

PAY EQUITY

NOTICE FOLLOWING THE FIRST 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

The first posting began June 6, 2006.

Employees are allowed by the Pay Equity Act to request additional information or send observations to the Pay Equity Committee within 60 days of the first posting. Considering this deadline is expired, the Pay Equity Committee studied comments and observations and decided that they do not lead to any modification to the first posting document. However, the Pay Equity Committee agreed to submit for a revision of the job positions gender predominance of psychologist (number 1) and psychoeducator (number 226), and this, before the end of the second posting.

However, the Pay Equity Committee agreed upon to proceed with some modifications so that the most representative image of the enterprise is made out from the date the plan has been carried out, that is to say November 21, 2001.

On the one hand, missing titles or job positions must be added to predominantly female, male and mixed (no predominance) job classes, respectively identified at appendixes 2.1, 2.2 and 2.3.

On the other hand, the job position 5145 - secretary has been removed from the predominantly female job class 143. This job position belongs to the predominantly female job class 120.

In the end, the Pay Equity Committee has agreed upon the predominance of the job classes presented to the appendix 2.4. The job class of perfusionnist is identified to be predominantly mixed and the job class of sociotherapist is identified to be predominantly male. Therefore, the appendix 2.4 is abrogated.

The following tables detail each of the modifications previously mentioned.

MODIFICATIONS TO THE APPENDIX 2.1 PREDOMINANTLY FEMALE JOB CLASSES

Sector	Job position	Class	Title	Job class
3 – Health and Social services	1232	0	PHYSIOTHÉRAPISTE (RÉSERVED TITLE) OR FUNCTIONAL REHABILITATION THERAPIST	16
3 - Health and Social services	1221	0	PROFESSIONAL DIETITIAN-NUTRITIONIST (RESERVED TITLE) OR UNIVERSITY GRADUATE IN DIETETICS	19
3 - Health and Social services	1224	0	PROFESSIONAL DIETITIAN-NUTRITIONIST (RESERVED TITLE) OR UNIVERSITY GRADUATE IN DIETETICS	19
3 - Health and Social services	1231	0	OCCUPATIONAL THERAPIST (RESERVED TITLE) OR UNIVERSITY GRADUATE IN OCCUPATIONAL THERAPY	20
3 - Health and Social services	2467	1	ASSISTANT HEAD NURSE TO NURSING UNIT	37
3 - Health and Social services	2463	1	NURSE EDUCATOR (35 H)	40
3 - Health and Social services	2464	1	NURSE EDUCATOR (35 H)	40
3 - Health and Social services	2243	1	RESPIRATORY THERAPIST (RÉSERVÉD TITLE)	45
3 - Health and Social services	2249	1	ASSISTANT HEAD RESPIRATORY THERAPIST (RESERVED TITLE)	47
3 - Health and Social services	2233	1	TECHNICAL COORDINATOR (LABORATORY)	51
3 - Health and Social services	2221	1	MEDICAL TECHNOLOGIST (RESERVED TITLE) – LABORATORY TECHNICIAN	53
3 - Health and Social services	2211	1	SPECIALIZED RADIOLOGY TECHNOLOGIST	55
3 - Health and Social services	2209	1	NUCLEAR MEDECINE TECHNOLOGIST	57
3 - Health and Social services	2210	1	NUCLEAR MEDECINE TECHNOLOGIST	57
3 - Health and Social services	2692	1	ÉDUCATOR (E.S.) (35 H)	66
3 - Health and Social services	2692	2	ÉDUCATOR (E.S.) (35 H)	66
3 - Health and Social services	2692	3	ÉDUCATOR (E.S.) (35 H)	66
3 - Health and Social services	2216	1	CLINICAL INSTRUCTOR (RADIOLOGY)	69
3 - Health and Social services	2274	1	PSYCHO-TECHNICIAN	81
3 - Health and Social services	2355	1	DOCUMENTATION TECHNICIAN	85
3 - Health and Social services	2365	1	DOCUMENTATION TECHNICIAN	85
3 - Health and Social services	3436	1	NURSING ASSISTANT (RÉSERVÉ TITLE) (35 H)	95
3 - Health and Social services	3437	1	NURSING ASSISTANT (RÉSERVÉ TITLE) (35 H)	95
4 - Colleges	C917	0	COOK CLASS III	135
3 - Health and Social services	5145		SECRETARY	148

Sector	Job position	Class	Title	Job class
3 - Health and Social services	1549	0	SOCIAL WORKER OR UNIVERSITY GRADUATE SOCIAL WORK	168
3 - Health and Social services	5126	1	DATA PROCESSING ATTENDANT	173
3 - Health and Social services	5166	1	MESSENGER (C.C.U.S.) (R.R.S.S.S. MONTRÉAL-MÉTRO) (36,25 H)	181
3 - Health and Social services	5229	1	MESSENGER (C.C.U.S.) (R.R.S.S.S. MONTRÉAL-MÉTRO) (36,25 H)	181
3 - Health and Social services	5136	1	REPROGRAPHY ATTENDANT	182
3 - Health and Social services	5029	1	CLERK	183
3 - Health and Social services	2269	1	DENTAL HYGIÉNIST (RÉSERVÉD TITLE) OR DENTAL HYGIENE TECHNICIAN	273
2 – School Boards	4231	0	INTERPRÈTER-TECHNICIAN	289
3 - Health and Social services	3463	1	CHILD NURSE/BABY NURSE	364
3 - Health and Social services	6204	1	COOK HELPER	497
3 - Health and Social services	3698	1	RECREATION INSTRUCTOR	501
3 - Health and Social services	6225	1	TAILOR OR SEAMSTRESS	537
3 - Health and Social services	2699	3	HEAD OF MODULE	599
3 - Health and Social services	3499	1	REHABILITATION OR INDUSTRIAL OCCUPATION ATTENDANT (E.S.)	852

JOB POSITIONS « TRAINEES »

Sector	Job positions	Class	Title	Job classes of the reference position
3 - Health and Social services	1238	1	ELIGIBLE APPLICANT BY EQUIVALENCE, PHYSIOTHERAPIST	16
3 - Health and Social services	2475	1	APPLICANT TO THE NURSING PRACTICE (36, 25 H)	41
3 - Health and Social services	2476	1	APPLICANT TO THE NURSING PRACTICE (35 H)	41
3 - Health and Social services	2477	1	ELIGIBLE APPLICANT BY EQUIVALENCE (36,25 H)	41
3 - Health and Social services	2478	1	ELIGIBLE APPLICANT BY EQUIVALENCE (35 H)	41
3 - Health and Social services	2485	1	NURSE ON UPGRADING COURSE (5 YEARS AND MORE)	41
3 - Health and Social services	2486	1	NURSE ON UPGRADING COURSE (5 YEARS AND MORE) (35 H)	41
3 - Health and Social services	3529	1	NURSING ASSISTANT ON UPGRADING COURSE (5 YEARS AND MORE) (36,25 H)	95
3 - Health and Social services	3530	1	NURSING ASSISTANT ON UPGRADING COURSE (5 YEARS AND MORE) (35 H)	95

MODIFICATIONS TO THE APPENDIX 2.2 PREDOMINANTLY MALE JOB CLASSES

Sector	Job positions	Class	Title	Job classes
2 – School Boards	2136	0	SPIRITUAL, RELIGIOUS AND MORAL EDUCATION CONSULTANT	10
3 - Health and Social services	2279	1	HÉMODYNAMICS TECHNOLOGIST	49
3 - Health and Social services	2256	1	AUDIOVISUAL TECHNICIAN	84
3 - Health and Social services	5120	1	DUPLICATOR OFFSET OPÉRATEUR	140
3 - Health and Social services	2373	1	ÉLECTRODYNAMICS TECHNICIAN (E.S.)	193
3 - Health and Social services	2697	1	SOCIOTHÉRAPIST (INSTITUT PINEL)	297

MODIFICATIONS TO THE APPENDIX 2.3 PREDOMINANTLY MIXED (NO PREDOMINANCE) JOB CLASSES

Sector	Job positions	Class	Title	Job classes
3 - Health and Social services	2267	1	EXTRA-CORPORAL CIRCULATION TECHNICIAN	50
3 - Health and Social services	2268	1	CLINICAL PERFUSIONIST (36,25 H)	50
3 - Health and Social services	2288	1	CLINICAL PERFUSIONIST	50
3 - Health and Social services	6421	1	LAUNDRY ATTENDANT	176
3 - Health and Social services	6420	1	LAUNDERER (36,25 H)	546

The official version (French) is available on the Internet at the following address:

http://www.tresor.gouv.qc.ca/fr/publications/ress_humaine/condition/equite/parassns_1b.pdf

A non official English translation is also available at the same address.

The document may be also consulted by employees at the Human Resources management office, at unions 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.aptsq.com

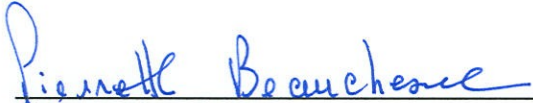
FISA : www.fisa.ca

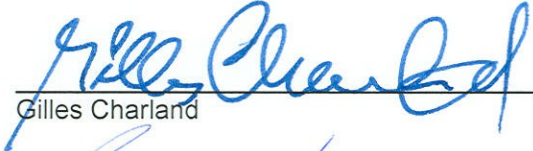
CSD : www.csd.qc.ca

From August 28, 2006, the Pay Equity Committee will proceed with the second posting according to the section 76, paragraph 2 of the Pay Equity Act since the stages expected to paragraphs 3 and 4 of the section 50 have been achieved. Employees targeted by this plan will then be able, within 60 days, to request additional information or send observations to the Pay Equity Committee.

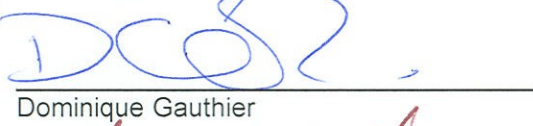
The members of the Pay Equity Committee signed this document.

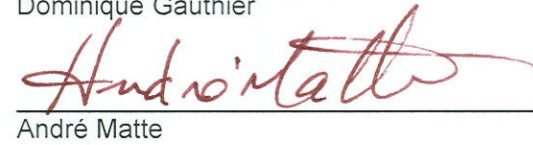
Employer's representatives:


Pierrette Beauchesne

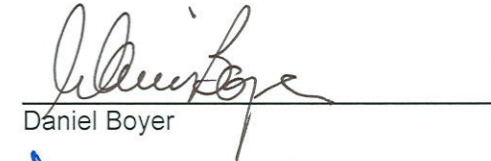

Gilles Charland

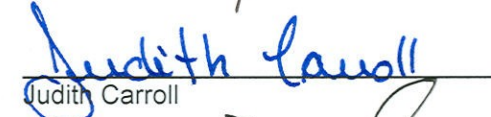

Bruno Côté

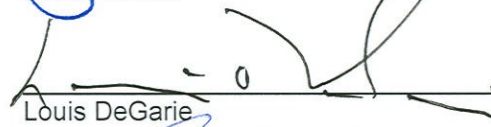

Dominique Gauthier


André Matte

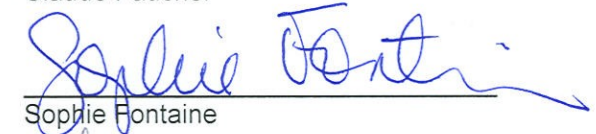
Union's representatives:

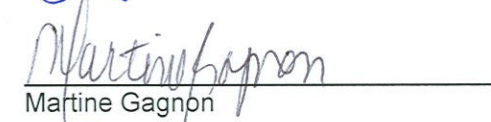

Daniel Boyer

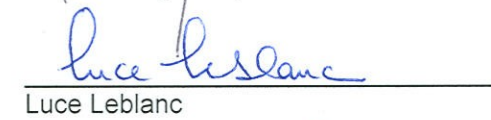

Judith Carroll


Louis DeGaris

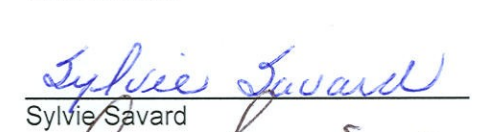

Claude Faucher


Sophie Fontaine


Martine Gagnon


Luce Leblanc


Elise Leclerc


Sylvie Savard


Lise Simard


Brent Tweddell