

To All Western Stevedoring Employees

The purpose of this communication is to advise all **Western Stevedoring Company Limited** (the “Company” / “our” / “we”) employees of the Company’s obligation to create a pay equity plan in accordance with the *Pay Equity Act* that came into force on August 31, 2021 and to set up a pay equity committee for the purposes of developing a pay equity plan. In addition, this pay equity initiative also aligns with our overall diversity, equity and inclusion strategy that seeks to create a more diverse and inclusive workplace, where all people feel they belong and have an equitable chance to succeed and thrive.

What is Pay Equity?

The *Pay Equity Act* requires federally regulated employers with an average of at least 10 employees to establish and maintain compensation practices that provide for pay equity, and in particular, identify and correct gender-based wage gaps for employees in predominantly female job classes. Pay equity ensures that men and women receive equal pay for work of equal value. This is to be done through the creation and implementation of a pay equity plan.

Our Company is required to post our pay equity plan by September 3, 2024, and then periodically update it. Prior to the posting of the final version of the plan, a draft version will be posted and there will be an opportunity for employees to provide comments.

Who will develop the Pay Equity Plan?

Western Stevedoring is required to make all reasonable efforts to set up a pay equity committee to develop the pay equity plan.

A pay equity committee should have at least three members and:

- At least two-thirds must represent the employees covered by our pay equity plan;
- At least 50% of the members must be women;
- At least one member is to be selected by the Company to represent it;
- Each bargaining agent must select at least one representative for the employees of their bargaining unit, and



- At least one member is to be selected by non-unionized employees to represent them.

Our staff employees have the right to designate the committee member(s) who will represent them. The bargaining agent will select the committee member(s) who will represent the employees in the bargaining unit represented by that bargaining agent.

Next Steps & Questions

We will continue to communicate with our employees as needed about this important process. In the meantime, if you would like more information about the pay equity process, please refer to www.payequitychrc.ca or contact Jeanette O'Brien, Director, Human Resources, Administration and Community Relations for pay equity related questions at jobrien@westeve.com.

Regards,

Dave Lucas
President, Terminals and Stevedoring

Version Number	Date	Originator	Details of Change
1.0	October 28, 2021	Western Stevedoring	Created
This notice to be reviewed/updated as appropriate.			