As required by the Pay Equity Act, the SES/U has four overall criteria or factors:

1. Skill
2. Effort
3. Responsibility
4. Working Conditions

Each of the sub-factors was assigned a weight.
Each of the above four factors has several "sub-factors", for a total of 17. Each of the sub-factors was divided into ascending levels with each level assigned points:

**Skill:**
Previous Education (11%);
Previous Experience (11%);
Interaction Skills (8%);
Movement Skills (6%);
Decision Making (11%);

**Responsibility:**
Responsibility for Information (9%);
Responsibility for Materials, Equipment and/or Outcomes (9%);
Responsibility for the Safety of Others (3%);
Financial Responsibility (8%);
Responsibility to Manage or Direct Others (8%);

**Effort:**
Mental Effort (5%);
Physical Effort (4%)

**Working Conditions**
Temperature, Noise and other Environmental Conditions (1%);
Hazards (2%);
Stress (2%);
Work Interruptions and Distractions (1%);
Social Disruption Required by Work Schedule (1%)

The points for each ascending level within the subfactors were then factored based on their weightings:

**Skill:**
Previous Education (1.87);
Previous Experience (1.87);
Interaction Skills (1.36);
Movement Skills (1.02);
Decision Making (1.87);

**Responsibility:**
Responsibility for Information (1.53);
Responsibility for Materials, Equipment and/or Outcomes (1.53);
SES/U

Responsibility for the Safety of Others (0.51);
Financial Responsibility (1.36);
Responsibility to Manage or Direct Others (1.36);

Effort:
Mental Effort (0.85);
Physical Effort (0.68)

Working Conditions
Temperature, Noise and other Environmental Conditions (0.17);
Hazards (0.34);
Stress (0.34);
Work Interruptions and Distractions (0.17);
Social Disruption Required by Work Schedule (0.17)

UNIVERSITY OF ST. MICHAEL’S COLLEGE this _______ day of ____________________________

FOR THE UNION

Signature

Date

FOR THE UNIVERSITY

Signature

Date

December 12, 2022

Signature

Date