

All you need to know about pay relativity

Equal pay for equivalent work.



Introduction

After securing pay equity between women and men in 2006, the unions representing public sector workers realized that there was another form of salary inequity between jobs of equal value. To correct these inequities, it was agreed, jointly with the government, to proceed to what's called pay relativity.

These jobs are classified according to their evaluation in what is known technically as rankings. For example, a Class 1 administrative officer in a hospital and a child care worker in a school have the same ranking because their work is of similar value.

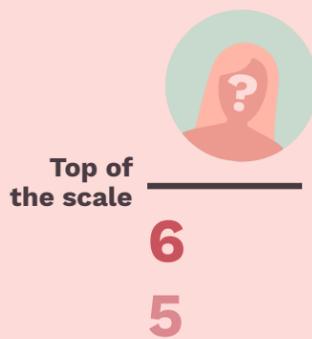
In the past, within 28 rankings, there were **165 salary scales with a variable number of levels**. That needed to change. The unions believe that within each of the 28 rankings, there should be a **SINGLE pay scale. Equal pay for equivalent work!**

After years of bargaining, we have obtained a win for the vast majority of public sector workers who will see their salary increase as of April 2nd, 2019.

THE VAST MAJORITY OF PUBLIC SECTOR WORKERS WILL SEE THEIR SALARY INCREASE STARTING APRIL 2ND, 2019

Pay relativity details

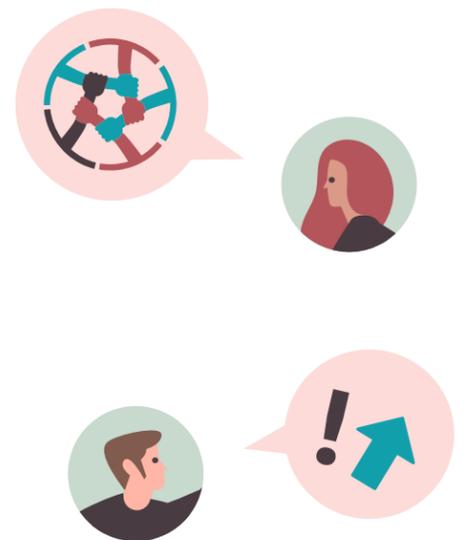
- ◆ No one will experience a salary cut.
- ◆ Top levels of the pay scales will increase by 2.5 %.
- ◆ Integration into the new scale will be at a salary level equal to or immediately above the salary of April 1st, 2019.
- ◆ Even if the integration places you in a lower level than your current level, it will not result in a pay cut. That's guaranteed.
- ◆ Job titles that do not have levels, such as janitors or cooks, will be incorporated into the flat-rate structure according to their ranking.



Off rate-off scale cases

A very small percentage of workers at the top of their pay scale could find themselves in an **off rate-off scale situation**, that is, their current salary is higher than the maximum on the new scale.

You will maintain your current salary, and payment mechanisms are in place to ensure that you benefit from future salary increases.



For more details or to calculate the impact of relativity on your salary

relativites.org

