

INFO-EQUITY

Treasury Board postpones its 2020 pay equity audit

Under the Pay Equity Act (LES), every five years the Treasury Board must conduct a pay equity audit in the parapublic sector program, which covers employees in the health and social services network as well as education. The purpose of the periodic audit is to ensure that job categories traditionally or mostly held by women always receive remuneration equal to job categories traditionally or mostly held by men of equal value. Over time, various changes occurring within a company can affect the value of jobs and lead to wage discrimination. These changes must therefore be evaluated to determine if they are significant enough to modify the evaluation of a job category or even its remuneration. Here are some examples of selective events to watch for during an audit:

- Creation or abolition or merger of a job category;
- Modification of the duties and responsibilities or the qualifications required to perform a job;
- Changes in working conditions;
- Special remuneration for certain employees or changes in the remuneration of some job categories.

CNESST has authorized the Treasury Board to delay posting its results

Results of the latest pay equity audit were scheduled to be released on December 20, 2020. However, as is permitted under the Act, the Treasury Board asked the Commission des normes, de l'équité et de la santé et sécurité du travail (CNESST) in September for a deadline extension, alleging the number of complaints still being processed from the 2010 and 2015 audits, in its view, make it impossible for it to complete its latest pay equity audit. CNESST responded favourably to this request by issuing a decision to postpone the audit of the parapublic sector program until no later than **June 30, 2021**.

It should be noted that this delay will have no impact on the date to pay out salary adjustments and that deadlines for various possible recourses following the posting of results are adjusted accordingly.

CSN public sector federations are getting ready for the next audit

Over the next few months, your federation will make sure it gathers all available information on work that will be carried out or should be (identification of job categories, job evaluation method used, identification of changes affecting job value as well as elements of remuneration, postings, etc.). We will work to analyze any changes that have occurred since the 2015 audit to evaluate whether they have had an impact on pay equity. We will remain vigilant in protecting your rights and in making sure that your pay structure is free from systemic discrimination.

Even if the government is, yet again, dragging its feet to eliminate wage discrimination, we will not let the government get away with failing to respect the fundamental right to pay equity. Equality between men and women is non-negotiable.

Contact your local union if you have any questions or require more information.