Fédération des professionnelles
et professionnels de l'éducation
du Québec (CSQ)

Montréal, April 5, 2016

Hello everyone,

As per the provisions of the Pay Equity Act, the Government of Quebec is obligated to conduct a pay equity audit every 5 years for salaried personnel from the education and health and social service sectors. Therefore, the government conducted its audit on December 21, 2015.

The official version of the posting is available here and the English version is available here.

The results of this process have been posted in the workplaces concerned. You had until February 19, 2016 to submit your comments and requests for information to the government. This deadline has now elapsed.

After reviewing the comments and requests for information received, the government made a new posting on March 21, 2016, which is available here. The English version is available here. No changes are found in our job classes, with the exception of the removal of the "sexologist" category.

The new posting explains your rights and recourses under the Act. To this end, on the occasion of this new posting salaried persons and accredited associations are able to file a complaint with the Workplace Health and Safety, Equity and Standards Commission.

If you wish to file a complaint, you can find a letter template at http://fppe.qc.ca/equite/equite.html (**FPPE and CSQ Document** tab) for you to complete and submit to the Commission before May 20, 2016.

You may also fill out the complaint form directly online on the Commission's website at: http://www.ces.gouv.qc.ca/asp/formulaire-plainte.asp.

In addition, the Conseil du Trésor has made an FAQ available on its website, which, according to it, responds to the questions it received during the December 2015 posting. You can find it here.

At the FPPE's upcoming Conseil Fédéral on April 20, 21 and 22, we will determine the job classes for which a complaint will be filed by the unions and defended by the FPPE. The decision will be made taking into consideration the changes that occurred in these job classes between 2010 and 2015. We will then promptly inform you of this decision. You will have the time needed to decide whether to file an individual complaint before the deadline of May 20, 2016. Please be advised that individuals who decide to file a complaint on their own behalf will be responsible for defending it.

Please contact your union for more information.

Johanne Pomerleau
FPPE President