

Montréal, June 19, 2014

Dear members,

I last wrote to you in November regarding the issues of greatest concern, namely, pay equity and pay relativity. Before setting out for vacation, I thought it important to provide an update on the status of our work.

Status update on pay equity complaints

Following the decision to accept the inter-union conciliation format requested by the Commission on Pay Equity, regular meetings within the CSQ and with other unions have taken place throughout the year with the support of the Commission on Pay Equity. Our aim at these meetings was to prepare arguments and to agree on the issues that would be presented to management. During this period, we also sought out complementary information for certain employment categories. Nearly all of our files are ready to be presented to the Treasury Board. Additionally, I would like to take this opportunity to thank all those who took the time to reply to the complementary investigations that we conducted. These replies were extremely helpful.

The next meeting with the Treasury Board will take place on June 26, and other meetings should be scheduled in early July to initiate discussions on the justifications for the changes made to sub-factors for the employment categories that will be finalized. The meetings will resume shortly after the end of summer vacation. At the present time, the FPPE has not withdrawn any of its complaints. If we ultimately reach the conclusion that a different approach would be preferable to properly defend a particular category, we will make the appropriate decisions. We are well aware that the negotiations are rapidly approaching. It is for this reason that we would like to finalize discussions with the Treasury Board as quickly as possible, in the hopes of obtaining a satisfactory resolution before Christmas. Of course, there are numerous players at these conciliation tables, and while it is true that we accomplish more when we work together, it also takes more time.

Status update on pay relativity

Concerning efforts related to pay relativity, currently concerning the mixed employment categories that were not assessed during the Pay Equity Program—which only addressed predominantly female job classes—discussions continued for some time but then were suspended shortly after Christmas due to a stalemate. This pause made it necessary to reconsider the approach to discussions, and the meetings resumed recently. For the FPPE, the employment categories concerned by this work are Education Consultants; Spiritual Care and Guidance, and Community Involvement Animators; Student Life Animators; Teaching Methods and Techniques Specialists(les spécialistes en moyens et techniques d'enseignement – French sector only) ; and Architects. The situation is particularly frustrating for Education Consultants, who are currently paid according to the pay scale that preceded the pay equity plan because the

assessment of their task has not yet been agreed upon with the Treasury Board. Their salary is thus currently slightly lower (at the top of the scale) than that of teachers, whose salary was revised under the pay equity plan, since it was rightly recognized as a predominantly female job class. You probably know that the mixed job classes presently being negotiated also include CEGEP teachers. The Treasury Board would like to see a resolution reached for the mixed job classes before addressing smaller groups such as Education Consultants. It is our hope that the work that has recently resumed will soon result in a satisfactory resolution.

Maintenance of 2015 pay equity

While the complaints concerning the maintenance of 2010 pay equity have not yet been resolved, the Treasury Board has committed to conducting investigations to achieve the maintenance of 2015 equity. As we felt it was impossible to know who would be investigated and when, a certain amount of "preventive" information was sent to the unions by the FPPE. The first posting will take place in December 2015. That might seem a long way off, but if we want to be ready to react, we must begin planning now. At the CSQ, we decided to conduct our own investigations. A committee will be formed to undertake such investigations, and all analyses will be carried out. In this manner, following a second posting in early 2016, if important changes have not been taken into consideration or if certain arrangements do not appear in our view to be adequate, we will be prepared to file justified complaints. Thus we will be proactive.

In closing, let me say that I look forward to writing to you with the announcement of a resolution! Until then, rest assured that we are doing everything in our power to ensure that—short of reaching a quick resolution—we achieve results that are both satisfactory and representative of the responsibilities of each of our job classes.

I wish you all a very pleasant summer vacation.



Johanne Pomerleau,
President, FPPE