



IN THE MATTER OF A MEDIATION/ARBITRATION

BETWEEN:

THE UNIVERSITY OF TORONTO

- the Employer

-and-

THE UNITED STEELWORKERS OF AMERICA, Local 1998

- the Union

Pay Equity/Job Evaluation Decision # 41

**Concerning Position 35704
Financial Officer
Division of Comparative Medicine**

BEFORE : Kathleen G. O'Neil, Mediator/Arbitrator

APPEARANCES:

For the Union Patrick Legay and Sheetal Rawal, Counsel

For the Employer Carolyn Kay, Counsel

Hearing March 20, 2014
in Toronto, Ontario

File ID: 84383/
Folder ID: 10319-RR-15
Rel ID: 25182

Decision

Job in dispute:

Position 35704, Financial Officer, Division of Comparative Medicine

Positions of the parties:

Employer – Financial Officer D1 (FO D1), Pay Band 10

Union - Financial Officer G (FO G), Pay Band 13

Decision: Job Class FO G, with the agreed line score for that job class

Reasons:

This is a request for review. After careful consideration of the parties' detailed briefs and supporting material filed, such as Job Descriptions (JD's) and Questionnaire Summary Documents (QSD's) for the position in dispute and proposed comparator positions, in light of the arguments of both parties, I have concluded that the best fit for Position 35704 is job class FO G for the following reasons.

Although there is overlap in duties between jobs agreed to belong in the two competing job classes, overall I find the ensemble of duties of the position in dispute to be properly rated at the same or higher level than agreed FO G position 21914, and at a considerably higher level than agreed FO D1 positions such as positions 1480, 35465, 32462, 2707 and 14014. The duties of the position in dispute, as made clear in its JD and QSD, relate to management of the departmental/divisional office of Comparative Medicine, its finances and Human Resources. There is much more responsibility for higher level financial functions such as creating budget and financial plans and forecasting, as opposed to the jobs agreed to fit best in FO D1. The latter have more duties related to processing, assisting those who manage finances, and in some cases, no budget responsibilities at all. The duties of the position in dispute are very consistent with the employer's capsule summary for job class FO G, with its reference to administering payroll activities and research/departmental funds, preparation of forecasts, and requirement to oversee the work of others. I find the duties of the position in dispute much less consistent with the employer's draft Job Class Summary for FO D1 with its focus on administration of budgets and assisting with forecasting, rather than being responsible for it, more emphasis on processing, tracking and producing reports than the financial, human resources and project management responsibilities of the position in dispute.

Although the scores for some of the evaluation factors which were in dispute could be justified at different levels than those agreed for job class FO G, none would be outside the variance permissible within job classes.

I remain seized to the extent necessary to correct any errors or to deal with any issues arising from the above decision that the parties are unable to resolve themselves.

Dated at Toronto this 16th day of July, 2015

A handwritten signature in cursive script, appearing to read "KGO'Neil".

Kathleen G. O'Neil, Mediator/Arbitrator