

# LA PASSERELLE



Johanne Pomerleau,  
President FPPE(CSQ)

It is under the theme "Respect It's your Right" that 2019 International Day Of Women's Rights takes place.

This theme greatly inspires me! I believe that it is high time for the government to demonstrate its respect for the predominantly female job classes that have been waiting—since 2011!—to have changes in their jobs recognized. Indeed, as of March 8, 2019, none of the grievances filed in April 2011 with respect to the pay equity audit have been resolved. After years of conciliation that ended in a dead end, investigations, whose conclusions may take many months and possibly years to reach, have begun. Needless to say, grievances filed in 2015 are still pending.

The government could demonstrate respect by seriously engaging with the unions and continue the work undertaken in order to reach an agreement quickly. The new salary structure will be implemented next April 2, which is also when the rankings established in 2005 will be applied. A resolution of the grievances prior to that date would have made it possible to integrate the responsibilities of at least some of the job classes into more representative salary scales. I invite you to read the articles on integration into the structure and equity to have a better understanding of what is coming up. In addition to [this article](#), which aims at providing a short explanation of what is slated to happen on April 2, a short video produced by the CSQ should soon be available to help you understand the implications of the situation.

I also hope that respect will be demonstrated in 2019–2020 as we negotiate for the renewal of our collective agreement. More



than 75% of the education sector—all categories included—is staffed by women. It is time for the government to value all these women who shoulder most of the burden in our schools.

The consultation to prepare our list of sectoral demands, which will be presented in the fall of 2019, is currently underway, and you should have received the link to take part in it. Your participation is essential to ensure that our demands truly reflect the improvements sought by our members. I hope you will all take part in it.

*I wish you all the respect you so rightfully deserve!*

*Happy March the 8<sup>th</sup> !*

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# NEW SALARY STRUCTURE APRIL 2, 2019

## Background

The 2015 intersectoral bargaining resulted in a new salary structure that will come into effect on April 2, 2019. This salary structure is aimed at correcting the inconsistencies of the current structure, ranking the mixed job classes and gradually bringing all job classes to the salary allocated to them according to their rank on the "pay equity curve" agreed upon during the 2005 pay equity exercise. This is known as salary relativity.

In previous pay equity exercises, as prescribed by law, only predominantly female job classes whose pay was below the curve (average pay of male job classes at the same rank) benefited from salary adjustments. The predominantly female or male categories whose salary was higher than the results of the survey evaluation have since retained their remuneration.

Also, since the Pay Equity Act is only aimed at correcting systemic discrimination against female job classes, some predominantly male categories have continued to receive a salary that is lower than that of the ranking provided as a result of the evaluation. Finally, mixed job classes, or those with no predominance, were not ranked and, even less, adjusted to the curve.

## What will happen on April 2, 2019?

Firstly, it is important to recall that no individuals will experience a salary decrease on April 2, 2019. If you note that the salary indicated on the scale for April 2, 2019, is lower than your current salary, please see the clause regarding the status of *red-circled* individuals stipulated in the collective agreement clause 6.2.-02 of the P1. Therefore, you will retain your current remuneration. However, during subsequent salary increases (from 2020), you will only receive 50% of the increase negotiated. The other 50% will be awarded in the form of a lump sum, until your salary matches the salary stipulated on the scale of your job class. That is, the bigger the gap between your current remuneration and the one stipulated on the new scale, the longer this 50-50 rule will apply.

By clicking this [link](#), you can see the gap between the current maximum salary for each job class and the one stipulated under the new structure. If you see a positive percentage, and you are at step 18 on your current salary scale, this means that you will receive this increase on April 2, 2019. If you see a negative percentage, this means that the maximum salary for this job class will be lower as of April 2, 2019, and, with the exception of a \$292 lump sum, you will not receive any increase in April 2019. On the contrary, as mentioned previously, for professionals whose salary is higher than the maximum stipulated at this new scale, the *red-circled* clause will apply and they will not experience any decrease in salary.

If you are not yet at the highest step, you will be incorporated into the new structure, at the step with the salary equal to or immediately higher than the salary you will have on March 31, 2019, regardless of which step you are at. To find out your step and integration salary, visit ([www.monsalaire.lacsq.org](http://www.monsalaire.lacsq.org)). For new professionals, this integration could lead to sizable increases in some cases, as you will note that the first steps in each category will undergo a significant increase. Note that you will remain at that step only until your next scheduled salary progression (July 1 or January 1).

Finally, it is important to add that we still have grievances regarding the 2010 and 2015 pay equity audit that have not been settled and could lead to an upward shift in the ranking of certain job categories ([those followed by an \\* on the table](#)). Also, work is continuing for the education consultants job class, whose ranking has not yet been agreed upon.

I hope these explanations help you to better understand this complex issue. Do not hesitate to contact your union if you still have questions.

Johanne Pomerleau  
FPPE President



## Survey for professionals working with preschool- aged children and their families

In light of the government's intention to gradually implement the kindergarten program for 4 year-olds throughout Quebec, promote early screening by adding resources in the health sector and ensure a better transition to school for children, the FPPE would like to find out more about the reality and needs of its members. We are interested in your opinion on the best strategies to implement to foster this transition to school. We have prepared a short survey for professionals working with preschoolers and their families.

The questionnaire will take about ten minutes to complete, and If you haven't already done it, we ask that you do so before **March 15, 2019**. This valuable information will help us represent you better.

Here is the link to the survey: [https://fr.surveymonkey.com/r/first\\_school\\_transition](https://fr.surveymonkey.com/r/first_school_transition)

Thank you for your assistance

Sophie Massé,  
Vice-president FPPE(CSQ)

## Respect It's Your Right!

**The Collectif 8 mars, representing 700,000 women in Quebec, is rallying around this theme in celebration of women's rights.**

United in demanding respect—which, let us recall, is at the basis of all relationships—we call for greater justice and equality for women because, even today, according to the Fédération des femmes du Québec:

More women than men experience violence and poverty, work at minimum wage jobs, are single parents, and bring in smaller paychecks despite having the same skills.

More women than men take on household chores and take care of a sick child or parent.

Fewer women than men hold positions of authority, whether in the political, economic, or cultural



sphere, and women are less present than men in history books.

For all these reasons and many more, speak up for respect; but we will probably have to go a step further and develop a "Women's Rights Manifesto" detailing clear political and social views to ensure equality in practice in women's daily lives, and

especially to achieve true respect for who we are.

Mireille Laroche

SPP du Lac Saint-Jean, Pays-des-Bleuets et Baie-James, CCF-FPPE

Source: <http://www.ffq.qc.ca/2019/01/journee-internationale-des-femmes-2019-theme-visuel/>



## Maintenance of the 2010 Pay Equity

**In the [June 2018 edition of Passerelle](#), we indicated that the Commission de l'équité salariale had terminated the conciliation with the Treasury Board and that the Commission des normes, de l'équité et de la santé et de la sécurité du travail (CNESST) was now responsible for investigating grievances under the maintenance of the 2010 pay equity plan.**

At that time, we still had some hope that discussions would continue between the Treasury Board and the unions in order to reach an agreement. Unfortunately, the change of government has put an end to our hopes, and the CNESST has been reviewing the 2010 grievances since March 2018. Phase one, which included dominance and category determination grievances, has not yet been completed due to the large number of cases. On February 11, the CSQ and its federations, including the FPPE, met with the CNESST investigators to answer a number of their questions about the claims of certain federations. I would like to remind you that, in 2010, the FPPE filed two grievances relating to dominance for guidance counsellors and education consultants. During this meeting, we were informed that phase two was slated to begin next fall. This second phase concerns job evaluation grievances. It is during this phase that we will have to make a case about the changes made within certain occupational groups between 2005 and 2010 and convince the investigators that these changes are significant enough to warrant modifying certain subfactors and, therefore, categories.

As you may have noticed, the process is excessively long. The only positive point for predominantly female occupational groups is that these changes will be retroactive to 2010. The FPPE and CSQ are working very hard to put the final touches to our case.

The CNESST may contact professionals anytime during the course of their work in order to corroborate certain points. In the event that you are contacted by the CNESST, make sure to reach out to your union, as the information you provide will be of utmost importance, and it is essential that you answer as thoroughly as possible.

Rest assured that the FPPE is making every effort to ensure that the outcome is as favourable as possible for the members it represents.

Johanne Pomerleau  
President FPPE(CSQ)

## A lower limit for professional services

As the Legault government is preparing its first budget, the FPPE sought to remind it of the need to invest in a massive infusion of professional resources working for school boards. In a brief submitted as part of the pre-budget consultations, the FPPE made recommendations for the establishment of a lower limit for professional services—as promised during the election campaign—adapted to the school system's various realities.

A lower limit for professional services provided to students must take into account regional and sectoral differences (youth, VT, AE), vulnerability factors (including the socio-economic status index, the low-income cut-off, and the number of children from migrant backgrounds), the number of students with special needs, as well as the prevalence and development of research-based knowledge.

The FPPE asks that the government ensure that the amounts to be invested in a lower limit for professional services be included in the budget's baseline allocations. Our objective is to counter the negative impacts of budget decentralization to the institutions.

Professional services must no longer be used as a financial buffer by the school boards; and above all, discrimination experienced by students who do not have access to the professional services they need and to which they are entitled under the Charter and the Education Act must be eliminated.

[To read the FPPE's brief](#)

Marie-Eve Quirion  
Action professionnelle Consultant  
FPPE(CSQ)



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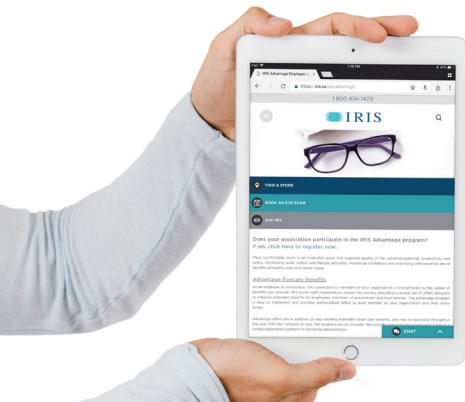
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