



July 11<sup>th</sup>, 2005

**TO: All Representatives**  
**FROM: APTS Pay Equity Committee**

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**RE: Pay Equity Act – First Posting**

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### **Brief Overview of the Past 18 Months**

In January 2004, a Superior Court ruling considerably altered the framework with regard to pay equity matters, by invalidating Chapter IX of the Act. This chapter exempted employers who had already produced a salary relativity plan from the obligations of the law, thus depriving predominantly female job categories of rights and remedies.

What's more, on December 14<sup>th</sup>, 2004, amendments to Section 11 of the Act took effect, legally permitting unions to merge their respective pay equity programs into one. This is what the APTMQ and the CPS decided to do with their equity programs in spring 2005. Which is why the program discussed in the posting goes by the "APTS" acronym.

Throughout the winter and spring of 2005, the APTS worked intensively with the Secretariat of the Treasury Board (SCT), in accordance with the provisions of the *Pay Equity Act*. The aim was to foster a better interpretation of the plan to determine the value of tasks performed by the professionals and technicians in the health and social services network. A satisfactory conclusion was reached in late June.

### **Pay Equity Committee**

The Pay Equity Committee, as provided in the Act, is comprised of twelve members: eight employee representatives and four employer representatives.

The APTS representatives are as follows:

- Denis Côté, Co-President
- Dominique Verreault, Co- President
- Luce Leblanc, Committee Coordinator and Vice-President
- Christine J. Fortier and Johanne Mc Gurrin, APTS staff members assigned full-time to the pay equity file
- Marie Josée Leroux and Martine Robert, members assigned full-time to the pay equity file
- M<sup>e</sup> Denis Bradet, spokesperson

### **First Posting**

We have reached the crucial stage of the first posting. The first posting under the APTS program will begin this July 15<sup>th</sup> and will run for the next 60 days, namely until September 15<sup>th</sup>, 2005, in accordance with sections 75 and 76 of the *Pay Equity Act*.

The document to be posted contains the following information:

- the composition of the Pay Equity Committee;
- identification of the job classes<sup>1</sup> and determination of the dominant gender;
- description of the method and tools selected to determine the value of job classes.

The official document, a copy of which is attached, will be available on the APTS and SCT web sites effective July 15, 2005, as well as through your establishment's Human Resources office. Employees targeted by the program may consult the document to find out how to request additional information or submit written comments to the Pay Equity Committee at one of the appropriate mailing addresses. The Pay Equity Committee will subsequently have 30 days to issue a notice indicating the changes that have been made to the document with consideration to the comments that were received.

### **Job Class Evaluation**

Future stages of the program will compare predominantly female job categories with predominantly male job categories. Next, the differences will need to be evaluated and the applicable compensation adjustments calculated. A second posting will then follow to announce the completion of the work.

A Job Class Evaluation Committee will be formed to complete these important stages. Its mandate will be to evaluate the responses to the questionnaires filled

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<sup>1</sup> These are job classes represented by the unions as of **November 21, 2001**.

out in 2002, as well as those to be filled out in fall 2005, which will help determine the value of all job categories.

### **The APTS continues to monitor this file**

The first complaints of salary discrimination in the health and social services sector were filed nearly 20 years ago, among others, by the physiotherapists of the APPQ and by the social workers of the AESSPQ<sup>2</sup>, in accordance with the provisions of the Quebec *Charter of Human Rights and Freedoms*. It is high time that the rights of technicians and professionals in the health and social services sector be respected.

The APTS still believes in the issue's importance and is committed, like its founding organizations before it, to pursuing the issue of pay equity with rigor, determination and a deep motivation to have the job categories of technicians and professionals in the health and social services sector recognized for their true value.

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<sup>2</sup> These organizations are two of the founding unions of the APTS; in the 90s, they changed their names to the "SPTRPQ" and the "SIPSQ" respectively.