

# INFO-RELATIVITÉ

## ÉQUITÉ SALARIALE



## Salary Relativity

**Work at a standstill, since the new Government has taken office**

### Pay Equity and Salary Relativity, in a few words

#### Pay Equity

This involves comparing predominantly female job categories (traditionally or mostly occupied by women) with predominantly male job categories within a same company or organization. In our case, this involves all the employees in the education, health and social service sectors. This comparison seeks to correct salary disparities due to gender-based discrimination. Salary adjustments, where applicable, are intended only for predominantly female job categories. This process is mandatory and stems from the Pay Equity Act.

#### Salary Relativity

This involves comparing all the job categories within a same company or organization, notwithstanding the predominant gender in any given category. The evaluation process is the same as that for pay equity, except that all job categories are evaluated and compared to one another. Salary adjustments, where applicable, may target job categories that reveal internal wage disparities vis-à-vis all the job categories. Salary relativity does not mean achieving parity with comparable jobs with other employers (in the private sector, in another Ministry or in another Province, for example). In contrast to pay equity, it does not stem from the application of legislation, but is rather achieved through collective bargaining.

Since there hasn't been a Relativity Bulletin since May 2013, it seemed worthwhile to us to take stock of where we're at in this dossier. The salary relativity process began in the fall 2010, and we feel that it would be helpful to recall the principles and different stages of this complex, but oh so essential exercise.

### State of the situation, as of September 1, 2014

Since the last Relativity Bulletin, work has been done, but more slowly than what we would have hoped for. During the spring 2013, several employees working in different establishments filled out questionnaires covering mixed job categories, regarding which the available information was insufficient. These supplementary surveys were completed around the end of June 2013. Then, the Union organizations compiled and processed said surveys and undertook the evaluation of all the mixed job categories. It should be recalled that this stage was conducted with the same job evaluation plan (17 sub-factors system) as what was used in the pay equity process. In order that the Unions could calculate and determine evaluation scores and to prepare the arguments to present to the Treasury Board, the Union organizations met together several times.

Concurrently, as agreed upon with the Treasury Board, we simultaneously tabled our evaluation scores and began exchanging our technical arguments that we used to justify each of the scores. Accordingly, the scores for 15 mixed job categories have been the subject of exchanges and were transmitted prior to the 2013 summer vacation period and

exchanges regarding the scores of the last 16 job categories have continued during the fall, and ended on December 6, 2013.

Still in December, we began a second round of discussions on the job categories, and the arguments made by both parties led to certain scores being re-evaluated. This work finally enabled us to reach an agreement on the classification of some categories, but not for the majority of them, as divergences remain and there's still more work to be done.

The most recent exchange on said evaluations with the Treasury Board took place last March 18. With the uncertainty surrounding the future of the PQ Government, management spokespeople chose to wait until after the elections in order to re-verify their mandates anew. Afterwards, following our repeated demands, we succeeded in have a meeting last June 6. During this meeting, we submitted a number of dates for future meetings to management. Since then, we are awaiting their response. We will be reminding the Treasury Board of the foregoing in mid-September.

With the unchanged objective of completing the current salary relativity exercise prior to the next round of bargaining for the renewal of our collective agreements that cover public sector workers, the CSN, along with its Federations (FEESP, FNEEQ, FP and FSSS) are planning to take action to get this exercise back on track. In spite of all the obstacles, we are determined to have the agreements we reached some 4 years ago now complied with and we remain optimistic about reaching a satisfactory settlement in this dossier.

*To find out more about the complete list of job categories being evaluated in connection with this salary relativity exercise, please consult the May 2013 Relativity Bulletin, which is available at: [www.secteurpublic.info](http://www.secteurpublic.info).*



## KEY DATES

