

# Gaz Métro 2013 Sustainability Report

## APPENDIX 2 – RATIO OF MALE TO FEMALE ENTRY-LEVEL WAGES BY OCCUPATIONAL CATEGORY

This section illustrates entry-level wages per job category as well as the distribution of men and women across different salary groups.<sup>1</sup>

PAY SCALES – UNION EMPLOYEES – COPE OFFICE <sup>2</sup>					
GROUP	MINIMUM	MAXIMUM	WOMEN	MEN	TOTAL
1	\$18.38	\$22.97	0	0	0
2	\$22.21	\$26.80	0	0	0
3	\$24.50	\$29.10	4	4	8
4	\$26.80	\$30.63	31	13	44
5	\$28.03	\$32.47	96	50	146
6	\$29.87	\$34.46	60	45	105
7	\$33.31	\$37.91	43	64	107
TOTAL			234	176	410

\* Note: This table does not include interns or student employees.

Increases are automatic and yearly. In general, it takes five years for an employee to progress from minimum to maximum wage.

PAY SCALES – UNION EMPLOYEES – CSN HOURLY					
GROUP	MINIMUM	MAXIMUM	WOMEN	MEN	TOTAL
1	\$33.31		24	178	202
2	\$28.61		4	10	14
3	\$29.66		0	1	1
4	\$30.83		1	3	4
5	\$31.00		0	1	1
6	\$31.21		4	17	21
7	\$31.57		6	7	13
8	\$33.18		0	1	1
9	\$33.23		0	24	24
10	\$33.43		0	3	3
11	\$34.73		2	29	31
12	\$34.73	\$37.19	0	57	57
13	\$36.20		1	17	18
14	\$37.19		0	12	12
15	\$37.77	\$38.28	1	15	16
TOTAL			43	375	418

For most positions, salaries are fixed and increases are yearly. For the remainder, increases are based on the employee's training and experience. In these positions, it takes between 12 and 18 months for someone to progress from minimum to maximum wage.

<sup>1</sup> There is a noticeable gap between the number of office workers presented in the current section and in other sections of this report. This is due to the fact that the data were not collected at the same time and corrections were made retroactively.

<sup>2</sup> Canadian Office and Professional Employees Union.

PAY SCALES – UNION EMPLOYEES – COPE REPRESENTATIVES					
GROUP	MINIMUM	MAXIMUM	WOMEN	MEN	TOTAL
A	\$37.23	\$44.01	3	2	5
B	\$40.30	\$47.57	9	24	33
TOTAL			12	26	38

Increases are automatic and biannual. In general, it takes someone four years to progress from minimum to maximum wage.

PAY SCALE – MANAGEMENT – SPECIALIZED EMPLOYEES					
GROUP	MINIMUM	MAXIMUM	WOMEN	MEN	TOTAL
A	\$25.38	\$38.07	13	0	13
B	\$30.46	\$45.68	25	4	29
C	\$35.99	\$53.99	69	86	155
D	\$41.07	\$61.60	53	60	113
E	\$46.15	\$69.22	1	10	11
F	\$50.76	\$76.14	1	1	2
TOTAL			162	161	323

PAY SCALE – MANAGEMENT – MANAGERS					
GROUP	MINIMUM	MAXIMUM	WOMEN	MEN	TOTAL
C	\$35.99	\$53.99	21	46	67
D	\$41.07	\$61.60	12	20	32
E	\$46.15	\$69.22	12	36	48
F	\$50.76	\$76.14	7	16	23
TOTAL			52	118	170

For both managers and specialized employees, wage increases are based on two factors. The first is performance, which is measured by a formal annual performance review. The second is salary group ratio: the lower the position, the larger the increase. Conversely, a higher ratio leads to a lower increase.

Upper management positions are paid based on a comparative analysis of the wages offered for similar positions on the market. This analysis is performed annually.