

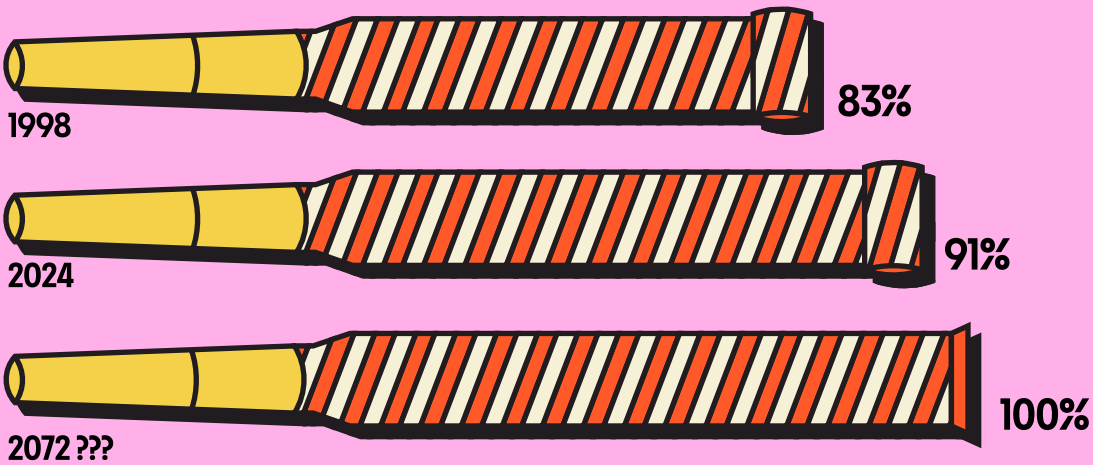
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Time to celebrate progress in pay equity!

Since its adoption in 1996, the *Pay Equity Act* has helped narrow the wage gap between women and men’s pay.

In 1998, women’s hourly wages were approximately 83% of what men earned. In 2024, this figure is closer to 91%. Yes, this is encouraging, but there’s still work to be done.

Evolution of women’s hourly pay



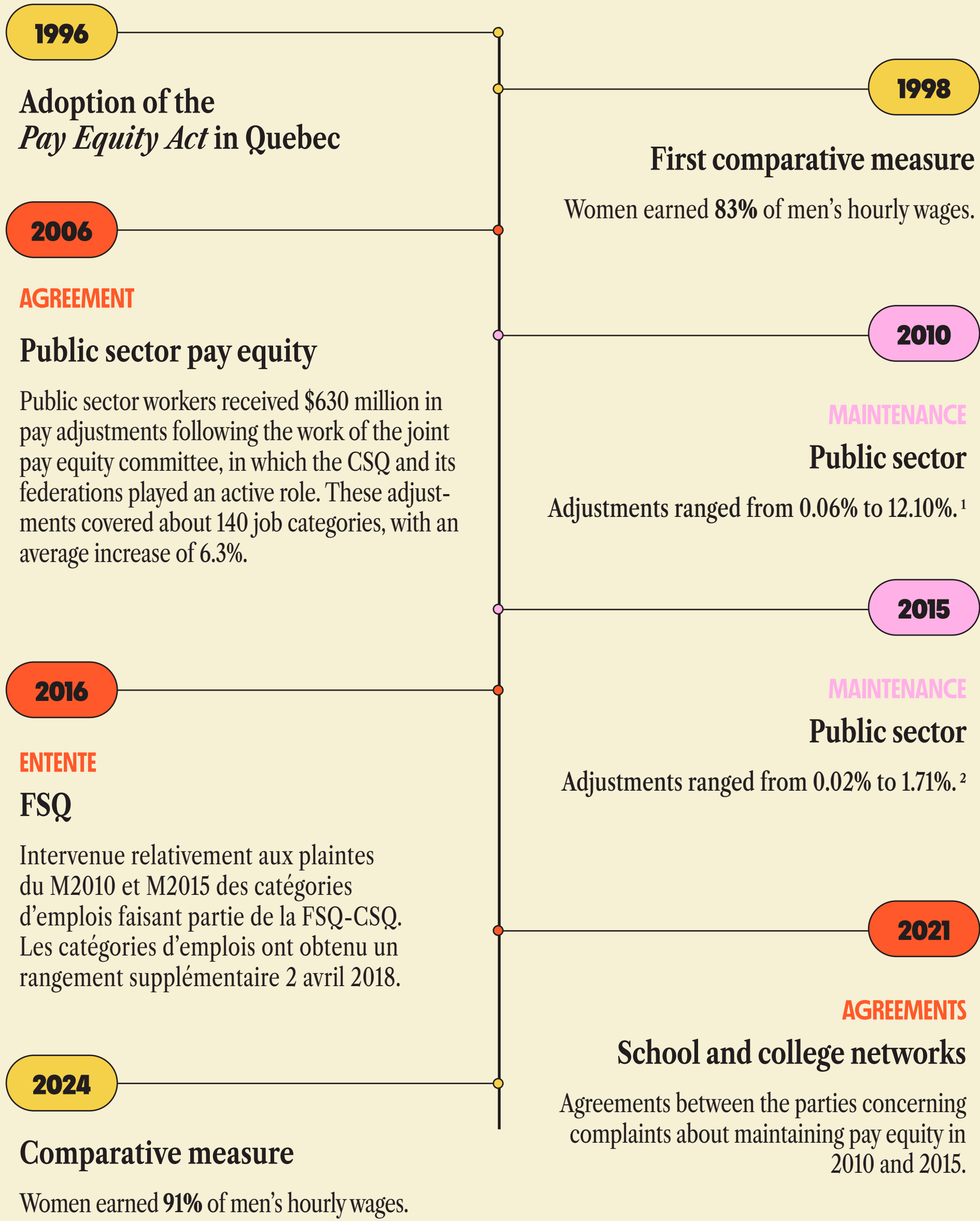
Since first introducing the *Pay Equity Act*, nearly

326 000

people have benefitted from wage adjustments ranging from

2,94% à 13,65%

Highlights



1 La liste des catégories d'emplois ayant droit à un ajustement n'est pas exhaustive. Elle ne cible que les catégories d'emplois de la CSQ. La variation des pourcentages s'explique par le fait qu'il s'agit de catégories d'emplois distinctes qui ont un rangement différent. Elle se base sur la liste globale de toutes les catégories d'emplois du dossier M2010 CT.

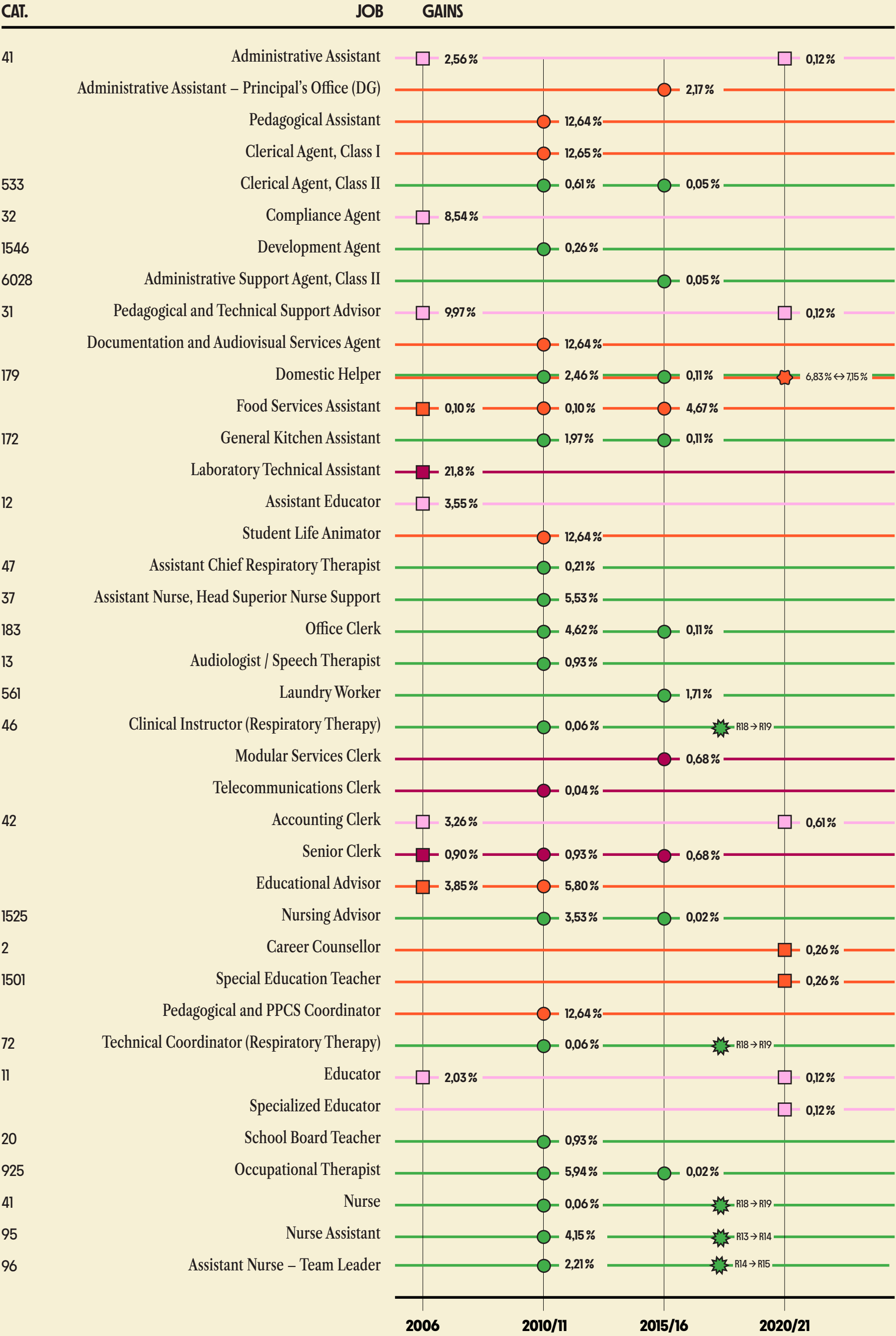
2 Encore une fois, la liste des catégories d'emplois ayant droit à un ajustement n'est pas exhaustive. Elle ne cible que les catégories d'emplois de la CSQ. La variation des pourcentages s'explique par le fait qu'il s'agit de catégories d'emplois distinctes qui ont un rangement différent. Elle se base sur la liste globale de toutes les catégories d'emplois du dossier M2010 CT.

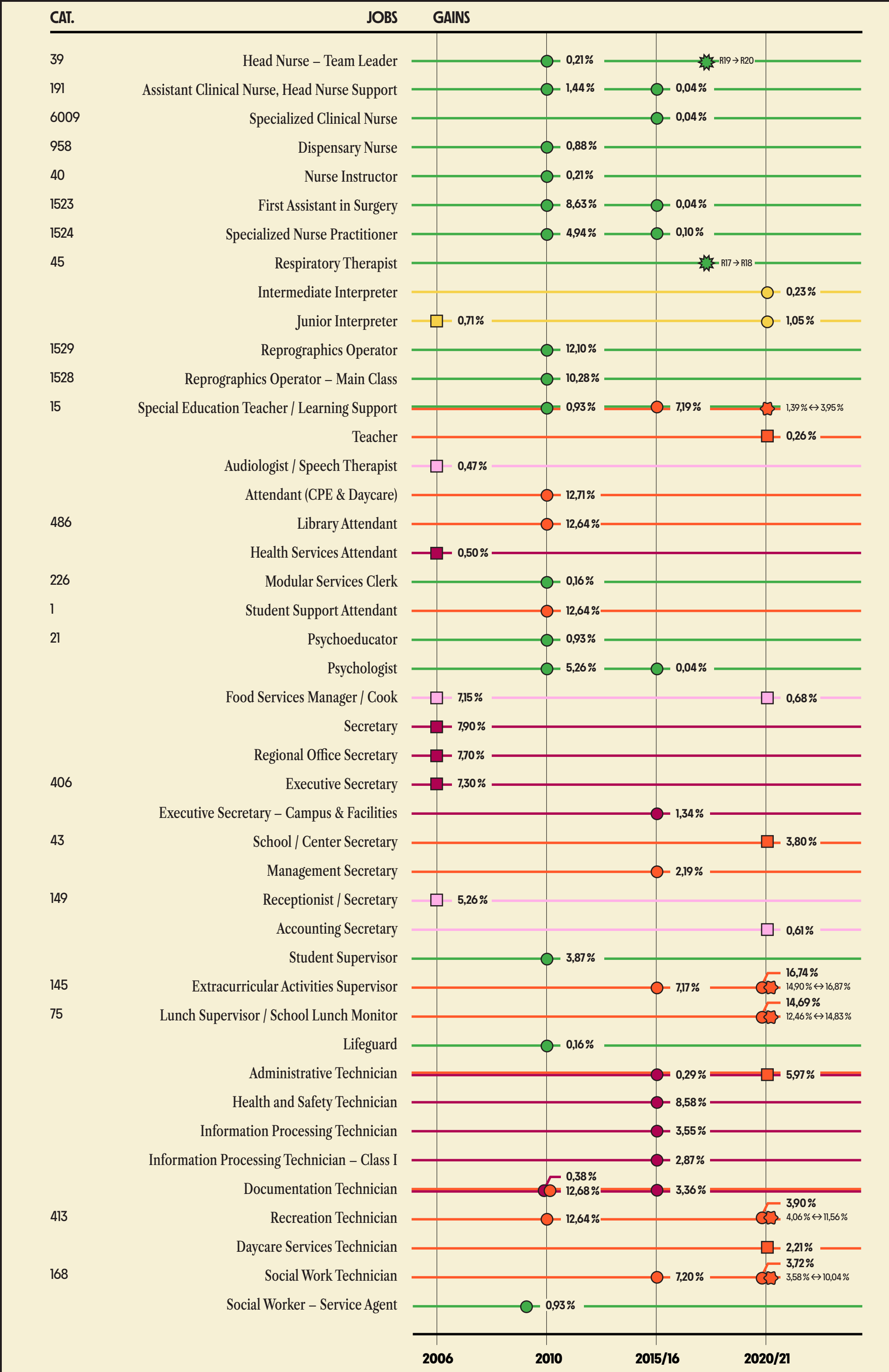
Pay Equity Gains

LEGEND

- Agreement
- Maintenance
- Complaints (M2010-15)
- Lump-sum variations

- Public sector
- School and college networks
- CPEs and daycare centres
- SIVET
- UQAT





Obligations, Rights and Remedies

What are an employer’s obligations concerning pay equity?

Under the *Pay Equity Act*, employers are responsible for conducting the initial assessment and subsequent audits. The table below illustrates the employer’s obligations according to the number of employees in the company.

OBLIGATIONS	NUMBER OF EMPLOYEES		
	10 - 49	50 - 99	100 +
Determine the number of workers in your company	YES	YES	YES
Implement a pay equity program	OPTIONAL	YES	YES
Establish a pay equity committee	OPTIONAL	OPTIONAL*	YES
Communicate the results of the initial assessment within the company	YES	YES	YES
Conduct pay equity audits for the company every five years	YES	YES	YES
Communicate the results of pay equity audits within the company	YES	YES	YES
Retain the data used to facilitate the initial assessment, audits, and reports for at least six years	YES	YES	YES
Submit de company’s <i>Déclaration de l’employeur en matière d’équité salariale</i> (DEMES)	YES	YES	YES

* compulsory if requested by a union

How does the participation process work during pay equity audits?

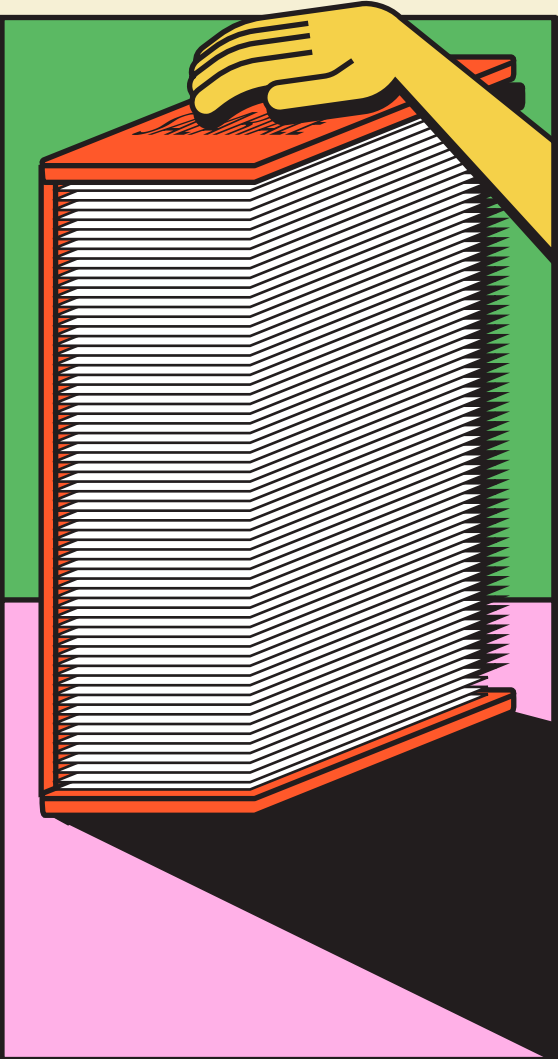
During pay equity audits, if the employer is carrying out the maintenance internally, it is responsible for the following steps:

- Determining whether a participation process is required (mandatory if the employees affected by the pay equity audit are represented by an accredited union or if the initial assessment was carried out by a pay equity committee)
 - Determining which individuals should receive relevant information and updates about the process
 - Determining when and how the consultation period will take place;
- Providing all information necessary for the audit:
 - Identification of job categories and gender predominance
 - List of events under consideration and, if available at the time of consultation, their start and, where applicable, their end dates
 - Summary of the process
 - Job class evaluation method
 - Pay gap estimation method
 - Submitting the results of the audit, including information required by the Act (s. 76.3)
 - Submitting its Employer Pay Equity Statement (*Déclaration de l’employeur en matière d’équité salariale* [DEMES]) including information required by the Act (s. 76.4).



The consultation period must be no sooner than 60 days before the results are posted.

Rights and Remedies



COMPLAINT | Initial pay equity assessment or subsequent audits

Under the *Pay Equity Act*, a union or employee may file a complaint in response to the following situations:

- 1

Unions and employees
 - failure to carry out pay equity assessments or audits
 - noncompliance with pay equity assessment or audit processes, unless carried out by an official committee in accordance with the Act.
- 2

Employees
 - bad faith, discriminatory action, arbitrariness or gross negligence
 - For reprisals after exercising a right under the *Pay Equity Act*.

What are the deadlines for filing a complaint ?

A noncompliance complaint must be filed within the legal time limits (i.e. within 60 days of a new posting). **It may be filed only if the employer carries out the work alone.**

A complaint that the process has not been carried out may be filed at any time.

For companies with 10 to 49 employees, a noncompliance complaint may be filed until the results of the audit are posted.

In the case of pay equity audits, a complaint of non-compliance must also be filed within 60 days of a new posting. If a formal committee is set up under the Act, only a complaint of prohibited conduct may be filed. This complaint is admissible within 60 days of the breach or the date on which the employee became aware of it, and may be filed whether or not there is an equity or maintenance committee.

A complaint of reprisal, in connection with an action taken under the Act, may be filed by CNESST or at the request of the employee within 30 days of the reprisal.

What are my rights regarding the posting of pay equity or maintenance results ?

You always have a say following the posting of your workplace’s pay equity results. Employees can ask questions, share observations and provide comments with the employer or the pay equity committee within 60 days of the results being posted.

Once you have filed your complaint, you have the right to:

- remain anonymous (unless you consent to waive confidentiality regarding your identity)
- be informed of the processes for handling your complaint
- appoint another individual or your accredited union to represent you in the handling of your complaint
- assert your claims
- be kept informed about the progress of your case
- receive advance notice of a decision and can respond
- obtain a decision and contest it
- request that the complaint process be suspended at any time
- obtain a decision and (within 90 days) challenge it before the Tribunal administratif du travail