

**Company Name: Municipality of Bristol**

**PAY EQUITY ACT**

**POSTING**

**PAY EQUITY AUDIT**

Time limit prescribed by the Act: (March 31, 2024)

*Carried out solely by the employer*

**Date of posting: March 31, 2024**

**Employer's Obligations**

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Those who are employed in a predominantly female job category and who perform work that is different, but of equal value to that of the one or more predominantly male job categories present in the organization must receive the same remuneration.

To do this, the Pay Equity Act requires that an initial pay equity exercise be conducted and that thereafter, a pay equity audit be conducted every five years. Each maintenance assessment is self-contained and distinct from the previous obligation.

This maintenance assessment is carried out in order to identify whether events that have occurred in the organization since the previous obligation have created wage gaps between predominantly female job categories and equivalent predominantly male job categories and, if so, to determine what adjustments are required. The purpose of this assessment is to ensure that the predominantly female job categories in the organization continue to receive a remuneration that is at least equal to that of the predominantly male job categories of equal or equivalent value within the organization.

The results of this assessment are presented in this posting. It is therefore important that you read them. If you have any questions or comments, please see the "Rights" section at the end of this posting.

As permitted by the Act, the pay equity audit was carried out solely by the employer. However, the Act had to put in place a process for the participation of employees and certified associations in any of the following situations:

- A pay equity committee was established during the initial fiscal year;

- The organization has at least one accredited association representing employees who are subject to the maintenance assessment.

The data used for this maintenance assessment is from April 1, 2019 to March 31, 2024, which corresponds to the 5 years preceding the date on which the maintenance assessment must be completed

## **Summary of the Approach Used to Evaluate the Maintenance Assessment**

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Description of the approach used for the purpose of the pay equity audit:

The Pay Equity Act does not specify the method to be used to assess the pay equity audit. In fact, the approach required varies according to the specific features of each organization. The extent and scope of this assessment depends on the various changes that have occurred in the organization since the last maintenance assessment. The four factors set out in the Pay Equity Act, which include the qualifications required, the responsibilities assumed, the effort required and the working conditions, were used to analyze the pay equity audit. This is to ensure that the assessment is free of discrimination on the basis of gender. In addition, the Point Factors method was used to evaluate positions. All job categories were assessed using this method. In addition, the method used to estimate wage gaps was the global evaluation method and was the same for all job categories.

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### **Maintenance Assessment Results - Description of Events**

There were no events that affected pay equity in the organization.

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### **Maintenance Assessment Results - Identified Wage Gaps**

No salary adjustments are required.

## Rights

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As an employee, you have 60 days from the first day of this posting to request additional information or make comments. To do so, you must send them in writing, no later than **May 30, 2024**, to:

Christina Peck  
Director General  
Municipality of Bristol  
32 Aylmer Road  
Bristol, Quebec J0X 1G0

Tel.: (819) 647-5555

A new posting will follow within 30 days of the 60th day of this posting, i.e. no later than **June 29, 2024**.

This new posting must be dated and include a summary of the additional information requested or comments made, as well as the method put in place to respond. If no information has been requested or comments have been submitted, this must be indicated on the posting. The new posting will indicate the changes made, if any, or indicate that no changes are required. Finally, this posting will present the remedies provided for by the Act concerning this pay equity audit.

**Signature of employer or person representing employer:**

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For more information on the Pay Equity Act, its obligations and the remedies it provides, contact the Commission des normes, de l'équité, de la santé et de la sécurité du travail or visit their website:

**Commission des normes, de l'équité, de la santé et de la sécurité du travail**

Telephone: 1 844 838-0808  
Website: [www.cnesst.gouv.qc.ca](http://www.cnesst.gouv.qc.ca)