

Work continues on pay equity complaints

Over the last few months, the Fédération de la santé et des services sociaux (FSSS-CSN) has been working hard to make progress on pay equity audits. We have made extensive efforts with the Conseil du trésor and the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) to end the injustice thousands of women in the health and social services system experience every day.

Background

The FSSS-CSN filed a series of complaints on certain job characteristics (the job's value, gender predominance, class composition, pay gap estimates, and non-recognition of the existence of certain job classes) following the public sector pay equity audit that the Conseil du trésor conducted on its own in December 2010.

In 2013, the FSSS-CSN entered into an inter-union conciliation process with the Conseil du trésor and the CNESST to attempt to resolve these complaints. The FSSS-CSN was the first union to pull out of the process because of the slow pace of progress. We asked the CNESST to initiate an investigation, which means it will rule on all the public sector pay equity audit complaints filed following the Conseil du trésor's evaluation of health and social services sector employees in December 2010.

Is the new government willing to recognize the value of women's work?

Our most recent discussions with the Conseil du trésor took place during the election campaign. Once again, women who are not properly recognized were dissatisfied with the talks.

We've reminded the new government that our door is always open to resolve pay equity audit complaints, but the Conseil du trésor needs a mandate to move forward.

Work with the CNESST continues

In the last few months, we've continued talking and working with the CNESST as part of the investigation process.

The CNESST has come up with an approach that will require time to hear all our complaints. They also continue to say that they'll file a single report on all our complaints at the very end of the process.



We are going along with their approach and have been making efforts on several fronts:

- To correctly identify the job classes in our sector
- To make sure we have the facts on predominately female job titles
- To intercede with the Conseil du trésor to end irregularities in the posting of pay equity audits, and
- To amend our complaints following the recent Supreme Court ruling on the continuous obligation to maintain pay equity, and to make sure our members obtain retroactive adjustment payments when pay changes are made.

This has been a daunting process for us. The series of reforms in the health and social services system has made employees' daily work more complex and our work more complicated.

A formal meeting with the CNESST is planned in early 2019.

Despite the complexity of this process and the time required, we're still all in. We are determined to successfully resolve all pay equity audit complaints in a way that addresses the concerns of female employees and makes sure they receive the pay they are owed.