

# INFO-MAINTIEN

## Pay equity

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## FSSS-CSN continues the fight for assistants, university teaching

### The creation of the AUT job title was a win for the union

The assistant, university teaching (AUT) job title was created under Letter of Agreement 46 after a long battle waged by the FSSS-CSN during the 2011 bargaining round. But it was not until November 20, 2020 that AUTs finally obtained rank 11 after an arbitration decision went in the union's favour. A succession of governments had refused to grant AUTs the ranking. The FSSS-CSN is happy and proud of this major victory for its members and for fair recognition of their work.

Unfortunately, Treasury Board has resorted to a disgraceful stratagem to block retroactive payment of the full amount due. Despite all our efforts, the government is turning a deaf ear to hundreds of workers in the health and social services system and refusing to pay them what they're owed.

### Legal proceedings under way

Through the unions, we have encouraged the affected AUTs to file complaints as soon as possible with the CNESST, which is responsible for enforcing the Pay Equity Act. The changes to the number of echelons and the retroactive pay rate applied by Treasury Board are clearly inconsistent. The salary structure unilaterally decreed by Treasury Board maintains the wage discrimination against AUTs. The FSSS-CSN is supporting the complaints to get the AUTs what they deserve.

Following the favourable arbitration decision, we also encouraged the unions to file grievances in order to have the rights of the AUTs respected. The FSSS-CSN, in conjunction with the CSN's legal department, will be making the legal arguments, starting in early 2023.

We aren't backing down and we'll do what it takes to get justice! We will keep you informed of developments.

