

# **POSTING**

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

**PAY EQUITY MAINTENANCE AUDIT, 2016 OF THE  
CONSEIL DU TRÉSOR**

**FOR ALL COLLEGE AND SCHOOL BOARD  
MANAGEMENT STAFF EMPLOYEES**

**April 13<sup>th</sup>, 2017**

## POSTING INFORMATION

You will find below the elements of the posting required under the Pay Equity Act (section 76.3 and 76.4)<sup>1</sup>. The official French version is available on the Internet at the following address:

[http://www.tresor.gouv.qc.ca/fileadmin/PDF/info\\_equite/maintien/francais/pgeduc\\_2a.pdf](http://www.tresor.gouv.qc.ca/fileadmin/PDF/info_equite/maintien/francais/pgeduc_2a.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/pgeduc\\_2a.pdf](http://www.tresor.gouv.qc.ca/fileadmin/PDF/info_equite/maintien/anglais/pgeduc_2a.pdf)

The audit may also be consulted at the Human Resources Department of each of the employer's local representatives and on the websites of the following executive associations:

ACCQ : [www.accq.qc.ca](http://www.accq.qc.ca)

AQCS : [www.aqcs.ca](http://www.aqcs.ca)

AQPDE : [www.aqpde.ca](http://www.aqpde.ca)

ACM : [www.acm.quebec](http://www.acm.quebec)

AMDES : [www.amdes.qc.ca](http://www.amdes.qc.ca)

AAESQ : [www.aaesq.ca](http://www.aaesq.ca)

FQDE : [www.fqde.qc.ca](http://www.fqde.qc.ca)

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<sup>1</sup> RLRQ, c.E-12.001

## **COMING INTO EFFECT**

As required by section 76.2 of the Act, the employer has decided to assess the maintenance of pay equity in a pay equity committee.

After conducting the pay equity audit, in keeping with the section 76.1 of the Act, the results are posted on April 13<sup>th</sup>, 2017 and will be in effect until June 12<sup>th</sup>, 2017, 60 days after the beginning of the posting.

## **INFORMATION - OBSERVATIONS**

Any employee concerned by the posting and who wishes to request additional information or make observations to the Pay Equity Review Committee, may do so within 60 days after the beginning of the posting and e-mail the letter at:

[maintien-pgeduc@oricom.ca](mailto:maintien-pgeduc@oricom.ca)

or send it at the following address:

Comité d'évaluation du maintien de l'équité salariale  
Programme général du secteur de l'éducation  
875, Grande Allée Est, Édifice H, Secteur 400  
Québec (Québec) G1R 5R8

Inquiries or comments will be forwarded to all members of the Pay Equity Review Committee.

Within 30 days following June 12<sup>th</sup>, 2017, the Pay Equity Review Committee will prepare a new posting with any amendments or with indication that no amendment is needed.

**PAY EQUITY AUDIT  
WITHIN THE PAY EQUITY PLAN  
PAY EQUITY REVIEW COMMITTEE**

**FOR ALL COLLEGE AND SCHOOL BOARD MANAGEMENT STAFF EMPLOYEES**

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**Posting required by the Pay Equity Act**

Section 76.3 of the Act, states that the Pay Equity Review Committee must, after conducting the pay equity audit process, post the audit results. The posting includes:

**1. The composition of the Pay Equity Review Committee**

To set up the Pay Equity Review Committee, the parties respect the terms and conditions set out in Chapter II of the Pay Equity Act with respect to the appointment of members (Appendix 1).

**2. A summary of the pay equity audit process**

The Pay Equity Review Committee has completed the work required to assess the maintenance of pay equity in accordance with the provisions of the Act. These are:

- the research leading to identify events which have created or could create pay wage differential;
- the verification related to job classes identification and gender predominance;
- the collecting of information to allow proper job classes assessment;
- the new job classes assessment;
- the wage differential search and the calculation of any necessary compensation adjustments.

In order to achieve the pay equity audit 2016, the Pay Equity Review Committee considered the most recent information in the continuation with the Pay Equity Program and the first pay equity audit.

The tools used in establishing the initial pay equity program were used with the same rigor, which resulted in consistent results.

To evaluate wage differential, the Pay Equity Review Committee used an individual method allowing to compare predominantly female job classes to same valued predominantly male job classes.

### **3. Events considered for pay equity audit**

The Pay Equity Review Committee has carried out the work required for the pay equity audit in accordance with the Law. He has proceed a study for identifying events liable to create or recreate wage differentials:

- legislative and regulatory changes;
- creation or abolishment of job classes (Appendix 2);
- fusion of job classes;
- application of general salary indexation parameters.

### **4. The results of the pay equity audit for 2016**

The events listed were analyzed and the results did not produce any adjustments for the predominantly female job classes.

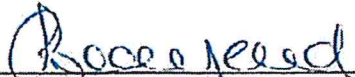
### **5. The posting date and information on the rights of employees and the time limits within they may be exercised**

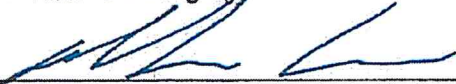
In accordance with section 76.4 of the Act, all employees concerned by the present posting may demand, in writing, within 60 days of the posting, additional information or present observations to the Pay Equity Review Committee. The Committee will, within 30 days, proceed with a new 60 days posting indicating the amendments made or post a notice indicating that no amendment is needed.

The posting date determining the beginning of the 60 days period is April 13<sup>th</sup>, 2017.

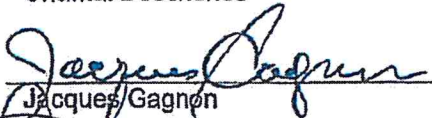
The members of the Pay Equity Review Committee signed this document on March 31<sup>st</sup>, 2017.

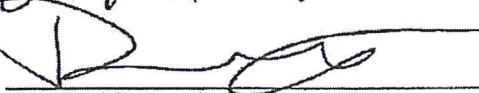
Employer representatives :

  
Caroline Beauregard


  
Philippe Caron


  
Chantal Deschênes

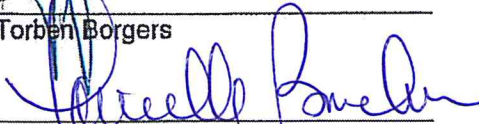
  
Jacques Gagnon

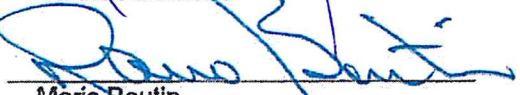
  
Pierre Moussette


Employee representatives :

  
Conrad Berry

  
Torben Borgers

  
Danielle Boucher

  
Mario Boutin

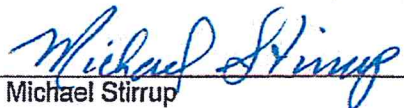
  
Yvon Gaty

  
Anne-Marie Dussault

  
Lorraine Normand-Charbonneau

  
Justine Lecomte-Rousseau

  
Caroline Servant

  
Michael Stirrup

## APPENDIX 1

### **MEMBERS OF THE PAY EQUITY REVIEW COMMITTEE FOR THE PAY EQUITY AUDIT FOR 2016**

<b>Representatives of the employer</b>	<b>Representatives of the employees</b>
<p>Caroline Beauregard</p> <p>Secrétariat du Conseil du Trésor 875, Grande Allée Est, Section 400 Québec (Québec) G1R 5R8 Courriel : <a href="mailto:caroline.beauregard@sct.gouv.qc.ca">caroline.beauregard@sct.gouv.qc.ca</a></p>	<p>Conrad Berry</p> <p>Association québécoise des cadres scolaires 1195, avenue Lavigerie, bureau 170 Québec (Québec) G1V 4N3 Courriel : <a href="mailto:cberry@aqcs.ca">cberry@aqcs.ca</a></p>
<p>Philippe Caron</p> <p>Ministère de l'Éducation et de l'Enseignement supérieur 150, boul. René-Lévesque Est, 17e étage Québec (Québec) G1R 5X1 Courriel : <a href="mailto:philippe.caron@education.gouv.qc.ca">philippe.caron@education.gouv.qc.ca</a></p>	<p>Torben Borgers</p> <p>Fédération québécoise des directeurs et directrices d'établissement d'enseignement 7855, boul. Louis-H.-La Fontaine, bureau 100 Anjou (Québec) H1K 4E4 Courriel : <a href="mailto:torben.borgers@fqde.qc.ca">torben.borgers@fqde.qc.ca</a></p>
<p>Chantal Deschênes</p> <p>Secrétariat du Conseil du Trésor 875, Grande Allée Est, Section 400 Québec (Québec) G1R 5R8 Courriel : <a href="mailto:chantal.deschenes@sct.gouv.qc.ca">chantal.deschenes@sct.gouv.qc.ca</a></p>	<p>Danielle Boucher</p> <p>Association québécoise du personnel de direction des écoles 3291, chemin Ste-Foy, bureau 235 Québec (Québec) G1X 3V2 Courriel : <a href="mailto:danielle.boucher@aqpde.ca">danielle.boucher@aqpde.ca</a></p>
<p>Jacques Gagnon</p> <p>Secrétariat du Conseil du Trésor 875, Grande Allée Est, Section 400 Québec (Québec) G1R 5R8 Courriel : <a href="mailto:jacques.gagnon.ressex@sct.gouv.qc.ca">jacques.gagnon.ressex@sct.gouv.qc.ca</a></p>	<p>Mario Boutin</p> <p>Association montréalaise des directions d'établissement scolaire 3751, rue Fleury Est Montréal (Québec) H1H 2T2 Courriel : <a href="mailto:mario.boutin@amdes.qc.ca">mario.boutin@amdes.qc.ca</a></p>
<p>Pierre Moussette</p> <p>Secrétariat du Conseil du Trésor 875, Grande Allée Est, Section 400 Québec (Québec) G1R 5R8 Courriel : <a href="mailto:pierre.moussette@sct.gouv.qc.ca">pierre.moussette@sct.gouv.qc.ca</a></p>	<p>Yvon Caty</p> <p>Association des cadres de Montréal 3700 rue Rachel est, 2<sup>e</sup> étage Ouest Montréal (Québec) H1X 1Y6 Courriel : <a href="mailto:catyy@csdm.qc.ca">catyy@csdm.qc.ca</a></p>
	<p>Anne-Marie Dussault</p> <p>Association québécoise des cadres scolaires 1195, avenue Lavigerie, bureau 170 Québec (Québec) G1V 4N3 Courriel : <a href="mailto:amdussault@aqcs.ca">amdussault@aqcs.ca</a></p>

Representatives of the employer	Representatives of the employees
	<p>Lorraine Normand-Charbonneau</p> <p>Fédération québécoise des directeurs et directrices d'établissement d'enseignement 7855, boul. Louis-H.-La Fontaine, bureau 100 Anjou (Québec) H1K 4E4 Courriel : <a href="mailto:lorraine.normand@fqde.qc.ca">lorraine.normand@fqde.qc.ca</a></p>
	<p>Justine Lecomte-Rousseau</p> <p>Association des cadres des collèges du Québec 2430, chemin Ste-Foy Québec (Québec) G1V 1T2 Courriel : <a href="mailto:jlecomte-rousseau@accq.qc.ca">jlecomte-rousseau@accq.qc.ca</a></p>
	<p>Caroline Servant</p> <p>Association des cadres des collèges du Québec 2430, chemin Ste-Foy Québec (Québec) G1V 1T2 Courriel : <a href="mailto:cservant@accq.qc.ca">cservant@accq.qc.ca</a></p>
	<p>Michael Stirrup</p> <p>Association des administrateurs des écoles anglaises du Québec 17035, boul. Brunswick, bureau 5 Kirkland (Québec) H9H 5G6 Courriel : <a href="mailto:info@aaesq.ca">info@aaesq.ca</a></p>



## APPENDIX 2

### Events Considered for the Assessment of Maintenance Abolition and creation of job categories

#### CRÉATIONS

<b>Catégorie</b>	<b>Prédominance</b>	<b>Corps</b>	<b>Titre</b>	<b>Classe</b>
2901	F	1270	Directeur adjoint de centre de formation professionnelle (évaluation particulière)	7
2902	H	1953	Contremaître d'entretien spécialisé (évaluation particulière)	4
2903	F	1810	Adjoint administratif de services	3
4901	M	149	Directeur adjoint des études	9
4902	M	58	Coordonnateur de services « autres »	6
4903	M	58	Coordonnateur de services « autres »	7

#### ABOLITIONS

<b>Catégorie</b>	<b>Prédominance</b>	<b>Corps</b>	<b>Titre</b>	<b>Classe</b>
2722	F	1343	Coordonnateur des services autres que RH et éducatifs (évaluation particulière)	9
2727	H	1345	Coordonnateur en formation continue et du service aux entreprises	9
2735	F	1442	Conseiller en gestion de personnel (évaluation particulière)	5
4104	M	58	Coordonnateur du développement institutionnel	7
4117	F	58	Coordonnateur du service de la coopération internationale	6
4128	F	58	Coordonnateur des communications	6
4209	F	18	Directeur adjoint de campus	6
4540	H	58	Directeur de centre de transfert des technologies	6
4541	F	58	Directeur général et artistique de la Salle Pauline Julien	6
4559	F	58	Coordonnateur de centre spécialisé (Jonquière)	7
4561	M	58	Coordonnateur du développement international	7
4571	M	58	Coordonnateur du développement international	6
4573	H	58	Coordonnateur recherche et développement aéronautique (Chicoutimi)	6