



CSQ's Great Charter of Commitment to Pay Equity

Whereas the *Pay Equity Act*, adopted in 1996, remains current;

Whereas the CSQ has supported the pay equity cause since well before the adoption of the *Pay Equity Act*;

Whereas the CSQ General Council held in May 2024 made pay equity a priority;

Whereas, as part of the societal action plan on pay equity, a tour of affiliates and federations has been conducted;

Whereas to achieve and maintain pay equity, it is necessary to carry out an audit of female-dominant and male-dominant job classes;

Whereas that it is important and necessary to recognize the characteristics of female-dominant jobs;

Whereas it is essential to recognize the characteristics for all members, affiliates, federations and the CSQ;

*he Centrale, the federations
and the affiliates undertake to:*

publicize the pay equity commitment charter among its affiliates and members ;

use all available forums, including the pay equity forum, to ensure that the female predominant and male predominant job classes represented by the CSQ are recognized for their fair value, with the aim of eliminating systemic gender-based wage discrimination ;

enable an up-to-date implementation of the *Pay Equity Act* so that pay equity is achieved and maintained in the various workplaces represented by the CSQ, notably by doing everything possible to separate pay equity and pay equity audits from collective agreement renewal negotiations ;

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take every opportunity to speak out on pay equity issues ;
provide education on the possibility of setting up pay equity or pay equity audit committees as outlined in the *Pay Equity Act* and promote the benefits of setting up such committees.

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