Lead II
Delivery Driver II	Systems Analysis Team Lead III
Draftsperson I	Systems Analyst I
Energy Specialist II	Systems Analyst II
Events Planning Coordinator II	Systems Analyst III
Events Planning Coordinator III	Technology Training Specialist I
Events Planning Team Lead II	Theatre Coordinator II
Facility Operations Coordinator III	User Support Coordinator II
Facility Operations Specialist I	User Support Coordinator III
Facility Operations Team Lead I	User Support Specialist I
Financial Analysis Team Lead III	Web & Graphic Designer II
Graphic Designer II	Web Applications Developer II
IT Support Coordinator III	Web Developer I
IT Support Specialist I	Web Developer II
IT Support Specialist II	Web Development Team Lead II
IT Support Team Lead I	
IT Support Team Lead II	
IT Support Team Lead III	
Laboratory Team Lead III	
Laboratory Training Team Lead II	
Learning Management Systems Team Lead I	
Maintenance Worker II	
Media Communications Coordinator III	
Middleware Analyst III	
Multimedia Specialist I	

SCHEDULE II – Job Classes Charts – Neutral Job Classes

Accounting Specialist I
Advancement Communications Coordinator III
Agreements & Partnerships Specialist I
Art Technician II
Backstage Theatre Assistant IV
Business Analyst III
Business Development Coordinator III
Career Advisor III
Communications Team Lead II
Contract Administration Team Lead I
Curriculum Materials Production Coordinator II
Data Management Analyst II
Data Management Analyst III
Database Administration Team Lead III
Development Team Lead III
Diversity & Inclusivity Team Lead II
Editor III
Educational Development Specialist II
Events Planning Team Lead I
Exam Assistant III
Facility Operations Assistant III
Financial Specialist I
Graphic Designer I
Intake & Triage Coordinator III
IT Support Assistant IV
Laboratory Coordinator III
Learning Management Systems Analyst I
Multimedia Coordinator III
Process Improvement Analyst II
Process Improvement Team Lead III
Programmer Analyst II
Project Manager I
Residence Life Coordinator III
Service Planning Specialist I
Student Recruitment Coordinator III
Superintendent
Web & Graphic Designer I

SCHEDULE III – Female Job Classes and their Male Comparator Job Class

Female Job Classes	Male Comparator Job Class
Academic Accommodation & Consideration Advisor II	User Support Coordinator III
Academic Accommodation & Consideration Advisor III	Systems Analysis Team Lead II
Academic Advising Assistant IV	Multimedia Support Assistant IV
Academic Advising Team Lead I	User Support Coordinator III
Academic Advisor I	Multimedia Support Assistant IV
Academic Advisor II	User Support Coordinator III
Academic Advisor III	Systems Analysis Team Lead II
Academic Program Administration Team Lead I	User Support Coordinator III
Academic Program Administration Team Lead II	Systems Analysis Team Lead II
Academic Program Appeals Coordinator III	User Support Coordinator III
Academic Program Assistant III	Draftsperson I
Academic Program Assistant IV	Multimedia Support Assistant IV
Academic Program Coordinator II	Multimedia Support Assistant IV
Academic Program Coordinator III	User Support Coordinator III
Academic Program Development (Public Health) Specialist II	Systems Analyst III
Academic Program Development Specialist II	Systems Analyst III
Academic Program Development Team Lead I	Systems Analysis Team Lead II
Academic Program Development Team Lead II	Systems Analysis Team Lead II
Academic Program Events Coordinator II	Multimedia Support Assistant IV
Academic Program Manager I	Systems Analysis Team Lead II
Academic Program Manager II	Systems Analyst III
Accounting & Office Operations Assistant III	Draftsperson I
Accounting & Office Operations Assistant IV	Multimedia Support Assistant IV
Accounting & Office Operations Coordinator III	User Support Coordinator III
Accounting & Office Operations Team Lead I	User Support Coordinator III
Accounting Assistant III	Draftsperson I
Accounting Assistant IV	Multimedia Support Assistant IV
Accounting Coordinator III	User Support Coordinator III
Accounts Payable/Receivable Assistant II	Delivery Driver II
Accounts Payable/Receivable Assistant III	Draftsperson I
Accounts Payable/Receivable Assistant IV	Multimedia Support Assistant IV
Accounts Payable/Receivable Coordinator II	Multimedia Support Assistant IV
Accreditation Program Coordinator III	User Support Coordinator III
Administrative Assistant III	Draftsperson I
Administrative Assistant IV	Multimedia Support Assistant IV
Administrative Coordinator III	User Support Coordinator III
Administrative Team Lead I	User Support Coordinator III

SCHEDULE III – Female Job Classes and their Male Comparator Job Class

Female Job Classes	Male Comparator Job Class
Admissions Advisor I	Multimedia Support Assistant IV
Admissions Advisor II	User Support Coordinator III
Admissions Advisor III	Systems Analysis Team Lead II
Admissions Assistant III	Draftsperson I
Admissions Team Lead II	Systems Analysis Team Lead II
Advancement Communications Specialist I	Systems Analysis Team Lead II
Advancement Reporting Analyst I	User Support Coordinator III
Alumni Relations Officer I	User Support Coordinator III
Alumni Relations Officer II	Systems Analysis Team Lead II
Alumni Relations Team Lead I	User Support Coordinator III
Alumni Relations Team Lead II	Systems Analysis Team Lead II
Alumni Services Assistant III	Draftsperson I
Alumni Services Assistant IV	Multimedia Support Assistant IV
Animal Care Ethics Coordinator III	User Support Coordinator III
Animal Care Laboratory Coordinator III	User Support Coordinator III
Applications Security Team Lead III	Systems Analyst III
Art Gallery Assistant Curator II	Systems Analysis Team Lead II
Art Gallery Coordinator II	Multimedia Support Assistant IV
Art Gallery Team Lead I	User Support Coordinator III
Awards Coordinator I	Draftsperson I
Awards Coordinator II	Multimedia Support Assistant IV
Awards Team Lead I	User Support Coordinator III
Awards Team Lead II	Systems Analysis Team Lead II
Budget Coordinator III	User Support Coordinator III
Business Analyst I	User Support Coordinator III
Business Analyst II	Systems Analysis Team Lead II
Career Advisor II	User Support Coordinator III
Career Advisor IV	Systems Analyst III
Clinic Coordinator II	Multimedia Support Assistant IV
Clinic Coordinator III	User Support Coordinator III
Clinic Receptionist III	Draftsperson I
Communications & Marketing Coordinator II	Multimedia Support Assistant IV
Communications & Marketing Coordinator III	User Support Coordinator III
Communications & Marketing Specialist I	Systems Analysis Team Lead II
Communications & Marketing Specialist II	Systems Analyst III
Communications Assistant III	Draftsperson I
Communications Coordinator I	Draftsperson I

SCHEDULE III – Female Job Classes and their Male Comparator Job Class

Female Job Classes	Male Comparator Job Class
Communications Coordinator III	User Support Coordinator III
Communications Specialist I	Systems Analysis Team Lead II
Community Music Coordinator II	Multimedia Support Assistant IV
Community Music Team Lead III	Systems Analyst III
Community Program Coordinator II	Multimedia Support Assistant IV
Community Program Coordinator III	User Support Coordinator III
Community Program Team Lead II	Systems Analysis Team Lead II
Compliance Coordinator III	User Support Coordinator III
Construction Project Assistant III	Draftsperson I
Contract Administration Team Lead II	Systems Analysis Team Lead II
Contract Administrator II	Systems Analysis Team Lead II
Contract Coordinator II	Multimedia Support Assistant IV
Course Content Coordinator III	User Support Coordinator III
Course Content Team Lead I	User Support Coordinator III
Course Content Team Lead II	Systems Analysis Team Lead II
Curriculum Materials Production Assistant IV	Multimedia Support Assistant IV
Curriculum Support Assistant II	Delivery Driver II
Curriculum Support Coordinator II	Multimedia Support Assistant IV
Curriculum Support Coordinator III	User Support Coordinator III
Curriculum Support Specialist I	Systems Analysis Team Lead II
Curriculum Support Specialist II	Systems Analyst III
Curriculum Support Team Lead I	User Support Coordinator III
Data Governance & Compliance Analyst I	User Support Coordinator III
Data Governance & Compliance Analyst II	Systems Analysis Team Lead II
Database Administrator I	User Support Coordinator III
Database Administrator II	Systems Analysis Team Lead II
Development Coordinator III	User Support Coordinator III
Development Officer II	Systems Analysis Team Lead II
Development Officer III	Systems Analyst III
Digital Marketing Coordinator III	User Support Coordinator III
Digital Marketing Specialist I	Systems Analysis Team Lead II
Diversity & Inclusivity Coordinator III	User Support Coordinator III
Diversity & Inclusivity Specialist I	Systems Analysis Team Lead II
Diversity & Inclusivity Specialist II	Systems Analyst III
Editor I	User Support Coordinator III
Employment Partnership Assistant III	Draftsperson I
Employment Partnership Coordinator II	Multimedia Support Assistant IV

SCHEDULE III – Female Job Classes and their Male Comparator Job Class

Female Job Classes	Male Comparator Job Class
Employment Partnership Coordinator III	User Support Coordinator III
Employment Partnership Specialist II	Systems Analyst III
Employment Partnership Team Lead II	Systems Analyst Team Lead II
Estates & Trusts Team Lead III	Systems Analyst III
Ethics Specialist II	Systems Analyst III
Events Administration Assistant IV	Multimedia Support Assistant IV
Events Administration Specialist I	Systems Analysis Team Lead II
Events Planning Assistant III	Draftsperson I
Events Planning Assistant IV	Multimedia Support Assistant IV
Exam Coordination Team Lead I	User Support Coordinator III
Exam Coordinator II	Multimedia Support Assistant IV
Facility Planner II	Systems Analyst III
Faculty Support Assistant II	Delivery Driver II
Faculty Support Assistant III	Draftsperson I
Faculty Support Coordinator II	Multimedia Support Assistant IV
Financial Analysis Team Lead I	User Support Coordinator III
Financial Analysis Team Lead II	Systems Analysis Team Lead II
Financial Assistant IV	Multimedia Support Assistant IV
Financial Coordinator II	Multimedia Support Assistant IV
Financial Coordinator III	User Support Coordinator III
Funded Projects Specialist II	Systems Analyst III
Gift Planning Assistant IV	Multimedia Support Assistant IV
Gift Planning Coordinator III	User Support Coordinator III
Gift Planning Specialist II	Systems Analyst III
Gift Planning Team Lead III	Systems Analyst III
Graduate Program Advising Coordinator III	User Support Coordinator III
Graduate Program Advisor II	Draftsperson I
Graduate Program Advisor III	Multimedia Support Assistant IV
Health & Safety Coordinator III	User Support Coordinator III
Health & Wellness Assistant II	Delivery Driver II
Health & Wellness Assistant III	Draftsperson I
Health & Wellness Specialist I	Systems Analysis Team Lead II
Health & Wellness Team Lead III	Systems Analyst III
Instructional Design Assistant III	Draftsperson I
Instructional Design Assistant IV	Multimedia Support Assistant IV
Instructional Design Coordinator III	User Support Coordinator III
Instructional Design Specialist I	Systems Analysis Team Lead II

SCHEDULE III – Female Job Classes and their Male Comparator Job Class

Female Job Classes	Male Comparator Job Class
Instructional Design Specialist II	Systems Analyst III
Instructional Design Team Lead II	Systems Analysis Team Lead II
Instructional Design Team Lead III	Systems Analyst III
Instrumentation Coordinator III	User Support Coordinator III
Instrumentation Specialist II	Systems Analyst III
Intake & Triage Specialist II	Systems Analyst III
Interior Design Specialist II	Systems Analyst III
Investment Analyst I	User Support Coordinator III
IT Support Assistant III	Draftsperson I
Laboratory Course Content Team Lead II	Systems Analysis Team Lead II
Laboratory Course Content Team Lead III	Systems Analyst III
Laboratory Training Team Lead I	User Support Coordinator III
Learning Management Systems Analyst III	Systems Analyst III
Learning Management Systems Support Analyst I	User Support Coordinator III
Materials Production Coordinator III	User Support Coordinator III
Materials Production Team Lead II	Systems Analysis Team Lead II
Media Communications Specialist I	Systems Analysis Team Lead II
Medical Curriculum Specialist I	Systems Analysis Team Lead II
Mental Health Team Lead III	Systems Analyst III
Mental Health Therapist II	Systems Analyst III
Nutrition & Wellness Specialist I	Systems Analysis Team Lead II
Occupational Therapist I	Systems Analysis Team Lead II
Office Assistant II	Delivery Driver II
Office Assistant III	Draftsperson I
Office Coordinator II	Multimedia Support Assistant IV
Office Coordinator III	User Support Coordinator III
Office Operations Assistant II	Delivery Driver II
Office Operations Assistant III	Draftsperson I
Office Operations Assistant IV	Multimedia Support Assistant IV
Office Support Team Lead I	User Support Coordinator III
Patent Coordinator III	User Support Coordinator III
Personal Counsellor II	Systems Analyst III
Physical Therapist II	Systems Analyst III
Post-Doctoral Communications Specialist I	Systems Analysis Team Lead II
Process Improvement Analyst III	Systems Analyst III
Procurement Assistant III	Draftsperson I
Procurement Assistant IV	Multimedia Support Assistant IV

SCHEDULE III – Female Job Classes and their Male Comparator Job Class

Female Job Classes	Male Comparator Job Class
Program Instruction Team Lead I	User Support Coordinator III
Program Instructor II	Systems Analysis Team Lead II
Program Recruitment Coordinator II	Multimedia Support Assistant IV
Program Recruitment Coordinator III	User Support Coordinator III
Project Manager II	Systems Analyst III
Proposal Writer I	User Support Coordinator III
Prospect Analyst II	Systems Analysis Team Lead II
Psychometrist II	Systems Analysis Team Lead II
Publications Assistant III	Draftsperson I
Receptionist II	Delivery Driver II
Receptionist III	Draftsperson I
Registered Nurse	Systems Analysis Team Lead II
Registered Practical Nurse	Multimedia Support Assistant IV
Repair & Maintenance Triage Assistant II	Delivery Driver II
Repair & Maintenance Triage Assistant III	Draftsperson I
Research Accounting Assistant III	Draftsperson I
Research Accounting Coordinator II	Multimedia Support Assistant IV
Research Accounting Coordinator III	User Support Coordinator III
Research Accounting Team Lead I	User Support Coordinator III
Research Support Coordinator II	Multimedia Support Assistant IV
Research Support Coordinator III	User Support Coordinator III
Research Support Specialist I	Systems Analysis Team Lead II
Residence Assistant II	Delivery Driver II
Residence Assistant III	Draftsperson I
Residence Coordinator III	User Support Coordinator III
Sales Assistant II	Delivery Driver II
Sales Assistant III	Multimedia Support Assistant IV
Sales Coordinator III	User Support Coordinator III
Service Planning Coordinator III	User Support Coordinator III
Student Academic Success Coordinator II	Multimedia Support Assistant IV
Student Academic Success Coordinator III	User Support Coordinator III
Student Academic Success Specialist I	Systems Analysis Team Lead II
Student Academic Success Team Lead I	Systems Analysis Team Lead II
Student Life Assistant IV	Multimedia Support Assistant IV
Student Life Coordinator II	Multimedia Support Assistant IV
Student Life Coordinator III	User Support Coordinator III
Student Life Specialist I	Systems Analysis Team Lead II

SCHEDULE III – Female Job Classes and their Male Comparator Job Class

Female Job Classes	Male Comparator Job Class
Student Life Team Lead I	User Support Coordinator III
Student Records & Services Administrator I	User Support Coordinator III
Student Records & Services Assistant II	Delivery Driver II
Student Records & Services Assistant III	Draftsperson I
Student Recruitment Coordinator II	Multimedia Support Assistant IV
Student Recruitment Coordinator III	User Support Coordinator III
Student Recruitment Team Lead I	User Support Coordinator III
Student Registration Assistant III	Draftsperson I
Student Registration Assistant IV	Multimedia Support Assistant IV
Technology Training Coordinator II	Multimedia Support Assistant IV
Technology Training Coordinator III	User Support Coordinator III
Theatre Assistant IV	Multimedia Support Assistant IV
Theatre Coordinator III	User Support Coordinator III
Timetabling Coordinator II	Multimedia Support Assistant IV
Undergraduate Program Advising Coordinator III	User Support Coordinator III
Undergraduate Program Advisor II	Draftsperson I
Undergraduate Program Advisor III	Multimedia Support Assistant IV
Waste Management Specialist I	Systems Analysis Team Lead II