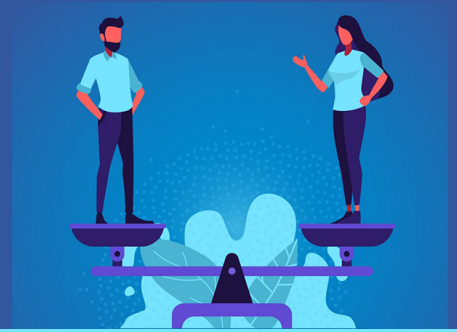




INFO-AUDIT

Pay equity

2020 Pay equity audit, No 1, April 2024



2020 PAY EQUITY AUDIT: FSSS-CSN WILL COMPLETE ITS ANALYSIS BEFORE FILING COMPLAINTS

On March 19, the **Conseil du trésor (Treasury Board)** published the second posting of the results of its 2020 pay equity audit for the parapublic sector, initiating the 60-day period during which employees and unions can file complaints with the **Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)** to challenge the results of the process, which was carried out solely by the employer. The FSSS-CSN is currently performing a thorough analysis to determine which elements of the Conseil du trésor's 2020 audit will be contested. The complaints must be filed by May 18, 2024.

WHAT IS A PAY EQUITY AUDIT?

Under the Pay Equity Act, the Conseil du trésor is deemed the employer in the public and parapublic sectors. Every five years, it must conduct a pay equity audit, i.e. a review of its pay equity plan, for unionized employees in the health and social services system. **The audit carried out in 2020 covered the period from December 21, 2015 to December 20, 2020.** Its purpose was to determine whether any events during the period resulted in pay differentials between equivalent predominantly female and predominantly male job classes, and if so, to determine the necessary adjustments.

Examples of events that can lead to pay differentials in a pay equity plan include:

- The creation, elimination or combination of predominantly female or male job classes;
- A significant change in the duties or requirements of a job title that may affect the value of the job;
- A change in the gender predominance of a job class;
- A change in compensation for a job class.

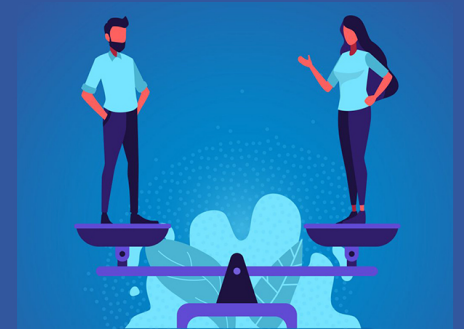




INFO-AUDIT

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AN ASSESSMENT RESULTING IN NO PAY ADJUSTMENTS

According to the Conseil du trésor, there were no events that would warrant a salary adjustment, and therefore, none of the 200 predominantly female job classes covered by the plan are entitled to a pay adjustment. So, despite the many comments and observations made by the FSSS-CSN and employees, the Conseil du trésor did not see fit to make any changes to the initial results it posted on December 20, 2023.

In addition to these results, this second posting also contains a summary of the critical questions and comments filed following the first posting, as well as information on remedies and the deadlines for exercising them.

The final results of the Conseil du trésor's 2020 pay equity audit are available here:

https://www.tresor.gouv.qc.ca/fileadmin/PDF/info_equite/maintien/francais/parassns_3b.pdf



FILING COMPLAINTS

Since the Conseil du trésor conducted the 2020 pay equity audit independently, this triggers the possibility for unions or individual employees to file complaints if they believe that the results do not comply with the Pay Equity Act. The CSN's four public sector federations (FSSS, FEESP, FNEEQ and FP) are working together to identify possible appeals.

At the time of writing, the FSSS-CSN is still analyzing the results of the 2020 audit to determine which points could be challenged.

As we already have a mandate from the unions to file complaints on their behalf and to represent them, we are focusing on identifying the job classes and analyzing their gender predominance and their evaluation for which no agreement has been reached regarding the 2020 audit. We are also studying the new method for calculating pay differentials used by the Conseil du trésor. We continue to collect all relevant information that may be useful for our analyses. We are still waiting for important information from the Conseil du trésor in order to understand their process.

We have until May 18, 2024 to file complaints and submit the forms to the CNESST. The forms are available online:

<https://www.cnesst.gouv.qc.ca/en/client-services/complaints-recourses/pay-equity-complaints/pay-equity-work-complaint>

For more information, please contact your local union.