

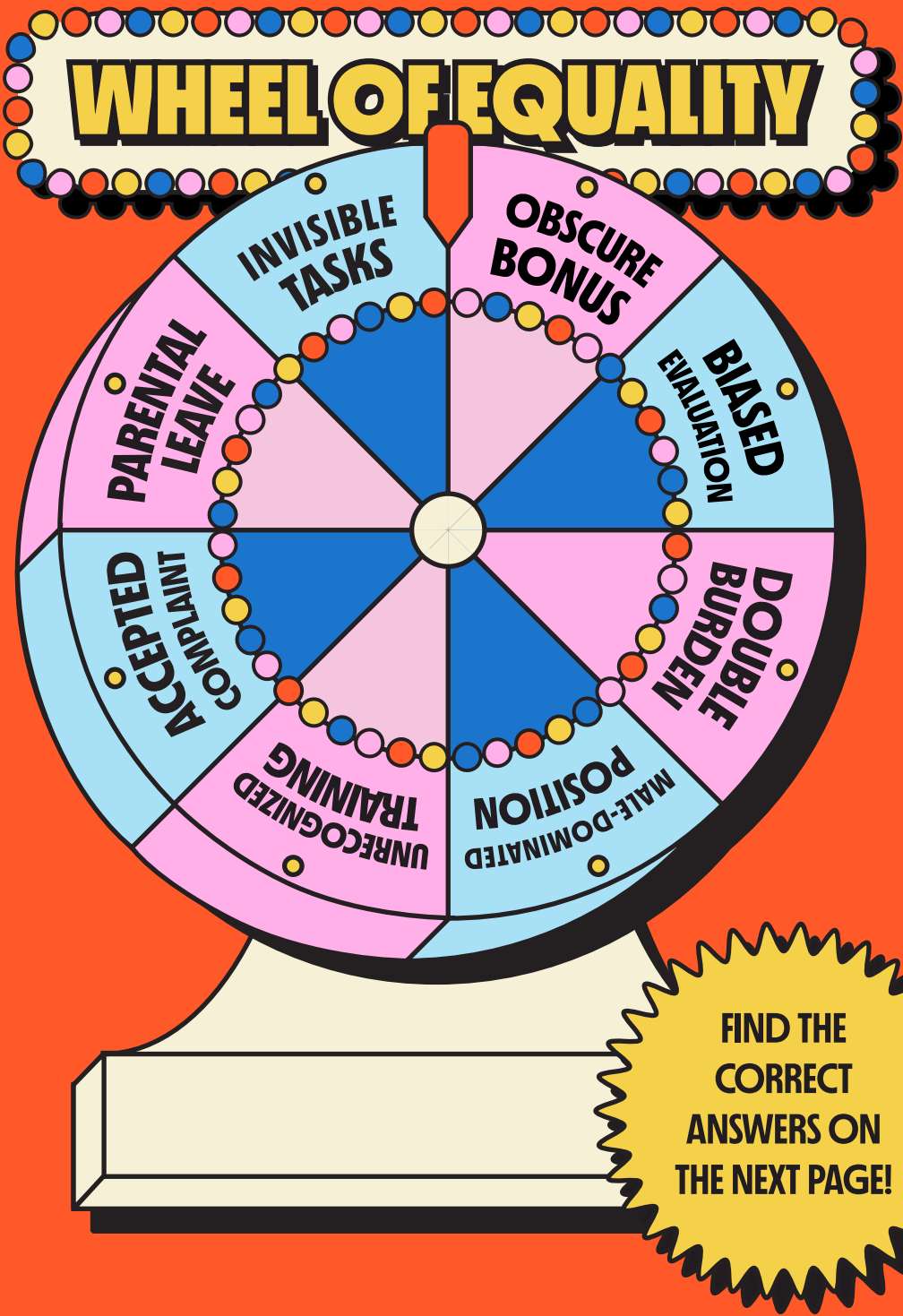
Let’s play a game!

Test your *Pay Equity Act* knowledge by answering these 10 questions.

QUESTION 1

In what situation would a complaint about non-compliance with pay equity audit or its maintenance be deemed inadmissible?

- A** When the maintenance work is carried out by a single employer.
- B** When the results of the initial exercise have not yet been posted.
- C** When the maintenance assessment is conducted by a pay equity committee established under the Act.
- D** When the job posting does not comply with the consultation processes.



QUESTION 2

In cases of prohibited conduct (acting in bad faith, arbitrarily, or in a discriminatory manner) within what timeframe must a complaint be filed?

- A** 30 days following the incident
- B** 60 days following the incident or the date you became aware of it
- C** At any time
- D** 90 days following the incident

QUESTION 3

True or false?

The size of the company impacts the employer’s pay equity obligations.

QUESTION 4

Who am I?

“Equal pay for equal work (same value or comparable value)”



QUESTION 5

Josée’s employer tells her he has achieved pay equity but did not include her position as an administrative assistant because she received a larger pay increase than other employees.

Is the employer allowed to do this?

QUESTION 6

What organization handles pay equity complaints or disputes?

- ☐ A CNESST
- ☐ B Treasury Board
- ☐ C Ministry of Education
- ☐ D Ministry of Health and Social Services (MSSS)

QUESTION 7

In what year did Quebec adopt the *Pay Equity Act*?

QUESTION 8

Yes or no?

Are companies under Qubec jurisdiction required to conduct pay equity maintenance assessments at the same time?

QUESTION 9

Yes or no?

If a company has 50 employees, some of whom are unionized, can the employer post its pay equity assessment results without engaging in a participatory process?

QUESTION 10

Do I have any rights if an employer fails to conduct a pay equity maintenance assessment?



ANSWER KEY

How well do you know the *Pay Equity Act*?

1

Correct answer

C. When the maintenance assessment is conducted by a pay equity committee established under the Act.

Explanation

No ! The Act does not allow complaints in this situation because the committee’s very role is to ensure compliance from the outset.

4

Correct answer

The *Pay Equity Act*!

Explanation

The purpose of the Act is to correct wage gaps caused by systemic gender discrimination against employees in female-dominant job categories. Every company with 10 or more employees must complete a pay equity audit and ensure that its results are maintained over time.

To achieve this, we must compare jobs that are different but of equal or equivalent value ; for example: a secretary (CEPF) and a carpenter (CEPM). Qualifications, effort, responsibilities, and working conditions are all evaluated—it’s a bit like comparing apples and oranges (carbohydrates, calories, vitamins, etc.).

Important !

This is not about evaluating individual performance or workload.

2

Correct answer

B. 60 days following the incident or from the date you became aware of it.

Explanation

For this type of prohibited conduct (Articles 15 and 76.9 of the LÉS), the complaint (Article 101 of the LÉS) is admissible within 60 days of the breach or from the moment you became aware of it. Only employees, not accredited unions, may file this complaint.

5

Correct answer

No, the employer does not have the right to do this.

Explanation

An employer cannot exclude a female-dominant or male-dominant job from the pay equity audit or pay equity maintenance process. To determine whether discriminatory pay gaps exist, the employer must compare all female-dominant jobs with all predominantly male jobs in the company, regardless of any promotions or pay increases.

3

Correct answer

False.

Explanation

Once an employer becomes subject to the Act (i.e., as soon as it has 10 employees), it must conduct an initial assessment. Afterwards, it’s required to conduct a maintenance assessment every five years, even if the number of employees drops below the 10-employee threshold. No one is above the law !

6

Correct answer

CNESST.

Explanation

CNESST handles complaints related to non-compliance, non--implementation, and misconduct. It also produces educational materials, offers free training, and promotes pay equity awareness. Additionally, it maintains a website packed with information on pay equity and its upkeep, along with guidelines for applying the *Pay Equity Act* and details on past decisions.

The CSQ partners with CNESST and sits on the Pay Equity Advisory Committee (CCES), which advises on matters referred by the Minister of Labour or the Commission.

7

Correct answer

1996

Explanation

In 1996, the National Assembly of Quebec passed the *Pay Equity Act* by unanimous vote in relation to companies under provincial jurisdiction. This victory followed major mobilization by Quebec feminist organizations and labour unions.

In 1998, women earned 83% of the average hourly rate earned by men. In 2024, the gap had narrowed to 91% of the hourly rate earned by men, thanks in part to the *Pay Equity Act*. Yes, it's progress, but the fight isn't over yet!

8

Correct answer

No.

Explanation

Companies with 10 or more employees must carry out an initial pay equity audit and then, every five years, conduct a pay equity maintenance assessment. The anniversary date for this assessment varies from one company to another, depending on their obligations.

In the public sector, for example, the anniversary dates are December 20, 2010, December 20, 2015, and so on. For CPEs, the anniversary date varies according to the obligations of each CPE and is determined based on the year the company reaches ten employees.

To find out the anniversary date of your own maintenance assessment, simply contact your local union, your federation, or your employer. Please note that your employer must meet certain obligations before posting a notice on the anniversary date. For more information, contact your local union or federation.

9

Correct answer

No.

Explanation

In this case, the employer must facilitate a participatory process and complete it at least **60 days before** posting the results of the pay equity maintenance assessment.

The purpose of the process is to inform union representatives of the employer's work. At this stage, union representatives can ask questions, comment on the employer's documentation, or share any information the employer may have overlooked.

If the employer skips this step—for example, by conducting the maintenance assessment alone—they may open themselves up to a non-compliant pay equity maintenance assessment complaint.

10

Correct answer

Absolutely!

Explanation

You can file a complaint with CNESST. The Commission provides employees with a complaint form specifically for cases where a pay equity maintenance assessment has not yet been conducted.

To make sure you meet the deadlines—and so you obtain proper guidance—you should first contact: (1) your local union, (2) your federation and (3) the social security and training department

