



Training finally recognized after a long battle

After more than 15 years, a number of pay equity complaints filed with the CNESST have finally been resolved. On April 15, the administrative labour tribunal (*Tribunal administratif du travail*, or TAT) ruled in favour of unions representing workers in health and social services, schools and colleges.

The case, which challenged the way job training was taken into consideration in the evaluation tool used for the 2010 pay equity audit, was initially filed with the CNESST and then brought before the TAT. Our goal was to gain recognition for training that is required to carry out the duties and responsibilities associated with some of the jobs we represent.

When the case was first heard, the CNESST did not find any inconsistency in the evaluation tool. We then applied to the TAT to contest that decision, and Judge François Beaubien ruled in our favour on November 4, 2024. Judge Beaubien said it was necessary to recognize the DESS (*diplôme d'études supérieures spécialisées*) for specialized nurse practitioners and to change the job training sub-factor to acknowledge the existence of degrees obtained between a master's degree and a Ph.D.

The Treasury Board did not challenge the recognition of the DESS for specialized nurse practitioners, but it was not satisfied with Judge Beaubien's interpretation of the training sub-factor and filed for a review to contest the ruling. This application was denied by the TAT on April 15, 2026.

The Treasury Board will now have to comply with the ruling, which means that its evaluation tool will have to consider types of professional training that occur between a master's degree and a Ph.D. and that are required for certain jobs in the health, social services, school and college systems. Our unions will take steps to address the Treasury Board so that wage corrections arising from the ruling are applied as soon as possible, ensuring that the employees concerned receive fair and equitable compensation.