

PAY EQUITY

NOTICE OF POSTING

PAY EQUITY PLAN OF THE CONSEIL DU TRÉSOR

**FOR ALL EMPLOYEES IN THE HEALTH AND SOCIAL SERVICES
SECTOR SCHOOL BOARDS AND COLLEGES SECTOR**

REPRESENTED BY CERTIFIED ASSOCIATIONS

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

SECOND POSTING

APPLICATION OF THE PAY EQUITY ACT

The Act modifying the Pay Equity Act, approved on May 25, 2006, introduces arrangements determining the parapublic sector enterprise configuration (health and social services sector and school boards and colleges sector), establishing particular rules for the representation at the pay equity committees and specifying the extent of the pay equity plans. Therefore, non-union member employees are then represented by union organizations and they will benefit of the same adjustments as union member employees. These modifications are specified in the following sections:

« 3. For the purposes of this Act,

3) the parapublic sector enterprise includes colleges, school boards and institutions to which the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2) applies. »

« 11. In the parapublic sector enterprise, however, there may be only one pay equity plan for all employees represented by certified associations. »

« 19.1. In the public service enterprise and the parapublic sector enterprise, a certified association or, where applicable and under section 21.1, a group of employees' associations, that represents employees in a job class to which a pay equity plan applies also represents, for the purposes of that plan and until it has been completed, all the employees in that job class who are not covered by a certification.

The adjustments in compensation and the terms and conditions of payment of compensation adjustments set out in such a plan are the only ones applicable to all such employees.»

Thus, the plan elaborated with « L'Intersyndicale » in the parapublic sector enterprise is the only one that has to be applied to employees who belong to the job classes targeted by the plan including non-union member employees.

In this matter, the Pay Equity Committee proceeds with the second posting provided for in the section 75 of the Act, in order to allow employees who belong to a job class targeted by the plan to exercise rights provided for in the section 76 of the Act.

It should be mentioned that the third and the fourth stages of this plan are completed and they have been covered by an agreement recorded in the minutes of the meeting of the Pay Equity Committee of June 20, 2006.

APPLICATION OF THE PAY EQUITY ACT (SECTIONS 75 AND 76)

Second posting required by the Pay Equity Act

The members of Pay Equity Committee have agreed with the terms of the second posting according to the provisions of the Pay Equity Act.

Any employee concerned by the Pay Equity Plan may consult the official version available on the Internet at the following address :

http://www.tresor.gouv.qc.ca/en/publications/ress_humaine/condition/equite/parassns_2a.pdf

Note : The official version available at the address above is the French version. A non-official English translation is also available at the same address.

The posting may be also consulted by employees at the Human Resources management office, at union organizations represented at the Pay Equity Committee and at the following addresses :

CSN : www.secteurpublic.csn.qc.ca

CSQ : www.csq.qc.net

FIIQ : www.fiiq.qc.ca

FTQ : www.ftq.qc.ca

APTS : www.apsq.com

FISA : www.fisa.ca

CSD : www.csd.qc.ca

This posting includes the ranking of each predominantly female and predominantly male job classes, the job class comparison and differentials valuation and the adjustments in compensation. The terms and conditions of payment, employees' rights and the posting deadline are also specified. A copy of the first posting is also attached to the second posting.

Employee rights and deadlines

According to section 76 of the Act, within 60 days of a posting, any employee may, in writing, request additional information or send observations to the Pay Equity Committee. Then, the committee has to proceed within 30 days, with a new posting indicating the modifications made or has to post a notice indicating that no modification is needed.

The posting date determining the beginning of the 60-day period is August 28, 2006.