

PAY EQUITY

NOTICE OF POSTING

PAY EQUITY PLAN OF THE CONSEIL DU TRÉSOR

**FOR ALL EMPLOYEES IN THE HEALTH AND SOCIAL SERVICES
SECTOR, SCHOOL BOARDS AND COLLEGES SECTOR**

REPRESENTED BY CERTIFIED ASSOCIATIONS

**AND ALL NON-UNION MEMBER EMPLOYEES IN THE SAME JOB
CLASSES**

APPLICATION OF THE PAY EQUITY ACT (SECTIONS 75 AND 76)

FIRST POSTING

It is required to proceed with a new posting following amendments made to the Pay Equity Act according to the grouping in the same Pay Equity Plan of all employees in the Health and Social services sector, School Boards and Colleges sector.

First posting required by the Pay Equity Act

At the Pay Equity Committee meeting of May 26, 2006, committee members agreed on the terms of the first posting according to the provisions of the Pay Equity Act.

Any employee concerned by the Pay Equity Plan may consult the official version available on the Internet at following address :

http://www.tresor.gouv.qc.ca/fr/publications/ress_humaine/condition/equite/parassns_1a.pdf

Note : The official version available at the address above is the French version. An English version is also available at the same address.

The posting may also be consulted at these locations : at the Human Resources management office, at unions offices representing the employees concerned by the Pay Equity Plan and at the following addresses :

CSN : www.secteurpublic.csn.qc.ca

CSQ : www.csq.qc.net

FIIQ : www.fiiq.qc.ca

FTQ : www.ftq.qc.ca

APTS : www.aptsq.com

FISA : www.fisa.ca

CSD : www.csd.qc.ca

This posting details the composition of the Pay Equity Committee, the identification of the job classes and their gender predominance, a description of the assessment method and tools as well as the survey approach used. In addition, the job classes list, the assessment system and the job analysis questionnaires are attached to the posting document.

Employee rights and deadlines

According to section 76 of the Act, within 60 days of a posting, any employee may, in writing, request additional information or make observations to Pay Equity Committee. The committee has 30 days to study these questions and observations. Its decisions must be contained in a second posting.

The posting date determining the beginning of the 60-day period is June 6, 2006.