

British Columbia Rapid Transit Company LTD

Pay Transparency Report

In compliance with the BC Pay Transparency Act, BCRTC asked its employees to voluntarily provide their gender identity, in accordance with the classifications set by the province. To date, 12% of BCRTC employees have voluntarily provided their gender identity. A gradual increase in the number of employees who volunteer their gender identity is anticipated as the question has been incorporated into onboarding materials for new employees. BCRTC conducts regular reviews of compensation to ensure we meet our pay equity goals across companies, jobs, and job types, for both exempt and union employees. Historically, these reviews have relied on sex (e.g., male, female) as a data point for analysis. However, as more employees share their gender identities, future reviews will use gender identity as the data point.

Disclaimer: Report limitations and validity

The sample size in this report is too small to provide statistically accurate results and findings. For exempt positions, we strive to maintain pay equity for employees in similar positions and levels of seniority. Union employees' pay is mandated and set through the collective agreement. Bonuses are not offered to any employees. Overtime is voluntary and available equitably to positions where it is needed. Due to these factors, the charts below do not accurately reflect our practices and could lead to misinterpretation. Additional data constraints can be found below.

Data constraints

There are four notable data constraints with how this report is required to be generated:

1. 12% of employees provided their gender identity. This response rate is too low to draw statistically accurate conclusions about pay equity by gender identity.
2. Employees voluntarily provided their gender identity. As a result, the respondents were self-selected, which can lead to a sample that is not representative, introducing bias, and consequently, skew results.
3. Given that job titles were not collected, it cannot be known if the respondents represented a statistically relevant cross-section of employees. The way the data is collected does not guarantee like jobs to be compared to like jobs.
4. Most importantly, the report references only three data points: gender identity, hours worked, and pay, with no reference to whether the employee is exempt or unionized, or to the employee's job and associated pay grade, tenure, leaves of absence, or performance. Without these data points, **pay equity based on this analysis alone cannot be determined.**

Employer details

Employer:	British Columbia Rapid Transit Company LTD
Address:	6 800 - 14TH AVENUE, BURNABY, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	91 - Public administration
Number of Employees:	1000 or more

Hourly pay

Mean hourly pay gap²



Median hourly pay gap³

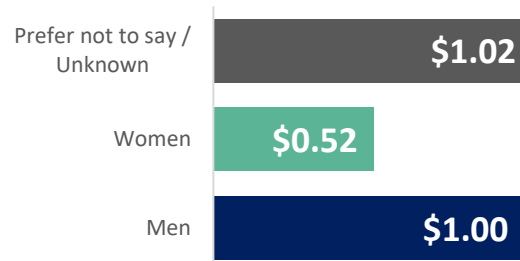


Explanatory notes:

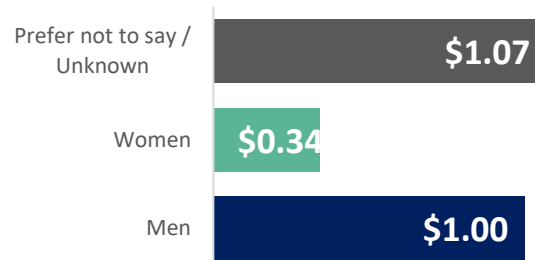
1. Please refer to “Disclaimer: Report limitations and validity” on Page 1.
2. Mean hourly pay gap” refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses (which BCRTC does not offer) and overtime.
3. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses (which BCRTC does not offer) and overtime.

Overtime pay

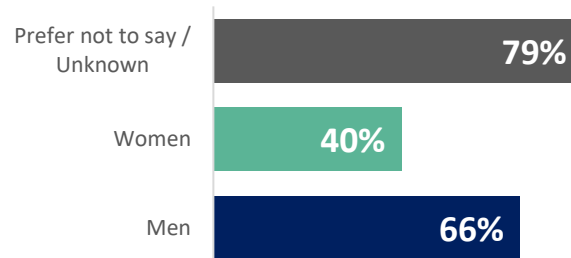
Mean overtime pay⁵



Median overtime pay⁶



Percentage of employees in each gender category receiving overtime pay



Please note that the "Overtime Pay" formula is not calculating the overtime pay rate for men compared to women. It is calculating the total overtime pay for the employees who have self-identified as men or women. Given that overtime pay corresponds with overtime hours worked, this formula tells us that men are working approximately 66% more overtime hours than women. This disparity is due to more men accepting overtime shifts where overtime is available or needed.

Explanatory notes:

4. Please refer to "Disclaimer: Report limitations and validity" on Page 1.
5. "Mean overtime pay" refers to overtime pay when averaged for each group.
6. "Median overtime pay" refers to the middle point of overtime pay for each group.

Bonus pay

Mean bonus pay⁸

This measure cannot be displayed, as BCRTC does not offer bonus pay.

Median bonus pay⁹

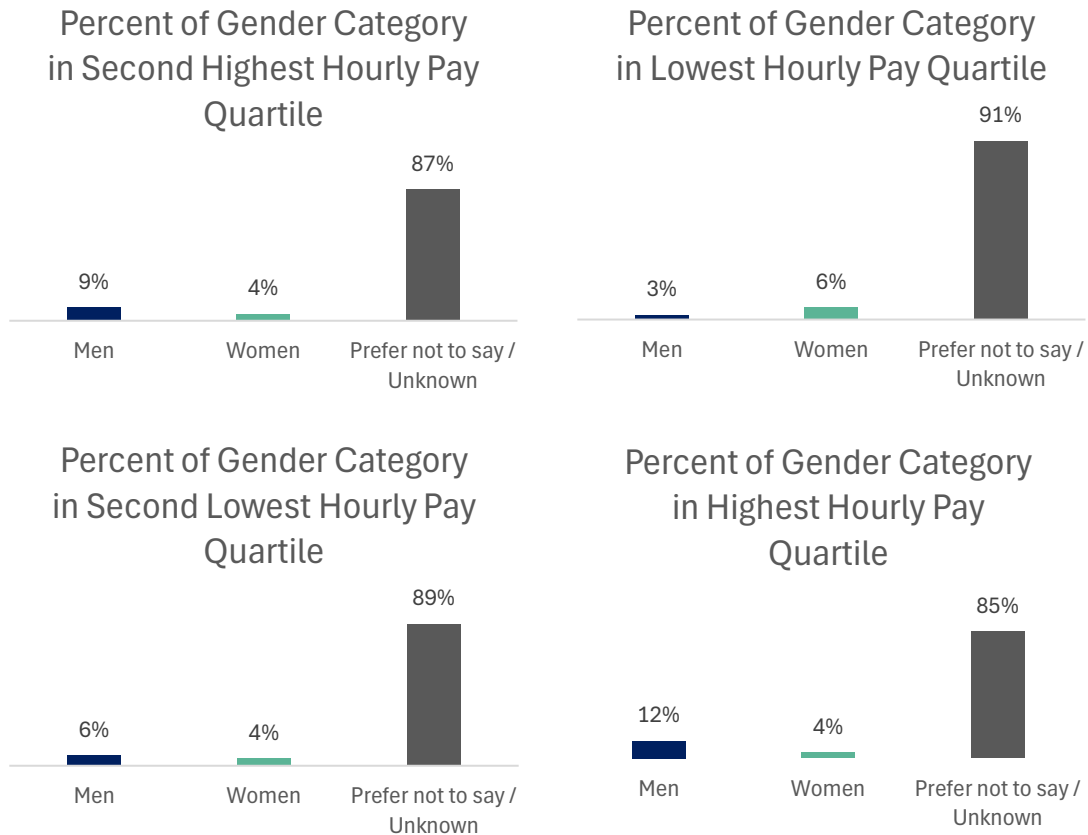
This measure cannot be displayed, as BCRTC does not offer bonus pay.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed, as BCRTC does not offer bonus pay.

Pay quartile

Percentage of each gender in each pay quartile¹⁰



Explanatory notes

7. Please refer to “Disclaimer: Report limitations and validity” on Page 1.

8. "Mean bonus pay" refers to bonus pay when averaged for each group.

9. "Median bonus pay" refers to the middle point of bonus pay for each group.

10. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay

** In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirement*