



## Pay equity audit

### Unions meet the Conseil du trésor

On January 20, we met with the Conseil du trésor to obtain further information about the results of the pay equity audit conducted by the government, which had opted to proceed without the union organizations’ participation. With this information, we were able to more clearly ascertain the Treasury Board’s reasons for considering that pay adjustments should be applied to certain job classes.

### A clearer understanding of the government’s posting

#### No compensation adjustment

If a predominantly female job class does not appear on the posting, it means that the Conseil du trésor does not think that any compensation adjustment should be paid to that job class.

#### Compensation adjustment

If a predominantly female job class is included on the posting, it means that it is slated for a compensation adjustment as per one of the following three situations.

#### 1. Higher salary ranking

The following job classes were reassessed, given that according to the Conseil du trésor, substantial changes had occurred since the pay equity plan was implemented in 2001. When the current audit was done, these job classes obtained more points than in 2001, which led to a higher salary ranking.

Sector	Job position	Title	Job classes
2 Commissions scolaires	2113	Psychologue	1
3 Santé et services sociaux	1546	Psychologue, thérapeute du comportement humain	1
4 Collèges	C222	Psychologue	1
3 Santé et services sociaux	1236	Assistant-chef physiothérapeute	11
2 Commissions scolaires	2116	Ergothérapeute	20
3 Santé et services sociaux	1230	Ergothérapeute	20
3 Santé et services sociaux	2489	Assistant-infirmier-chef ou assistant du supérieur immédiat	37
3 Santé et services sociaux	3455	Infirmier (ère) auxiliaire	95
3 Santé et services sociaux	3445	Infirmier (ère) auxiliaire chef d’équipe	96
2 Commissions scolaires	4223	Surveillant d’élèves	149
2 Commissions scolaires	4114	Auxiliaire de bureau	183
4 Collèges	C601	Auxiliaire de bureau	183

## 2. First audit

The following job classes were not assessed under the pay equity plan in 2001. Some were created afterwards. In the Conseil du trésor's assessment, the salary rates in force for these job classes were lower than the salary rate corresponding to their salary ranking.

Sector	Job position	Title	Job classes
3 Santé et services sociaux	3495	Préposé en réadaptation ou occup. industriel. (établis. psych.)	852
3 Santé et services sociaux	1916	Infirmier premier assistant en chirurgie	1523
3 Santé et services sociaux	1915	Infirmier praticien spécialisé	1524
3 Santé et services sociaux	3449	Préposé en salle d'opération	1527
2 Commissions scolaires	4117	Opérateur en reprographie, classe principale	1528
2 Commissions scolaires	4118	Opérateur en reprographie	1529

## 3. Raising the pay line

As for other predominantly female job classes, the compensation adjustment stems from a comparison with the pay line of all predominantly male job classes as a whole, as amended following the abolition, creation, modification and reassessment of some of those job classes.

## Payment of compensation adjustments

The Conseil du trésor announced to us that it was planning to pay the retroactivity amounts associated with the compensation adjustment next May. These amounts will be paid in a single instalment. They are due as of December 31, 2010, and earn interest as of that date.

## What comes next

With more complete information in hand, the CSN federations – the FSSS, the FEESP, the FNEEQ and the FP – are currently assessing which job classes have grounds for filing complaints and the best strategy to take. We'll present you with the results of our analyses in the coming weeks. It's important to remember that employees have until February 18, 2011 to request additional information or submit their comments. The CSN federations would like to be informed so they can have an overview of the problems raised. Employees who submit their comments or requests for information are thus asked to send a copy to their union.