

PAY EQUITY

SETTLEMENT OF PAY EQUITY MAINTENANCE COMPLAINTS: RETROACTIVE PAY INCREASES

The APTS signed an agreement on February 14, which settles a number of complaints filed with the Pay Equity Commission in 2008. The agreement stipulates that any employees performing duties associated with the job titles in question, or their beneficiaries, are entitled to receive the retroactive payment, if:

- they were employed by a public institution in health and social services or education;
- these duties were performed during the reference period for their job title.

The following chart summarizes the situation for each job title concerned:

Job title	Adjustment (%)	Reference period	Date of payment by employers
Medical archivist	4.84	From June 30, 2008 to April 15, 2013	By May 15, 2013
Transfusion safety clinical officer	3.18	From June 30, 2008 to December 31, 2010	By April 15, 2013
Genetics counsellor	4.02	From June 30, 2008 to December 31, 2010	By April 15, 2013
Psychologist	4.02	From December 31, 2007 to December 31, 2010	By May 15, 2013
	4.92	From January 1, 2011 to April 15, 2013	
Art therapist	2.36	From June 30, 2008 to December 31, 2010	By April 15, 2013

If I am subject to an adjustment, is there anything that I have to do?

There aren't any steps that you have to take with **your current employer or employers**. For further information, please consult the members-only section of the APTS web site.

I left a job in a public institution in health and social services or education, OR I am now retired, and I performed duties in the job titles in question during the applicable reference period. What do I have to do?

To obtain the retroactive amounts from previous employers, you must make a written request as soon as possible to the human resources department in each of those institutions. You have to indicate your name, job title, former employee number and current contact information. To do so, you can use the form provided by the *Secrétariat du Conseil du trésor* at the following link:

http://www.tresor.gouv.qc.ca/fileadmin/PDF/info_equite/form_retro_sss_education.doc

Can the retroactive amounts be claimed by the beneficiaries of a person who has died?

The beneficiary of a person who has died may claim the retroactive amounts by submitting a written request to the institution's human resources department, indicating the name of the person who died, her or his job title and former employee number, and the beneficiary's current contact information. A copy of the death certificate must be provided, along with proof attesting that the beneficiary is entitled to receive the amounts due.

The web site of the *Secrétariat du Conseil du trésor* can also be consulted at:

<http://www.tresor.gouv.qc.ca/ressources-humaines/conditions-de-travail-et-remuneration/info-equite/>

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