

INFO-MAINTENANCE

Treasury Board once again delays posting 2020 pay equity maintenance results

For several days now, we have been fielding questions regarding the posting of 2020 pay equity maintenance audit results for the parapublic sector program covering health and social services and education personnel. The Fédération des employées et employés de services publics (FEESP) can confirm the Treasury Board did not respect the deadline set by the Commission des normes, de l'équité, de la santé et de la sécurité (CNESST) in its decision rendered last July 7. The CNESST had agreed to postpone the 2020 pay equity maintenance audit date for a second time and ordered the Treasury Board to post results no later than December 20, 2021.

FEESP denounces the government's stubborn refusal to meet its obligations under the *Pay Equity Act*. It has been postponing its legal responsibilities for more than a year. The Act requires an employer to conduct a pay equity maintenance exercise every five years. The Treasury

Board is not above the law and we believe it must stop delaying the completion of an exercise whose objective is to redress systemic wage discrimination towards women's work.

In addition to stalling the 2020 audit, there are still thousands of complaints in the queue that the CNESST investigation service needs to process from the 2015 audit, thus perpetuating discrimination against several predominantly female job categories. Please rest assured the federation will continue to make representations on these files.

We will be closely monitoring developments in the 2020 pay equity file and will keep you posted about any new information re: posting of results. In the meantime, feel free to contact your local union for all pay equity-related questions.

What is pay equity maintenance?

Under the *Pay Equity Act*, the Treasury Board must conduct a pay equity maintenance exercise every five years for the parapublic sector program that covers employees in the health and social services and education networks. The purpose of a periodic maintenance audit is to ensure that female-dominated job categories continue to receive pay equal to male-dominated job categories of equal value or organization within the networks. Over time, various changes within an organization can affect pay equity and lead to discrimination. It is then important to assess whether these changes are significant enough to modify the evaluation of a job category or its remuneration. Here are some examples of events to watch for during a pay equity maintenance exercise:

- ✓ Considerable changes to duties, functions or responsibilities in a job category;
- ✓ Creation or elimination of job categories;
- ✓ Changes in remuneration method;
- ✓ Renewal of collective agreement;
- ✓ Reorganization of work;
- ✓ Changes in organizational structure: merger, mission change, etc.;