



PAY EQUITY INFO

July 7, 2022

CSN and FTQ win settlement worth thousands of dollars for MDRAs

The FSSS-CSN and the FTQ have secured an agreement settling the pay equity complaints filed on behalf of medical device reprocessing attendants (MDRAs, formerly known as sterilization attendants) following the Conseil du trésor pay equity audits of 2010 and 2015. This agreement between the FSSS-CSN, CUPE-FTQ, SQEES-FTQ and the Conseil du trésor was adopted by the unions at their respective meetings.

“After months of mobilization and representations to the Conseil du trésor, this agreement marks an important victory in the fight to end pay discrimination in the health and social services system,” said Josée Marcotte, vice-president of the Fédération de la santé et des services sociaux (FSSS-CSN), Maxime Ste-Marie, president of the Conseil provincial des affaires sociales of CUPE-FTQ and Sylvie Nelson, president of the SQEES-FTQ.

In recent months, the FSSS-CSN and the FTQ had joined forces to get the government to settle the MDRAs’ pay equity complaints. These workers, who play a vital role in hospitals, mobilized massively to make the government recognize them at last.

The fight to end pay discrimination is not over!

The agreement in principle for the MRDAs shows that with mobilization, we can make the government move. But we're not stopping here. The government must also settle the pay equity complaints for office and administrative employees, who have been waiting for over 11 years to have the value of their work and their efforts to provide the public with high-quality service recognized at its true worth. We will continue the fight on these employees' complaints from 2010 and 2015 until we have secured justice for them too.

What is pay equity?

Pay equity is the right of workers in predominantly female jobs to receive pay equal to that of workers in predominantly male jobs of equivalent value in the same organization.

Work in predominantly female jobs has often been undervalued because of gender-based discrimination. The purpose of the *Pay Equity Act* is to correct pay gaps caused by this type of discrimination within organizations.

MDRAs will be receiving large payments

The estimated amount of the retroactive payment may be over \$13,000, plus interest at the statutory rate (5%) retroactive to the date when the amounts owing should have been paid. This interest must be paid for the entire period of retroactivity, up to the time the pay scales are amended.

In 2022, the MDRAs will receive a rate increase of \$1.65 per hour at the top of the scale. They will henceforth be classified at Ranking 8 instead of Ranking 6—an increase of 2 rankings.

For 2010, the evaluation score for the job was increased from the initial evaluation by the Conseil du trésor. While the increase wasn't enough to change the job's ranking as of 2010, it was enough, in combination with other changes, to move it up in the 2015 audit. The MDRAs have therefore been reclassified at Ranking 7, retroactive to March 20, 2016.

As of March 13, 2020 (the start of the public health crisis), the MDRAs move up again to Ranking 8. So they are getting an increase of 3.66% as of March 20, 2016 and 3.89% as of March 13, 2020 (at the top of the scale)

Some provisions of the agreement:

- Within 90 days of the signing of the agreement on the pay equity complaints, the List of Job Titles will be amended and the new pay rates and scales will be incorporated into the collective agreements;
- Retroactivity: MDRAs will receive the amounts owing in a single payment, including interest at the statutory rate, **by March 31, 2023**.
- All remuneration-related rights and benefits set out in the collective agreement must be adjusted as though the pay rates and scales had been applied on the dates they should have been;
- Former employees must make a written request and the employer must then pay the amount owing within the specified timeframe or within 60 days of receiving the request. Under the *Civil Code*, former employees have three years to make the request.

For more information, please contact your union rep.

New pay scale for MDRAs

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MEDICAL DEVICE REPROCESSING ATTENDANT

Echelon	Rate as of 2016-03-19	Adjusted rate as of 2016-03-20	Rate as of 2016-04-01	Adjusted rate as of 2016-04-01	Rate as of 2017-04-01	Adjusted rate as of 2017-04-01	Rate as of 2018-04-01	Adjusted rate as of 2018-04-01	Rate as of 2019-04-02	Adjusted rate as of 2019-04-02	Adjusted rate as of 2020-03-13	Rate as of 2020-04-01	Adjusted rate as of 2020-04-01	Rate as of 2021-04-01	Adjusted rate as of 2021-04-01	Rate as of 2022-04-01	Adjusted rate as of 2022-04-01
1	18.59	19.27	18.87	19.56	19.20	19.90	19.58	20.30	20.20	20.55	20.76	20.60	21.18	21.01	21.60	21.89	22.36
2	19.06	19.76	19.35	20.06	19.69	20.41	20.08	20.82	20.53	20.98	21.23	20.94	21.35	21.36	22.08	22.25	22.86
3	19.49	20.20	19.78	20.50	20.13	20.86	20.53	21.28	20.86	21.42	21.72	21.28	22.15	21.71	22.59	22.60	23.39
4	19.96	20.69	20.26	21.00	20.61	21.37	21.02	21.80	21.21	21.87	22.20	21.63	22.64	22.06	23.09	22.97	23.90
5									21.55	22.35	22.70	21.98	23.15	22.42	23.61	23.35	24.44
6											23.22		23.68		24.15		25.00

