PAY EQUITY

NOTICE OF POSTING

PAY EQUITY PLAN
OF THE CONSEIL DU TRÉSOR

FOR EMPLOYEES REPRESENTED BY
L'ASSOCIATION PROFESSIONNELLE DES TECHNOLOGISTES MÉDICAUX DU QUÉBEC (APTMQ) AND LA CENTRALE DES PROFESSIONNELLES ET PROFESSIONNELS DE LA SANTÉ (CPS)

HEREAFTER REFERRED TO AS

L'ALLIANCE DU PERSONNEL PROFESSIONNEL ET TECHNIQUE DE LA SANTÉ ET DES SERVICES SOCIAUX (APTS)

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

----------**FIRST POSTING** ----------

First posting required by the *Pay Equity Act*

At the Pay Equity Committee meeting of June 22, 2005, committee members agreed to proceed with the first 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 this following address :

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

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

http://www.tresor.gouv.qc.ca/en/publications/ress_humaine/condition/equite/apts_1a.pdf

French and English versions of the document may also be consulted at the following address : http://www.aptsq.com

The posting may also be consulted at the Human Resources management office and through unions officers representing the employees concerned by the Pay Equity Plan.

This posting details the composition of the Pay Equity Committee, the identification of the job classes and their gender predominance, a description of the assessment method and tools as well as the survey approach used. In addition, the job classes list, the assessment system and the job analysis questionnaires are attached to the posting document.

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 make observations to Pay Equity Committee. The committee has 30 days to study these questions and observations. He must then proceed with a new posting providing any corrections in regards of the first posting or indicating that no modification is required.

The posting date determining the beginning of the 60-day period is **July 15, 2005**.