

Complaints filed by the APTS with the Pay Equity Commission

has been sending trainees in rehabilitation work to Guédiawaye, these false beliefs have considerably dissipated. The children are less hidden, their hygiene is not neglected to the same extent, and in general they have access to more education. I believe that over and above the results obtained as a physiotherapist, human contact is the most important thing.

Do you hope to repeat this experience?

For now, I am content to be back with the children at the Shriners Hospital; but certainly, if I had the chance, I would repeat the experience in Senegal or elsewhere – although I now have a soft spot for Africa.



Should we develop this type of assistance further?

Without a doubt, all the projects aimed at fostering greater justice and international solidarity should be encouraged. I don't believe anyone could claim otherwise.

The Association nationale des Handicapés Moteurs du Sénégal

The Association is trying to optimally integrate handicapped persons in their community. It offers vocational training courses. It also strives to defend the interests of handicapped persons. Everyone who works there is a volunteer. There is no social assistance. I was astounded to see how these individuals manage all that without any money. These volunteers unstintingly offer their knowledge and time.

Corinne has cherished memories of her stay in Senegal, the country of teranga*.

* hospitality

Since December 2008, the APTS has filed a number of complaints with the Pay Equity Commission under the sections of the Pay Equity Act on maintaining pay equity. These complaints claim that the employer, the Treasury Board, has not “upheld” pay equity. It has allowed wage discrimination against women to re-emerge by not re-evaluating the job categories affected, despite the significant changes that have arisen since 2001. These changes pertain to the content of jobs or their ‘feminization’ (i.e., the prevalence of women performing them).

Categories involved in the complaints:

- medical archivist
- transfusion safety clinical officer
- transfusion safety technical officer
- external genetics counsellor in medical technology
- orthoptist
- psychologist
- rehabilitation for the visually impaired specialist
- orthotics-prosthetics technician
- radiology technologist (in radio-diagnosis, radiation oncology, nuclear medicine; specialized)
- art therapist

It is important to point out the Pay Equity Commission has not yet handed down a decision on the pay equity plan – that is, the value of the jobs as of November 21, 2001.

Amendments to the Pay Equity Act

The Charest government adopted on May 27, 2009 the amendments to the Pay Equity Act. The amended Act has been generally well-received. Among the improvements, we note that the law will be applicable in more enterprises. Employers will have to be more accountable to the Pay Equity Commission, particularly for the pay equity audits at five-year intervals that are stipulated in the Act. The Commission, whose survival is now assured, will see a considerable increase in its budget. The APTS, along with other union organizations, has nonetheless denounced the enacted amendments that permit employers to practise wage discrimination and allow it to persist without rectification, such as granting higher salaries for predominantly male job categories as of the day after the five-year audit! The APTS is currently assessing the possibility of pursuing its legal challenge to have the Pay Equity Act once again recognize women's right to a discrimination-free salary as soon as wage gaps are observed, as stipulated in the charters and the former provisions of the law.