



# Nelligan O'Brien Payne

Lawyers/Patent and Trade-Mark Agents  
Avocats/Agents de brevets et de marques de commerce

For immediate release

**MEDIA RELEASE**  
July 24, 2006

## **Close to \$10 Million Pay Equity Settlement reached for employees of the National Research Council**

OTTAWA, July 24, 2006 —Nelligan O'Brien Payne, the law firm representing the Research Council Employees' Association (RCEA) is pleased to announce that settlement of a pay equity complaint has been reached with the National Research Council (NRC). This settlement provides for a maximum individual payment of \$21,726.00 to a large number of employees and former employees in the Administrative Support Group at the NRC.

*"The Research Council Employees' Association has been fighting for pay equity for our members for many years. It is a testament to our perseverance that a settlement has now been achieved on behalf of our membership, and we are proud of this accomplishment," said Serge Croteau, RCEA President.*

*"It is to the credit of the Research Council Employees' Association that pay equity has at last been achieved for the predominantly female members of the Administrative Support Group at the National Research Council. This settlement provides a positive example of the progress towards gender equality that can be attained through a collaborative and creative approach to the resolution of human rights complaints," said Denise Workun, lawyer, Nelligan O'Brien Payne.*

This settlement is the result of a Canadian Human Rights complaint filed by the RCEA in 1999, on behalf of its members in the Administrative Support Group. Historically, their wages were lower than several male-dominated occupational groups at the NRC who performed work of equal value. Employees "eligible" for the payment are defined as NRC employees classified as ADs, CRs, or STs during the period April 1, 1989 to March 31, 1999 (retroactive period) and in receipt of a salary, an allowance (maternity allowance, parental allowance), disability benefits or workers compensation benefits.

For more details about the settlement and eligibility, employees are encouraged to refer to the RCEA Web site at [www.rcea.ca](http://www.rcea.ca)

**For a copy of the Settlement Minutes media may refer to Nelligan O'Brien Payne's Web site at [www.nelligan.ca](http://www.nelligan.ca)**

### **MEDIA CONTACTS:**

**Joan Van Den Bergh**  
Negotiator/Senior Labour Relations Officer  
Research Council Employees' Association  
613-746-9341  
[joan@rcea.ca](mailto:joan@rcea.ca)

**Ann Milks**  
Marketing Communications Coordinator  
Nelligan O'Brien Payne LLP  
613-231-8330  
[ann.milks@nelligan.ca](mailto:ann.milks@nelligan.ca)