

**AGREEMENT REGARDING THE IMPLEMENTATION
OF AGREEMENTS REACHED IN CONCILIATION
ON PAY EQUITY MAINTENANCE COMPLAINTS FILED WITH THE
COMMISSION DE L'ÉQUITÉ SALARIALE BEFORE MARCH 12, 2009**

**FOR THE PAY EQUITY PLAN IN THE HEALTH AND SOCIAL SERVICES SECTOR
AND THE EDUCATION SECTOR**

REACHED BETWEEN

**THE *ALLIANCE DU PERSONNEL PROFESSIONNEL ET TECHNIQUE DE LA SANTÉ
ET DES SERVICES SOCIAUX (APTS)*
REPRESENTING EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT
NEGOTIATED WITH THE *COMITÉ PATRONAL DE NÉGOCIATION
DU SECTEUR DE LA SANTÉ ET DES SERVICES SOCIAUX***

AND

**THE *CONSEIL DU TRÉSOR*
AND
THE *COMITÉ PATRONAL DE NÉGOCIATION
DU SECTEUR DE LA SANTÉ ET DES SERVICES SOCIAUX***

February 14, 2013

**AGREEMENT REGARDING THE IMPLEMENTATION
OF AGREEMENTS REACHED IN CONCILIATION
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COMMISSION DE L'ÉQUITÉ SALARIALE BEFORE MARCH 12, 2009**

**FOR THE PAY EQUITY PLAN IN THE HEALTH AND SOCIAL SERVICES SECTOR
AND THE EDUCATION SECTOR**

The national provisions of the collective agreement that came in to force on April 3, 2011, binding

THE *COMITÉ PATRONAL DE NÉGOCIATION DU SECTEUR DE LA SANTÉ ET DES SERVICES SOCIAUX*

and

THE *ALLIANCE DU PERSONNEL PROFESSIONNEL ET TECHNIQUE DE LA SANTÉ ET DES SERVICES SOCIAUX (APTS)*

are amended by the addition of the following letter of agreement:

The parties to this agreement agree that:

1. Work will be undertaken with regard to job class 55 – Specialized radiology technologist (job position 2212). To implement this, the parties agree on the following:
 - 1.1 To form a joint working committee whose mandate is:
 - to study the tasks, duties and responsibilities of the job class of specialized radiology technologists and other radiology job classes, to identify the tasks, duties and responsibilities that continue to be specialties or that constitute new specialties or super specialties. To this end, the joint working committee may redefine, modify, add, remove or retain the specialties and job classes;
 - to determine the value of the job class that has been changed and the job class or classes that have been created with the job evaluation system based on 17 sub-factors;
 - 1.2 The Pay Equity Commission (*Commission de l'équité salariale* - CES) will accompany the working committee in carrying out this work, within the framework of the usual conciliation process, in the aim of ensuring that this mandate is completed in full.
 - 1.3 The joint working committee will be made up of 2 representatives of the *Alliance du personnel professionnelle et technique de la santé et des services sociaux (APTS)*, 2 representatives of the *Confédération des syndicats nationaux (CSN)*, 2 representatives of the *Secrétariat du Conseil du trésor (SCT)* and 2 representatives of the *Ministère de la Santé et des Services sociaux (MSSS)*.
 - 1.4 The working committee must have completed its work by December 31, 2013 at the latest. An additional period of time may be set by the parties or following a request by the representatives of the Pay Equity Commission.

- 1.5 If the representatives of the union party and the representatives of the employer party are unable to come to an agreement by the deadline set out in clause 1.4, the points in dispute will then be submitted to the Pay Equity Commission.
- 1.6 The Pay Equity Commission will make its recommendations to the working committee in a substantiated written report no later than 120 days after the deadline set out in clause 1.4. The parties to this agreement undertake to ratify the recommendations made by the Commission. The parties consequently undertake to take all the necessary steps to ensure that these recommendations are carried out within 90 days of receiving them, at the latest.
- 1.7 Should the findings of the working committee or the recommendations of the Pay Equity Commission lead to changes in the salary scale for the job class of specialized radiology technologist, or to the creation of one or more new job classes and new salary scales, these changes come into force on April 15, 2011. In accordance with the *Pay Equity Act*, the salary scale forms an integral part of the collective agreements and is accordingly excluded from the application of the procedure for modifying the *List of job titles and job descriptions* stipulated in the collective agreements in the health and social services system.
- 1.8 As a result of the foregoing, the APTS drops the complaints it filed in 2008 and 2011 for the following job classes:
 - 55 Specialized radiology technologist (job position 2212)
 - 57 Nuclear medicine technologist (job position 2208)
 - 939 Radiology technologist (Digital imaging and information system) (job position 2222)
 - 940 Radio-diagnostic technologist (job position 2205)
 - 941 Radiation oncology technologist (job position 2207)

2. A temporary 2% bonus that is non-pensionable is paid to employees in job class 55 – Specialized radiology technologist (job position 2212) who have the required certification and autonomously perform tasks in ultrasonography. The bonus will be paid as of the date on which this agreement is signed, until the date on which the work is concluded by the working committee formed under clause 1.

Should the findings of the working group lead to an upward revision of the salary scale for employees covered by the preceding paragraph, the temporary 2% bonus must be considered as part of the salary received by the employees. The amounts stemming from the upward revision of the salary scale will be pensionable.

3. For the period from December 31, 2007 to December 31, 2010, the salary scale for job class 1 – Psychologist (R.T.) / Human behaviour therapist (job position 1546) is revised upwards, based on the salary scale for ranking 23.

Employees are entitled, taking into account the duration of their service, to a retroactive amount equal to the difference between:

- the salary they received for the period between December 31, 2007 and December 31, 2010;
- and
- the salary they should have received for the same period through the application of the salary scale set out in Appendix 1.

The amounts due pursuant to this agreement will be paid by May 15, 2013, at the latest.

4. The ranking of the following job classes will be revised upwards, as follows:

- 1 Psychologist (R.T.) / Human behaviour therapist (job position 1546) - ranking 24 – January 1, 2011
- 79 Medical archivist (job position 2251) - ranking 15 – June 30, 2008

The evaluation ratings for these job classes corresponding to their new ranking are set out in Appendix 2.

5. In applying clause 4, employees in job class 1 – Psychologist (R.T.) / Human behaviour therapist (job position 1546) who are affected by a pay adjustment are entitled, taking into account the duration of their service, to a retroactive amount calculated in terms of one of the following situations.

A) Psychologists who have not received a retention premium subject to a minimum of paid work performed

- are entitled to an amount equal to the difference between the salary they received for the period between January 1, 2011 and the effective date on which the new adjusted rates and scales came into force;

and

- the salary they should have received for that same period through the application of the new salary rates and scales set out in Appendix 1.

B) Psychologists who have received a retention premium subject to a minimum of paid work performed

- are entitled to an amount equal to the difference between the salary they received for the period between January 1, 2011 and the day before the date on which the retention premium subject to a minimum of paid work performed was paid;

and

- the salary they should have received for that same period through the application of the new salary rates and scales set out in Appendix 1.

The amounts ensuing from the upward revision of the salary scale are pensionable.

For calculation purposes in applying this clause, the retention premiums subject to a minimum of paid work performed, which have been offered since January 29, 2012 to psychologists working in the health and social services system (temporary administrative measure, December 19, 2011 bulletin) to alleviate the problem of labour shortages, must be considered as part of the salary of the personnel who received it, that is:

- the 12% premium for psychologists who provide at least 56 hours of paid work per 14-day pay period in a health and social services institution;

and

- the 15% premium for psychologists who provide at least 70 hours of paid work per 14-day pay period in a health and social services institution.

6. In applying clause 4, employees in job class 79 – Medical archivist (job position 2251) who are affected by a pay adjustment are entitled, taking into account the duration of their service, to a retroactive amount equal to the difference between:

- the salary they received for the period between June 30, 2008 and the effective date on which the new adjusted rates and scales came into force;

and

- the salary they should have received for that same period through the application of the new salary rates and scales set out in Appendix 1.

The amounts due pursuant to this agreement are pensionable and will be paid by May 15, 2013, at the latest.

7. For the period from June 30, 2008 to December 31, 2010, the salary scale for each of the following job classes is revised upwards, based on the salary scale for the rankings stipulated below.

In the 60 days following the signing of the agreement, the employees covered by any of the job classes listed below are entitled, taking into account the duration of their service, to a retroactive amount equal to the difference between:

- the salary they received for the period between June 30, 2008 and December 31, 2010;

and

- the salary they should have received for that same period through the application of the new salary rates and scales set out in Appendix 1.

- 216 Art therapist (job position 1258) – ranking 22
- 962 Transfusion safety clinical officer (job position 2290) – ranking 19
- 1544 Genetics counsellor (job position 1539) – ranking 23

8. Employees whose salary rate on the day before the date for adjusting salary rates and scales is higher than the flat rate or the maximum on the salary scale in force for their job position or job title, and is equal to or higher than the new flat rate or the maximum on the scale in force, do not receive any compensation adjustment.

9. Employees whose salary rate on the day before the date for adjusting salary rates and scales is higher than the flat rate or the maximum on the salary scale in force for their job position or job title, and is lower than the new flat rate or the new maximum on the salary scale, have their salary rate raised to the new flat rate or the maximum echelon on the salary scale.

However, this adjustment is equal to the difference between the adjusted rate and the rate applicable the day preceding the adjustment, minus any lump sum paid to employees who are off the rate or off the scale, where applicable.

10. In the 60 days following the signing of the agreement, the salary rates and scales for job classes or job titles affected by a pay adjustment will be amended and incorporated into the *List of job titles, job descriptions and salary rates and scales in the health and social services system* in accordance with this agreement.
11. In the 90 days following the amendments stipulated in clause 11, the employer provides the union with the list of employees who have left their jobs since the date of the compensation adjustment that concerns them, along with their last known address.
12. An employee whose employment ended between the retroactivity period's start date and the retroactivity payment may make a request to her or his former employer in order to obtain payment of the amounts owing.

13. Following an employee's written request in accordance with the preceding provisions, the employer pays the amounts owing by May 15, 2013, or within 30 days of the request if the request is sent after April 15, 2013. In the event that the employer has ceased to exist, the request may be made to the employer succeeding him if the latter is subject to the current provisions, or failing that, to the ministry concerned.
14. The amounts owing to an employee under this agreement are payable to her or his beneficiaries.
15. Subject to the substance of this agreement, all other provisions of the collective agreement continue to apply.
16. The union undertakes to provide the Pay Equity Commission with written notice of withdrawal of all complaints pertaining to maintenance of pay equity that were filed before March 12, 2009 and those filed in 2011 in regard to the following job titles and job classes:
 - 1 Psychologist (R.T.) / Human behaviour therapist (job position 1546)
 - 79 Medical records archivist (job position 2251)
 - 962 Transfusion safety clinical officer (job position 2290)
 - 216 Art therapist (job position 6398)
 - 1544 Genetics counsellor (job position 1539)
17. Rights and benefits related to remuneration that are set out in the collective agreements and are the financial responsibility of the employer are adjusted as if the salary rates and scales had been applied on the dates they should have been applied.
18. The amounts calculated in applying this agreement bear interest at the legal rate, in accordance with the provisions of the *Pay Equity Act*.
19. The evaluation of job class 610 – Specialist for the visually impaired (job position 1558) is referred to the pay equity committee. Should the committee's findings lead to an upward revision of the salary scale, the adjustments will be retroactive to November 21, 2001.

This agreement enters into force on the date it is signed.

IN WITNESS WHEREOF, THE PARTIES SIGNED ON FEBRUARY 14, 2013.

FOR THE UNION:

FOR THE EMPLOYER:

**THE ALLIANCE DU PERSONNEL
PROFESSIONNEL ET TECHNIQUE DE
LA SANTÉ ET DES SERVICES
SOCIAUX**

THE CONSEIL DU TRÉSOR

**THE ALLIANCE DU PERSONNEL
PROFESSIONNEL ET TECHNIQUE DE
LA SANTÉ ET DES SERVICES
SOCIAUX**

**THE COMITÉ PATRONAL DE
NÉGOCIATION DU SECTEUR DE LA
SANTÉ ET DES SERVICES SOCIAUX**

**THE ALLIANCE DU PERSONNEL
PROFESSIONNEL ET TECHNIQUE DE
LA SANTÉ ET DES SERVICES
SOCIAUX**

APPENDIX 1
SALARY SCALES

1546 PSYCHOLOGIST (RESERVED TITLE)
HUMAN BEHAVIOUR SPECIALIST
(Hourly rate)

Hours per week: 35

Class	Echelon	Rate on 2007-12-31 (\$)	Rate on 2008-04-01 (\$)	Rate on 2009-04-01 (\$)	Rate on 2010-04-01 (\$)	Rate on 2011-01-01 (\$)	Rate on 2011-04-01 (\$)	Rate on 2012-04-01 (\$)	Rate on 2013-04-01 (\$)	Rate on 2014-04-01 (\$)
0	1	20.45	20.86	21.28	21.38	22.70	22.87	23.22	23.62	24.09
0	2	21.23	21.65	22.09	22.20	23.57	23.74	24.10	24.52	25.01
0	3	22.04	22.48	22.93	23.04	24.46	24.65	25.02	25.45	25.96
0	4	22.88	23.33	23.80	23.92	25.40	25.59	25.97	26.42	26.95
0	5	23.75	24.22	24.71	24.83	26.36	26.56	26.96	27.43	27.98
0	6	24.66	25.15	25.66	25.79	27.38	27.58	28.00	28.49	29.06
0	7	25.63	26.14	26.66	26.80	28.45	28.67	29.09	29.60	30.20
0	8	27.35	27.90	28.46	28.60	30.36	30.59	31.05	31.59	32.23
0	9	28.43	29.00	29.58	29.73	31.56	31.80	32.28	32.84	33.50
0	10	29.56	30.15	30.75	30.91	32.81	33.06	33.55	34.14	34.82
0	11	30.74	31.35	31.98	32.14	34.12	34.38	34.89	35.50	36.21
0	12	31.97	32.61	33.26	33.42	35.49	35.75	36.29	36.92	37.66
0	13	33.27	33.94	34.61	34.79	36.93	37.21	37.77	38.43	39.20
0	14	34.61	35.30	36.01	36.19	38.42	38.71	39.29	39.98	40.78
0	15	36.03	36.75	37.48	37.67	40.00	40.30	40.90	41.62	42.45
0	16	36.92	37.65	38.41	38.60	40.98	41.29	41.91	42.64	43.49
0	17	37.82	38.58	39.35	39.55	41.99	42.30	42.94	43.69	44.56
0	18	38.77	39.55	40.34	40.54	43.04	43.36	44.01	44.78	45.68

APPENDIX 1
SALARY SCALES

2251 MEDICAL RECORDS ARCHIVIST
(Hourly rate)

Hours per week: 32.5 - 35

Class	Echelon	Rate	Rate	Rate	Rate	Rate	Rate	Rate
		on 2008-06-30 (\$)	on 2009-04-01 (\$)	on 2010-04-01 (\$)	on 2011-04-01 (\$)	on 2012-04-01 (\$)	on 2013-04-01 (\$)	on 2014-04-01 (\$)
1	1	18.21	18.57	18.66	18.80	19.08	19.41	19.80
1	2	18.96	19.34	19.44	19.59	19.88	20.23	20.63
1	3	19.61	20.00	20.10	20.25	20.55	20.91	21.33
1	4	20.33	20.74	20.84	21.00	21.32	21.69	22.12
1	5	21.04	21.46	21.57	21.73	22.06	22.45	22.90
1	6	21.81	22.25	22.36	22.53	22.87	23.27	23.74
1	7	22.55	23.00	23.12	23.29	23.64	24.05	24.53
1	8	23.42	23.89	24.01	24.19	24.55	24.98	25.48
1	9	24.33	24.82	24.94	25.13	25.51	25.96	26.48
1	10	25.21	25.71	25.84	26.03	26.42	26.88	27.42
1	11	26.11	26.63	26.76	26.96	27.36	27.84	28.40
1	12	27.09	27.63	27.77	27.98	28.40	28.90	29.48

APPENDIX 1
SALARY SCALES

1258 ART THERAPIST
(Hourly rate)

Hours per week: 35

Class	Echelon	Rate on 2008-06-30 (\$)	Rate on 2009-04-01 (\$)	Rate on 2010-04-01 (\$)	Rate on 2010-12-31 (\$)	Rate on 2011-04-01 (\$)	Rate on 2012-04-01 (\$)	Rate on 2013-04-01 (\$)	Rate on 2014-04-01 (\$)
0	1	20.52	20.93	21.03	21.22	21.38	21.70	22.08	22.52
0	2	21.20	21.62	21.73	21.93	22.09	22.42	22.81	23.27
0	3	21.93	22.37	22.48	22.69	22.86	23.20	23.61	24.08
0	4	22.69	23.15	23.26	23.47	23.65	24.00	24.42	24.91
0	5	23.49	23.96	24.08	24.29	24.47	24.84	25.28	25.78
0	6	24.30	24.79	24.91	25.13	25.32	25.70	26.15	26.67
0	7	25.14	25.64	25.77	26.00	26.20	26.59	27.06	27.60
0	8	26.48	27.01	27.14	27.38	27.59	28.00	28.49	29.06
0	9	27.42	27.97	28.11	28.36	28.58	29.01	29.51	30.10
0	10	28.42	28.99	29.13	29.39	29.61	30.06	30.58	31.19
0	11	29.43	30.02	30.17	30.44	30.67	31.13	31.68	32.31
0	12	30.51	31.12	31.28	31.56	31.79	32.27	32.84	33.49
0	13	31.63	32.27	32.43	32.72	32.97	33.46	34.04	34.73
0	14	32.79	33.45	33.62	33.92	34.17	34.69	35.29	36.00
0	15	34.00	34.68	34.85	35.17	35.43	35.96	36.59	37.32
0	16	34.84	35.53	35.71	36.03	36.30	36.85	37.49	38.24
0	17	35.69	36.41	36.59	36.92	37.20	37.75	38.41	39.18
0	18	37.77	38.52	38.71	39.07	39.36	39.95	40.65	41.47

APPENDIX 1
SALARY SCALES

2290 TRANSFUSION SAFETY CLINICAL OFFICER
(Hourly rate)

Hours per week: 35

Class	Echelon	Rate on 2008-06-30 (\$)	Rate on 2009-04-01 (\$)	Rate on 2010-04-01 (\$)	Rate on 2010-12-31 (\$)	Rate on 2011-04-01 (\$)	Rate on 2012-04-01 (\$)	Rate on 2013-04-01 (\$)	Rate on 2014-04-01 (\$)
1	1	20.36	20.77	20.87	20.91	21.07	21.39	21.76	22.20
1	2	21.05	21.47	21.58	21.62	21.78	22.11	22.50	22.95
1	3	21.81	22.25	22.36	22.41	22.58	22.92	23.32	23.79
1	4	22.49	22.94	23.05	23.11	23.28	23.63	24.04	24.52
1	5	23.25	23.72	23.84	23.88	24.06	24.42	24.85	25.35
1	6	24.06	24.54	24.66	24.73	24.92	25.29	25.73	26.24
1	7	24.87	25.37	25.50	25.54	25.73	26.12	26.58	27.11
1	8	25.74	26.25	26.38	26.45	26.65	27.05	27.52	28.07
1	9	26.67	27.20	27.34	27.40	27.61	28.02	28.51	29.08
1	10	27.57	28.12	28.26	28.32	28.53	28.96	29.47	30.06
1	11	28.55	29.12	29.27	29.33	29.55	29.99	30.51	31.12
1	12	29.58	30.17	30.32	30.39	30.62	31.08	31.62	32.25
1	13	30.63	31.24	31.40	31.47	31.71	32.19	32.75	33.41
1	14	31.68	32.31	32.47	32.54	32.78	33.27	33.85	34.53
1	15	32.80	33.46	33.63	33.70	33.95	34.46	35.06	35.76

APPENDIX 1
SALARY SCALES

1539 GENETICS COUNSELLOR
(Hourly rate)

Hours per week: 35

Class	Echelon	Rate on 2008-06-30 (\$)	Rate on 2009-04-01 (\$)	Rate on 2010-04-01 (\$)	Rate on 2010-12-31 (\$)	Rate on 2011-04-01 (\$)	Rate on 2012-04-01 (\$)	Rate on 2013-04-01 (\$)	Rate on 2014-04-01 (\$)
0	1	20.86	21.28	21.38	21.64	21.80	22.13	22.51	22.96
0	2	21.65	22.09	22.20	22.46	22.63	22.97	23.37	23.84
0	3	22.48	22.93	23.04	23.32	23.49	23.84	24.26	24.75
0	4	23.33	23.80	23.92	24.20	24.39	24.75	25.19	25.69
0	5	24.22	24.71	24.83	25.13	25.32	25.70	26.15	26.67
0	6	25.15	25.66	25.79	26.09	26.29	26.68	27.15	27.69
0	7	26.14	26.66	26.80	27.12	27.32	27.73	28.21	28.78
0	8	27.90	28.46	28.60	28.94	29.16	29.59	30.11	30.71
0	9	29.00	29.58	29.73	30.08	30.31	30.76	31.30	31.93
0	10	30.15	30.75	30.91	31.27	31.51	31.98	32.54	33.19
0	11	31.35	31.98	32.14	32.52	32.76	33.26	33.84	34.52
0	12	32.60	33.26	33.42	33.82	34.08	34.59	35.19	35.89
0	13	33.94	34.61	34.79	35.20	35.47	36.00	36.63	37.36
0	14	35.30	36.01	36.19	36.62	36.89	37.45	38.10	38.86
0	15	36.75	37.48	37.67	38.12	38.41	38.98	39.66	40.46
0	16	37.65	38.41	38.60	39.06	39.35	39.94	40.64	41.45
0	17	38.58	39.35	39.55	40.02	40.32	40.93	41.64	42.47
0	18	39.55	40.34	40.54	41.02	41.33	41.95	42.68	43.54

APPENDIX 2
EVALUATION RATING

PAY EQUITY CLASS	JOB TITLE	SUB-FACTORS																	Pts	Ranking
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		
1	Psychologist	5	6	3	4	1	5	5	9	1	11.0	4	2	6	1	3	1	3		
79	Medical records archivist	3	3	2	4	3	4	1	5	3	6.0	5	2	3	2	1	1	1		

**APPENDIX 2
EVALUATION RATING**

PAY EQUITY CLASS	SF4			SF5																	SF6		SF7		SF8		SF9				SF12		SF14		SF15												SF16														SF17																																							
	A			B			C			D			E			F			G			H			I			TOT	N		RFM		N		A		N		PL		N		S		C		F		N		F		N		V		A		B		C		D		E		F		G		H		TOT	A		B		C		D		E		F		G		H		I		J		K		L		TOT	N	EP
	N	I	S	F	D	P	F	D	P	F	D	P	F	D	P	F	D	P	F	D	P	F	D	P	F	D	P		F	D	P	F	D	P	N	F	N	V	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	I	J	K	L	TOT	N	EP																																							
1	4	1	1												3	3	1							1	5	1	3	3	6	4	1			2	1	1	1	2	1	1			1		5													2	2																																									
79	3	2	1	3	1	4									3	2	1	2	1	3				8	4		1	1	3	3	3	1		2	1	2	1		1			1		2									2									2	1	1																																				