



Hastings Highlands Public Library

Area: Human Resources
Policy Title: Compensation
Policy Number: HR-05

Initial Policy Approval Date: May 27, 2015
Last Review: September 17, 2026
Year of next review: 2030

Section 1: Pay Equity Legislation

The Library Board has a pay equity plan, which follows Ontario's Pay Equity Act (R.S.O., 1990).

Section 2: Wages

A) Unionized employees

Wages for unionized employees of the Hastings Highlands Public Library are negotiated every four years through the Collective Agreement between the Corporation of the Municipality of Hastings Highlands and the Canadian Union of Public Employees, Local 1306.7, of which the employees of the HHPL are members.

Schedule "A" of the Collective Agreement outlines the wages and wage increases for the employees by classification over the duration of the four-year contract.

B) CEO

The wages for the CEO are determined by the Library Board in consultation with the CEO.

Section 3: Benefits

1. The Library Board contributes to the following legislated insurance plans for all full-time and part-time employees:
 - a) Workplace Safety and Insurance
 - b) Employment Insurance
 - c) Canada Pension Plan
2. The Library offers 12.5% on top of Library employees' regular hourly wage in lieu of benefits. See Article 12, 16, and 17 of the Collective Agreement expiring April 30, 2028 for information about the benefits that are provided.