



June 26, 2017

2010 PAY EQUITY MAINTENANCE COMPLAINTS FEESP-CSN ASKS CNESST TO RULE

The Federation of Public Service Employees (FEESP-CSN) today announced to the conciliator from the Minimum Standards, Equity, and Occupational Health and Safety Commission (CNESST) that it is withdrawing from the conciliation process and will ask the Commission to rule on the pay equity maintenance complaints that were lodged in 2010. These equity maintenance complaints seek to ensure that pay equity is upheld over the years, notably in view of the various changes that occur to the nature of the jobs that are being done in the public sector.

After four years of discussions at the conciliation table, one can't help but observe that the Government in no way appears to be interested in reaching an agreement regarding the merits of our complaints. Ever since March 2016, the Treasury Board announced a return to our most recent positions, a return that just never came to pass. In view of the impasse, the FEESP-CSN feels that it has no other choice today than to ask the CNESST to rule on the matter.

The complaints made by the FEESP cover different job classifications that are occupied by thousands of women who work in the public sector, who have seen their jobs evolve over time and who have not been given the appropriate salary adjustments. The Pay

Equity Act stipulates in this regard that we evaluate the situation every five years to ensure that women's rights are being respected. Since 2010, discussions with the Treasury Board on the matter have not culminated in an agreement. It's high time that the voice of these women be heard: and that is why the FEESP is asking the CNESST to render a decision on the issue.

Meanwhile, FEESP-CSN representatives remain available to meet with the Treasury Board should the latter finally decide to table an offer with regard to the pay equity maintenance complaints lodged by our members and our affiliated Unions.

Over the next few weeks, the FEESP-CSN team will be busy preparing various submissions that we will have to present to CNESST investigators in order to convince them about the merits of our complaints and the salary adjustments that we are seeking to have implemented. Of course, we will keep you informed about all the developments related to the work we're doing.