



Alliance du personnel
professionnel et technique
de la santé et des services sociaux

PAY EQUITY

PLEASE POST

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PAY EQUITY AUDITS

Conciliation process still under way for 2008 complaints

In 2008, the APTS filed complaints with the Pay Equity Commission. These complaints on behalf of 13 job classes claimed that the Treasury Board Secretariat had not maintained pay equity in its enterprise, as it had not re-evaluated the jobs in question following changes in duties between 2001 and 2008.

In 2009, the APTS had agreed to participate in the conciliation process proposed by the Pay Equity Commission. The Treasury Board Secretariat had refused.

In the spring of 2011, the Treasury Board Secretariat stated that it was ready to undertake this exercise. Meetings were finally held with the conciliator between May and September 2011, in which the APTS had a chance to explain the changes that had occurred in these jobs.

Once the Treasury Board Secretariat has finished its verifications, it should be in a position to respond to the union complainants later this fall.

In 2009, the APTS filed a complaint claiming that the job class of orthotics-prosthetics technicians had become predominantly female. This complaint is dealt with under the new provisions of the *Pay Equity Act*, adopted in 2009. The APTS also agreed to the conciliation process recently proposed by the Pay Equity Commission for this complaint.

2010 complaints of failure to maintain pay equity: the Pay Equity Commission foresees a lengthy process

The APTS decided to file a complaint with the Pay Equity Commission, after analysing the new pay equity audit results that were posted by the Commission on April 18, 2011. This complaint claims that the Treasury Board Secretariat did not properly maintain pay equity in its enterprise.

Hundreds of people joined in and filed individual complaints. Over the summer, the Pay Equity Commission began sending out replies to complainants, acknowledging receipt of their complaints. These letters indicated that the time frame for handling the complaints would be very lengthy, given the volume of complaints to be examined.

The *Pay Equity Act* does not stipulate any time frame for this mandate of the Pay Equity Commission.

Integration in the new salary scales resulting from the 2010 pay equity audit, and retroactive payment

According to the health and social services minister, the new salary scales for job classes subject to corrective adjustments following the new Treasury Board Secretariat's posting on April 18, 2011 are to be implemented in mid-November, and the retroactivity payment for the period ending December 31, 2010 should be made at the end of November.

Only those who held the duties of job classes subject to corrective adjustments who have left the health and social services system since December 31, 2010 will have to ask their employer in writing for their retroactive payment. Those currently working will receive their retroactive payment from their employer in the usual way.

The Bargaining and Pay Equity Sector

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