

PAY

EQUITY

INFO

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Centrale des syndicats
du Québec

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A RIGHT THAT HAS YET TO COME!

The voluntary conciliation process on the 2010 grievances respecting pay equity maintenance ended on January 6, 2020, without an agreement between the Treasury Board and the trade unions involved. The CSQ regrets the failure of this attempt at a settlement for the members it represents.

Progress that were showing hints of an agreement

In spring 2019, the investigation into the 2010 maintenance complaints underway at the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) was suspended after the adoption of the new Pay Equity Act to make room for a voluntary conciliation process between the parties.

During this process, many meetings were held between the trade unions (CSQ, CSN, FTQ, APTS and SPGQ) and the Treasury Board. Discussions allowed the parties to move forward even if some vital elements remained to be resolved.

At the end of the conciliation process, a settlement was within reach for CSQ education sector members. However, as the file involves two sectors (education and health and social services) with different although complementary issues, some of the 2010 complaints, which don't belong to the CSQ, couldn't be resolved in time. Since the Treasury Board wants a comprehensive

agreement, a partial settlement in education couldn't be achieved.

Back to the investigation

Now that the conciliation period provided for under the Act is elapsed, the investigation process will resume. The CSQ and its federations are ready to pick up where they left off with CNESST investigators when the investigation was suspended for conciliation.

Further discussions

According to the Pay Equity Act, as long as the CNESST hasn't issued its investigation decision, the parties can continue their discussions to try and come to an agreement.

When the conciliation process ended in January 2020, both the CSQ and the Treasury Board expressed their interest in maintaining the dialogue. The CSQ will continue to defend the rights of its members and will take every opportunity to reach a satisfactory agreement.

Pay Equity Act: a necessary reform

Despite the amendments made to the Pay Equity Act in April 2019, fundamental problems remain. The Act still doesn't allow women to obtain complete salary adjustments and fully participate in the achievement and maintenance of equity. That's why the CSQ is calling for immediate and substantial changes to the Act. The Centrale intends to initiate legal actions to have some of the Act's amendments declared unconstitutional.



Sign the petition!

The CSQ isn't the only organization seeking changes to the Pay Equity Act. Many trade unions and civil society organizations have joined forces to launch a petition demanding a review. Among other things, the petition calls on the government to:

- give employees all the salary adjustment due to them
- allow employees to play a decision-making role
- provide the CNESST with all the information and human and financial resources it needs to enforce the Act in the proper manner.

The CSQ invites its members to sign the online petition (available in French only) by February 25, 2020 on the National Assembly of Québec website.



A French-language video campaign, which addresses the pay equity question head on, is also currently running on social media. View and share videos on social media by visiting the CSQ website : equite.lacsq.rog

We hope many of you will join in this operation so that the Québec government will correct the salary gaps that still remain.

To consult the French version of this newsletter,
consult the [pay equity section](#) of our website.