

PAY EQUITY

NOTICE FOLLOWING THE SECOND POSTING

PAY EQUITY PLAN OF THE CONSEIL DU TRÉSOR

FOR ALL EMPLOYEES OF THE HEALTH AND SOCIAL SERVICES AND EDUCATION SECTOR

REPRESENTED BY CERTIFIED ASSOCIATIONS

AND ALL NON-UNION MEMBER EMPLOYEES IN THE SAME JOB CLASSES

The Pay Equity Committee proceeded to the second posting on August 28, 2006.

The Pay Equity Act gives employees the opportunity to request additional information or send observation to the Committee within 60 days of the second posting. Once this time period expired, the Committee analyzed the comments and observations received and agreed to the following modifications:

- remove the job position 4231 in job class 289;
- replace the number 9 in the Ranking column with the word “undetermined⁽²⁾” for job class 405;
- modify the number of the job position of the job class 958: 2491 instead of 2471A;
- add 2222 in the column for job positions and indicate Class 1 for the job class 939;
- add 2290 in the column for job positions and indicate Class 1 for the job class 962;
- add 2291 in the column for job positions and the mention Class 1 for the job class 963;
- add “Millwright” to job position C719 in the predominantly-male job class 73. (Translator’s note: does not apply to the English version)

In the calculation of the estimation of the salary gaps, the Committee neglected to take into consideration the premiums granted for four predominantly-female job classes, the Committee thus modifies the percentage of the salary adjustment indicated in the second posting for the following four predominantly-female job classes:

- The percentage of salary adjustment for Job Class 11 – Assistant Head Physiotherapist is 10,77% instead of 12,21%;
- the percentage of salary adjustment for Job Class 17 – Clinical Teacher Physiotherapy is 6,07% instead of 7,19%;
- the percentage of salary adjustment for Job Class 69 – Clinical instructor is 4,63% instead of 10,17%;
- the percentage of salary adjustment for Job Class 310 – Medical Electro-physiology Technical Coordinator is 5,13 % instead of 11,01%.

Moreover, the Committee had agreed, as stipulated in the notice following the first posting, to re-examine the gender predominance of the job classes of psychologist (1) and psycho-educator (226). After having studied the criteria provided for by the Act, the Committee ruled that these two job classes are predominantly female. The Committee therefore proceeded to their evaluation and these two job classes obtained ranking 22. By applying the method for the estimation of the salary gaps, a 4,03% adjustment was established for the psycho-educator job class (226) and no adjustment was identified for the psychologist (1) job class. Consequently, Appendix A.4 of the second posting is repealed and the two job classes are added to Appendix A.1.

Appendix 1 presents each of the modifications previously mentioned to be integrated in the second posting.

Regarding the predominantly-female job classes identified in Appendix A.1 of the second posting for which the Committee was not able to conduct an evaluation for lack of information or inquiry, the evaluation of the latter will be done as soon as information is available. The same salary gap estimation method will be used to determine the salary adjustments required, if any. These will be applied as of November 21, 2001 according to the same conditions.

Method for the payment of salary adjustments

Regarding the method for the payment of salary adjustments, the Commission de l'équité salariale, in application of Section 72 of the Act, authorized the employer to extend the period for the staggering of salary adjustments by two years. The salary adjustments will be spread out over six years in seven payments beginning on November 21, 2001¹.

The resulting adjustment applies to the salary rate or scale on November 20, 2001, increased by the general rates of increase, if any, on January 1, 2002 and on April 1st for the years 2003, 2006 and 2007¹⁻².

¹ However, situations may be such that the annual adjustments are different:

- If rounding off of the salary adjustments means that the complete salary adjustment is paid before November 21, 2007;
- If the salary rate applicable on November 21, 2001, or January 1, 2002, on November 21, 2002, April 1, 2003, November 21, 2003, November 21, 2004, November 20, 2005, April 1, 2006, November 21, 2006 or April 1, 2007 was higher than the rate applicable after the salary adjustment or the percentage of increase resulting from the adjustment conditions stipulated above are added.

² The dates for the application of the general percentage raises apply to teachers with the necessary adaptations.

Notice following the second posting

The official version of this notice following the second posting is the French version available on the web at the following address:

http://www.tresor.gouv.qc.ca/fr/publications/ress_humaine/condition/equite/parassns_2b.pdf

An English version is also available at the same address.

This document is also available, for consultation, at the following places: in the Human Resources offices of the unions covered by the Pay Equity Plan and on the web at the following addresses:

CSN : www.secteurpublic.csn.qc.ca

CSQ : www.csq.qc.net

FIQ : www.fiqsante.qc.ca

FTQ : www.ftq.qc.ca


APTS : www.aptsq.com

FISA : www.fisa.ca


CSD : www.csd.qc.ca


The Pay Equity Committee agreed to this notice and the members of the Pay Equity Committee signed this document at the meeting held in Quebec City, on December 14, 2006.

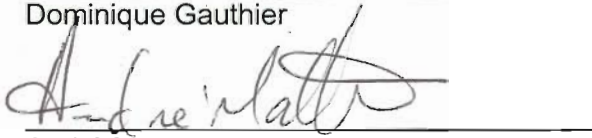
Employer's representatives:


Pierrette Beauchesne


Gilles Charland



Bruno Côté


Dominique Gauthier



André Matte


Union's representatives:

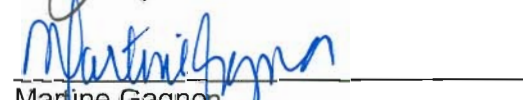

Daniel Boyer


Judith Carroll


Louis DeGaris


Claude Faucher

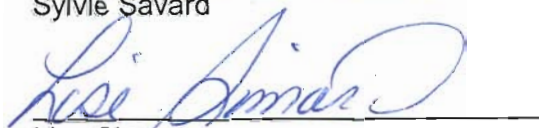

Sophie Fontaine


Martine Gagnon


Luce Leblanc


Elise Leclerc


Sylvie Savard


Lise Simard


Brent Tweddell

The following tables present in bold each of the modifications stipulated and the page on which this modification must appear.

MODIFICATION OF APPENDIX A.1 – PREDOMINANTLY FEMALE JOB CLASSES

Sector	Job position	Class	Title	Job classes	Ranking	Adjustment	Page
3 - Health and Social services	1236		ASSISTANT HEAD PHYSIOTHERAPIST	11	24	10,77	3
3 - Health and Social services	1234	0	CLINICAL TEACHER, PHYSIOTHERAPY	17	23	6,07	3
3 - Health and Social services	2215	1	CLINICAL INSTRUCTOR (RADIOLOGY)	69	17	4,63	6
3 - Health and Social services	2216	1	CLINICAL INSTRUCTOR (RADIOLOGY)	69	17	4,63	6
3 - Health and Social services	2231	1	CLINICAL INSTRUCTOR (LABORATORY)	69	17	4,63	6
2 - School boards	4230	0	INTERPRETER-TECHNICIAN	289	15	0,12	13
2 – School Boards	4234	0	INTERPRETER-TECHNICIAN	289	15	0,12	13
4- Colleges	C421		INTERPRETER (CEGEP DE STE-FOY AND VIEUX-MONTRÉAL) (35 HR)	289	15	0,12	13
3 - Health and Social services	2276	1	MEDICAL ELECTRO-PHYSIOLOGY TECHNICAL COORDINATOR	310	16	5,13	14
2 - School boards	4162		SENIOR EXECUTIVE SECRETARY (CSDM)	405	undetermined⁽²⁾	none	14
3 - Health and Social services	2222	1	RADIOLOGY TECHNOLOGIST (INFORMATION AND DIGITAL IMAGING SYSTEMS)	939	17	10,17	18
3 - Health and Social services	2491	1	HEALTH CENTER NURSE (36,25H)	958	22	14,81	18
3 - Health and Social services	2290	1	CLINIC TRANSFUSIVE SECURITY OFFICER	962	18	None	18
3 - Health and Social services	2291	1	TECHNIQUE TRANSFUSIVE SECURITY OFFICER	963	19	3,18	18
2 - School boards	2113	0	PSYCHOLOGIST OR COUNSELLOR IN REEDUCATION	1	22	None	
3 - Health and Social Services	1546	0	PSYCHOLOGIST (RESERVED TITLE) OR HUMAN BEHAVIOR THERAPIST	1	22	None	
4 – Colleges	C225	0	PSYCHOLOGIST OR COUNSELLOR IN REEDUCATION	1	22	None	
3 - Health and Social Services	1652	0	PSYCHO-EDUCATOR	226	22	4,03	

REPEAL OF APPENDIX A.4

~~PREDOMINANTLY MIXED (NO PREDOMINANCE) JOB CLASSES UNDER REVISION~~

Sector	Job position	Class	Title	Job classes	Page
2 – School boards	2113	0	PSYCHOLOGIST OR COUNSELLOR IN REEDUCATION	4⁽¹⁾	40
3 – Health and Social services	1546	0	PSYCHOLOGIST (RESERVED TITLE) OR HUMAN BEHAVIOR THERAPIST	4⁽¹⁾	40
4 – Colleges	G225	0	PSYCHOLOGIST OR COUNSELLOR IN REEDUCATION	4⁽¹⁾	40
3 – Health and Social services	1652	0	PSYCHO-EDUCATOR	226⁽¹⁾	40

(1) If the gender predominance of these job positions should be modified, after the Pay Equity Committee revision, the notice following the second posting will indicate the job positions ranking.