



Salary relativity Work has begun

During the last round of negotiations in the public and parapublic service sectors, the parties agreed to implement salary relativity after implementation of pay equity is achieved. However, the parties agreed to commence their work on these issues as soon as the collective agreement is signed.

Affected CSN federations (FNEEQ, FEESP, FP et FSSS) have met several times since last fall in order to identify the mixed job classes existing in 2001 for which we lack information and which should therefore be investigated. The evaluation of job classes for which we have sufficient information is almost complete. We have also agreed on a work plan with our union partners involved in this work (FTQ, CSQ, FIQ and APTS).

An initial meeting was held with the Treasury Board on September 22. The goal of this meeting was to start the salary relativity process and establish working priorities. In the coming weeks, we will have to:

- Identify mixed job classes (no gender predominance);
- Identify the categories of mixed job classes for which information gathered during the pay equity exercise was not sufficient to evaluate them;
- Investigate job categories where there was insufficient information to conduct an evaluation;
- Evaluate mixed job categories;
- Establish salary adjustments that might result from the salary relativity exercise.

In order to ensure consistency in the overall pay structure, the exercise will be carried out employing assessment tools used in the framework of work on pay equity. Two meetings with the Treasury Board are scheduled for October 26 and November 15. Additional meetings are expected.

Salary adjustments will not take place in the coming weeks. This is a work in progress. We will keep you informed about the progress as it happens.

Pay Equity

This consists of comparing predominantly female job classes (traditionally or predominantly occupied by women) with predominantly male job classes within the same enterprise. In our case, this involves all employees in the education sector, and health and social services sector. This comparison aims to address salary differences due to gender discrimination. Salary adjustments, if any, are intended only for predominantly female job classes. This process is mandatory and stems from the Pay Equity Law.

Salary Relativity

This consists of comparing all job classes within the same enterprise regardless of gender category. The evaluation process is the same as the one used for pay equity, except that all job classes are evaluated and compared to one another. Salary adjustments, if any, may target job classes that have an internal wage disparity in relation to total employment. Salary relativity does not mean obtaining salary parity with comparable jobs with another employer (in the private sector, another ministry or in another province, for example). It does not stem from the application of a law but is the result of negotiations.

Investigation

Using a questionnaire, the investigation will collect information from those who do the work daily (tasks performed, responsibilities assumed, working conditions, etc.).

Evaluation

Using information collected during the investigation, the parties, via the working group provided for in the letter of understanding, will assign a value to each job class based on a job evaluation system that includes 17 sub-factors agreed upon during the pay equity exercise.