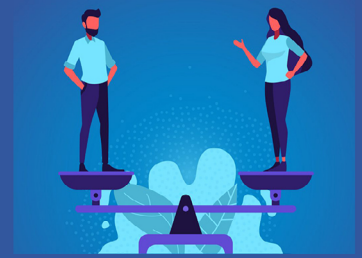




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Pay equity

2010, 2015 and 2020 pay equity audits, Octobre 4th, 2024



UNACCEPTABLE PAYMENT DELAYS FOR OFFICE AND ADMINISTRATIVE PERSONNEL

Agreements were signed on February 23, 2024 with the National Jobs Committee for:

- **Administrative assistants:** pay scale grievances settled
- **University teaching assistants:** pay scale grievances settled
- **Purchasers:** final agreement on ranking

According to clause 31.26 of the collective agreement, the pay adjustments should have been made by May 23, 2024. The FSSS-CSN has contacted the employers' bargaining committee, the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS), about this matter, as a number of institutions have yet to pay the amounts due. We haven't heard back from them yet.

Regarding the 2015 and 2020 pay equity audits for:

- **Administrative officers class 1**
- **Administrative officers class 2**
- **Medical secretaries**
- **Legal secretaries**

The agreement provides that the amounts due as a result of the new rankings will be paid to employees in a single instalment, with interest at the legal rate of 5%, by no later than the pay period that includes October 31, 2024. It also stipulates that the salary rates and scales must be adjusted within 60 days of the signing of the agreement, i.e. by September 30, 2024 at the latest.

However, we have been informed that some institutions are late in paying the adjustments agreed to in the pay equity agreements on the 2015 and 2020 audits. They give various reasons, ranging from non-receipt of funds to processing problems with the payroll software. We have therefore contacted the CPNSSS to request an urgent meeting to obtain explanations and an update on the situation. We will of course let you know as soon as they respond.

In the September 28, 2023 CNESST decision on the 2010 pay equity audit for:

- **Administrative officers class 3**
- **Administrative officers class 4**

The Pay Equity Act is not very restrictive regarding the payment of amounts owed. Therefore, the CNESST did not specify a deadline for payment. However, we are exerting all the pressure necessary for these job titles receive the retroactive payments at the same time as the others.



We were able to get these settlements because we didn't give up. We will continue fighting and mobilizing to make the government honour its agreements and respect women's right to fair pay!