



APPENDIX 10: REGRESSION ANALYSIS (SEPTEMBER 5, 2025)

For Use With the Proportional Value Method

© Queen's Printer for Ontario, 2022

IMPORTANT: This calculator is offered as a free service and is designed to assist employers with fulfilling only one responsibility under the *Pay Equity Act*. Employers have sole responsibility for ensuring final accuracy of all calculations and for meeting all other requirements of the *Pay Equity Act*. Refer to the Pay Equity Office's website for more information about how to comply with the Act. Use of this calculator is not to be construed or considered as legal advice, nor warranted to be accurate, and may be amended without notice. Use of this calculator does not restrict Review Officers of the Pay Equity Office in their interpretation and determination of matters under the Act.

WHAT THIS TOOL DOES: This tool calculates any pay difference between male and female job classes, and the pay adjustment owing to any female job class that is undervalued.

BEFORE STARTING: You need to already have your job class information, the point value for each class, and the hourly job rate for each class.

INSTRUCTIONS: 1. Enter your information into Columns A to F below.
2. You do not need to enter the information in any particular order.
3. Columns G and H will calculate automatically. Column G will tell you what your Female Job Class rates should be, compared to what you entered into Column F.
4. Column H will tell you the total amount of the adjustment is for each Female Job Class.

MALE JOB CLASSES

(A)	(B)	(C)
Representative Male Job Classes	Value (points)	Job Rate (\$ hourly)
Associate Registrar 1B	640.9	47.86
HVAC Mechanic, Lead Hand	623.9	45.79
Senior Building Operator	603.5	44.73
Student Services Officer	582.25	42.66
AV/IT Technician	560.15	41.72
Building Operator	549.95	39.8
Groundskeeper Coordinator	532.1	38.51
Mailroom & Planning Coordinator	518.5	36.42
Advancement Assistant	487.9	35.38
Accounts Payable Clerk	475.15	34.34
Groundskeeper	459	33.28
General Support Janitor	425.85	30.53
Day Janitor	369.75	23.93

FEMALE JOB CLASSES

(D)	(E)	(F)	(G)	(H)
Female Job Class	Value (points)	Job Rate (\$ hourly)	Pay Equity Job Rate	Pay Adjustment Required
Housekeeper, Lead Hand	401.2	27.04	27.70	0.66297319
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil
			-5.82	nil

UNIVERSITY OF ST. MICHAEL'S COLLEGE, THIS

5 DAY OF September, 2025

FOR THE UNION:

SIGNATURE

SIGNATURE

SIGNATURE

FOR THE UNIVERSITY:

SIGNATURE