

INFO-EQUITY

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PAY EQUITY AUDIT

ANOTHER MISSED OPPORTUNITY FOR THE CONSEIL DU TRÉSOR TO RESOLVE PAY EQUITY AUDIT COMPLAINTS!

During a meeting with the Conseil du trésor on Monday January 6, the CSN public sector federations with members affected by unresolved pay equity audit complaints witnessed the stubbornness of the CAQ government, which does not seem to want to resolve this issue.

It is a simple one, however, and should be a given: fair remuneration for work already carried out by women for which they were paid less than their colleagues who are men.

The Fédération des employées et employés de services publics (FEESP–CSN), the Fédération des professionnelles (FP–CSN), and the Fédération de la santé et des services sociaux (FSSS–CSN) deplore this lack of vision in response to such an obvious injustice.

THE CONSEIL DU TRÉSOR'S OFFER MAKES A MOCKERY OF THE RIGHT TO A PAY EQUITY AUDIT

Pursuant to the new provisions of the *Pay Equity Act*, adopted in April 2019, the unions were in conciliation with the Quebec government for several weeks to resolve pay equity audit complaints. During conciliation, which ended today according to the time frame set out in the Act, the Conseil du trésor wanted to haggle over the audit complaints, pitting them against each other, as well as over the effective date, which was, however, set out in the *Pay Equity Act*. This would deny thousands of women the retroactive salary adjustments to which they are entitled and would require some complaints to be withdrawn.

The CSN public sector federations are simply outraged! Instead of leading by example on matters of pay equity, the government has done everything possible to not process our audit complaints quickly and to avoid paying the full amounts based on the value of the work of the women it employs.

Indeed, it is shocking to see that the Conseil du trésor has not agreed to pay women fair wages and that it wants to save money at their expense

AN ABUSIVE AND DISCRIMINATORY OFFER FOR THOUSANDS OF WOMEN

In December, the Chair of the Conseil du trésor boasted about being a creative negotiator and announced that he wanted to take out the chequebook to resolve pay equity audit complaints. However, despite what Christian Dubé seemed to be suggesting, there was no generous offer, and instead there was an abusive global offer for a number of women employed with the government. He asked thousands of women to withdraw their pay equity audit complaints and asked others, for whom he acknowledged the existence of discrimination in compensation, to forfeit the retroactive amounts owed to them and thus renounce their rights under the *Pay Equity Act*.

INVESTIGATIONS TO CONTINUE BEFORE THE CNESST

As the Conseil du trésor has shown no willingness to resolve pay equity audit complaints and to eliminate discrimination in compensation, the CSN public sector federations will ask the CNESST to quickly continue the investigations and decide complaints.

In a context in which we are unable to come to a conciliation agreement, the members can count on the CSN's public sector federations to fight this battle before the CNESST, every effort will be made to have this fundamental right of thousands of women in the public sector recognized.

A PAY EQUITY EXERCISE CONTESTED BY CSN PUBLIC SECTOR FEDERATIONS

It is important to remember that in 2010 and 2015, the Conseil du trésor decided to proceed on its own with a pay equity audit exercise. For the vast majority of jobs, it did not think that any change took place since 2001, i.e. since the pay equity exercise. This led the CSN public sector federations to file a number of complaints under the *Pay Equity Act* for job classes in the health and social services network, as well as the education network.

The government is the largest employer of women who work in Quebec. Unfortunately, this has not prevented the government from using any means necessary to deny that there is an issue of discrimination in compensation and to trample over the fundamental right of a pay equity audit for women who work to provide services to the public. Of course, the door is always open, and if the Conseil du trésor shows a real interest in resolving this discriminatory injustice affecting women, then the CSN public sector federations will be ready to talk.

REACH OUT TO YOUR FEDERATION FOR MORE INFORMATION