



## PAY EQUITY INFORMATION

In accordance with the Act respecting pay equity, an evaluation of the maintenance of pay equity must be conducted every five years. In summer 2021, several conciliation agreements concerning the maintenance of the 2010 pay equity have been reached between the Conseil du trésor and the unions representing the unionized personnel of School Boards and School Service Centres (SB-SSC), Colleges (COLL) and Health and Social Services (HSS). The agreements may be viewed at the following address:

- [Programme d'équité salariale du secteur parapublic - Secrétariat du Conseil du trésor \(gouv.qc.ca\)](https://www.gouv.qc.ca/programme-equite-salariale)

Below you will find the list of employment groups affected by a pay equity adjustment in the English-language school boards. **If your employment group is not on this list, it is because no pay gap has been ascertained following the pay equity exercise.**

Title/Employment Group	Coming into force of new salary scales
2102-Librarian	April 2, 2019
2109-Guidance Counsellor	April 3, 2019
2112-Speech Therapist	December 31, 2010
2152-Speech and Hearing Correction Officer	April 2, 2019
2153-Counsellor in Academic Training	April 3, 2019
2154-Counsellor in Reeducation	December 31, 2010
4116-School or Centre Secretary	December 31, 2010
4211-Administration Technician	December 31, 2010
4285-Day Care Service Technician	December 31, 2010

The fact that certain employment categories are not affected by a pay equity adjustment means that the parties have not demonstrated the existence of systemic gender based discrimination.

Furthermore, contrary to the negotiations for the renewal of the collective agreements, pay equity is not intended to improve the working conditions of all employees, but rather only those who suffered from gender based discrimination.

The amounts owing will be paid in a single instalment, plus interest at the legal rate, within **six months**<sup>11</sup> of the signing of the agreement or on the date prescribed therein. The retroactivity could affect the following elements:

- Pension plan
- Disability benefits
- Hourly rate increased for overtime
- Source deductions (e.g. income tax, insurance premiums).

The Quebec English School Boards Association (QESBA) is in current contact with the Société GRICS to support the development of the tools required for the payroll system to remit the amounts owing within the deadlines prescribed. However, if a deadline cannot be met, no one will be penalized as the interest rate continues to apply until the date of payment.

For the employees concerned, the payment will be made automatically on your pay of December 9, 2021. You do not need to apply for it or contact the payroll department.

### **FOR ALL FORMER EMPLOYEES:**

The union will attempt to reach you to inform you of the procedure to follow to receive the amounts owing.

If your direct deposit information that was used when you were employed at Riverside School Board remains unchanged, the payment will be made on December 9, 2021.

If you have changed your banking information or if you did not receive payment on December 9, 2021, please contact:

Kelly O'Neill, Executive Secretary, Human Resources at the following email address: [ko'neill@rsb.qc.ca](mailto:ko'neill@rsb.qc.ca)

Please include a void cheque with your request so that we can process your payment by direct deposit. In addition, please specify the job title(s)/employment group occupied (see table above for job titles) and indicate the period of employment to ensure that our information is complete.

<sup>1</sup> In specific cases, deadlines could be longer. For example, persons who have moved or left their job.