

**January 18, 2017 Email**

**To all education professionals who filed an individual grievance as part of the 2015 pay equity audit exercise**

**Re:** Appointment of a representative

Sir/Madam,

We have recently been informed that some of you have received a letter from the CNESST concerning the individual grievance you filed as part of the 2015 pay equity audit exercise. In this letter, the CNESST asked if you wanted to appoint a representative to represent you with regard to your grievance.

If you would like, the Fédération des professionnelles et professionnels de l'éducation (FPPE-CSQ) could become your representative. In order for this to happen, you have to fill out the attached form and send it to the CNESST as soon as possible. In this case, we ask that you also send a copy of the grievance that you filed to the FPPE-CSQ.

**Terms of representation**

If you choose to be represented by the FPPE-CSQ, you should know that it will act on your behalf with the CNESST. To this end, the FPPE may consequently take any actions it deems appropriate with regard to this matter, which include making decisions on whether to continue or withdraw the grievance, and regarding its settlement (e.g., conciliation).

You also authorize the CNESST to forward any documents or information regarding this matter to the FPPE-CSQ, including personal information needed to carry out this mandate. This mandate has no time limit, unless the CNESST produces a document ending it or you provide a more recent written mandate.

**If you have already responded to the CNESST concerning your representation mandate**

If you have already responded to the CNESST designating your local union or anyone associated with your union organization as a representative, we ask you to notify the CNESST of a change, so that the CNESST will consider the FPPE-CSQ as the representative for your grievance from now on.

In closing, please know that you can further your grievance on your own and are under no obligation to appoint a representative. We must also add that the FPPE, as you were notified in a letter dated April 25, has filed grievances for several job classes in collaboration with its affiliated unions. You will be kept informed of the progress in this matter through letters to members or in Passerelle.

If you have any questions, please contact your local union.

Johanne Pomerleau, President FPPE-CSQ