

Pay Equity at the Library of Parliament – joint communication from employee representatives

As per [the last update](#), the Pay Equity exercise at the Library of Parliament (LoP) has been on hold since both parties declared impasse in June 2024. The dispute resolution procedure has taken longer than anticipated, as the LoP Pay Equity Committee (PEC) was the first to use the Human Rights Commission's mediation services and the Commission turnaround time is pretty slow.

The dispute has now been referred to the Canadian Human Rights Commission for a decision. Employee representatives submitted their position and rationale in January 2025, while the employer provided its response in April 2025. The employee representatives have requested the opportunity to reply to the employer's submission. A final decision on the dispute will be made following this reply, if granted.

Until the Commission issues its decision, the employer has suspended **all pay equity-related work**.

The employee caucus of the PEC nevertheless remains open to continuing the pay equity process in a way that respects the intent of the *Pay Equity Act*; moving forward with the full participation of the committee during all parts of the Pay Equity process, recognizing that gender wage discrimination in Canada is widespread rather than exceptional, and ensuring that female job categories receive fair compensation for the comparable value of the work they provide to the organization.

Communication and webinar session:

CAPE will host webinars for its members to explain the key aspects of the Pay Equity process. The first sessions are expected to take place in June, followed by a second round in the fall. Stay tuned for more information!

In the meantime, if you have any questions related to Pay Equity, please feel free to contact us at: equitesalariale-payequity@acep-cape.ca