

POSTING NOTICE
PAY EQUITY AUDIT
WITHIN THE PAY EQUITY PLAN
OF THE CONSEIL DU TRÉSOR

FOR ALL EMPLOYEES IN THE HEALTH AND SOCIAL SERVICES SECTOR
SCHOOL BOARDS AND COLLEGES SECTOR
REPRESENTED BY CERTIFIED ASSOCIATIONS
AND ALL NON-UNION MEMBERS EMPLOYEES
IN THE SAME JOB CLASSES

POSTING

APPLICATION OF THE PAY EQUITY ACT (SECTION 76.3 AND 76.4)

The Act modifying the Pay Equity Act, approved on May 28, 2009, introduces new modifications for pay equity audit of pay equity plans. The law foresees, that once pay equity has been implemented, the employer shall periodically conduct a pay equity audit, every five years, to determine any compensation adjustments required. The law also specifies that the employer shall post the results in prominent places easily accessible to the employees concern by the plan.

In this matter, the Conseil du Trésor is posting the results of the review, provided in section 76.3 of the Act. The posting date determining the beginning of the 60 days period is December 20th, 2010 until February 18th, 2011.

Consultation of the posting notice

Any employee concerned by this pay equity audit may consult the official version (French) available on the Internet at the following address:

http://www.tresor.gouv.qc.ca/fileadmin/PDF/info_equite/maintien/francais/parassns_1a.pdf

A non-official English version is also available at the following address:

http://www.tresor.gouv.qc.ca/fileadmin/PDF/info_equite/maintien/anglais/parassns_1a.pdf

The posting copy may be also consulted by employees at the Human Resources management office of each employer local representatives.

This posting shall include: a summary of the pay equity audit process; a list of the events leading to compensation adjustments; a list of the predominantly female job classes that are entitled to compensation adjustments; the percentage of the compensation adjustments to be paid; and the posting date and information on the rights exercisable under section 76.4 and the time within which they may be exercised.

Employee rights and deadlines

According to section 76.4 of the Act, within 60 days of the date of a posting, any employee may, in writing, request additional information from or make observations to the Conseil du Trésor. Then, the Conseil du Trésor shall make within 30 days, a new posting with any amendments or with indication that no amendments are needed.

The posting date determining the beginning of the 60 days period is **December 20th, 2010**.