

The Corporation of the City of Cornwall (“Corporation”)

Service Contract: Schedule “A-6”: Pay Equity

Service Description Schedule

Organization Name:	Name of Child Care Centre Address
Legislation:	<i>Child Care and Early Years Act, 2014 (CCEYA)</i>
Service Name:	Child Care – Pay Equity- Non-Profit

Service Objectives

Child care programs that have registered a Pay Equity Plan with the Pay Equity Commission are entitled to receive funding for the 1% base increase that they are required to make annually. The amount that programs are eligible for is calculated by the Ministry of Education and as the Consolidated Services Manager, the City of Cornwall distributes the funds accordingly.

Service Description

Child care programs that are registered with the Pay Equity Commission are required to:

- Spend each year a minimum of 1% of the previous year’s payroll on pay equity adjustments until pay equity is achieved in the workplace.
- Any non-pay equity increases (i.e., merit, cost of living, etc.) are on top of the pay equity increase. If these increases take the form of a percentage increase, these will in fact increase the pay equity target.
- Child care operators receiving proxy pay equity funding will provide all eligible employees, present and past, with a proxy pay equity payment in compliance with the Pay Equity Act, as required by the organization’s proxy pay equity plan.
- All questions related to Child Care Proxy Pay Equity plans should be directed to the Pay Equity Commission.

Program/Project Reports

- The City of Cornwall issues Pay Equity payments once per year. This payment represents annual entitlement for the 1% base amount.
- A Pay Equity Reconciliation Form must be completed and submitted to the City of Cornwall by March 31, 2020. The City of Cornwall will send out in advance the Pay Equity Reconciliation Form for timely completion.

In witness whereof this contract has been signed by an authorized Corporate official on behalf of the Corporation and the Service Provider by its proper signing officers.

Signed, sealed and delivered

on the _____ day of _____, 2020.

On behalf of the Corporation
Bernadette Clement
Mayor

On behalf of the Corporation
Manon Levesque
City Clerk

Child Care Service Operator: Name of Child Care Service Operator

Witness*

By: Signing Officer **

Position:

(Seal)

Witness *

By: Signing Officer**

Position:

* Witness required where the Child Care Service Operator is a sole proprietor or partner in a partnership. Not required when corporate seal is affixed.

** I have the authority to bind the Corporation