



LA PASSERELLE NÉGO

Demand for a 9.7% Salary Adjustment

The Fédération des professionnelles et professionnels de l'éducation du Québec (FPPE-CSQ) has tabled a demand for a 9.7% wage increase to bridge the large wage gap between school board professionals and their counterparts in the Quebec public service.

For a long time now, FPPE members have been criticizing the fact that if they worked in the Quebec public service, their salaries would be higher than what they receive working for school boards, while still retaining the same benefits (tenure, pension plan, etc.).

During the previous round of negotiations in 2015, school board professionals received an overall¹ average² increase of 9.15%, while public service professionals continued to exert pressure until they reached a tentative agreement in March 2018³.

As salaries for public service professionals have increased more than ours, the wage differences discussed above are now even more pronounced.

We see a 9.7% difference between the average salary in school boards and those in the Quebec public service for comparable job classes.

The FPPE believes that, whether they work for school boards or in the Quebec public service, professional staff working for the same employer (the Government of Quebec) performing similar tasks in similar job classes should receive similar salaries. It's a simple matter of equity.

The employer side listened to our presentation carefully and asked us a few questions for clarification. At this point, they reminded us that since this was a salary request, the sectoral table was not the appropriate place to discuss salary and that it came under the "central table" or "inter-sectoral negotiations."

FOR PROFESSIONALS
THINGS HAVE TO CHANGE NOW!

FPPE's media tour is just around the corner!

The FPPE is travelling across Quebec this spring to talk to the media about the issues facing education professionals in your area! See you soon!

April 1	Baie-Comeau
April 2	Sept-Îles
April 9	Trois-Rivières
April 16	Gaspé
April 22	Rimouski
April 30	Québec
May 4	Rouyn-Noranda
May 12	Sherbrooke
May 19	Gatineau
June 1	Saguenay
June 4	Saint-Jérôme
June 8	Chambly
June 11	Rivière-du-Loup
June 15	Montréal

¹We use "overall" because the 9.15% increase includes lump sum payments, which do not strictly qualify as salary. For example, Year 1 included a lump sum payment of \$500 equivalent to 1%, and Year 5 included a lump sum payment of \$250 equivalent to 0.5%. By combining these percentages and including the lump sum payments, the new salary structure makes for an overall average increase of 9.15%.

²This represents an average of all job classes. For some professionals, the increase associated with the implementation of the new salary structure on April 2, 2019, represents a larger increase; for others, the opposite is true. Hence the use of the expression "average increase of 9.15%."

³<https://ici.radio-canada.ca/nouvelle/1093075/hausse-salariales-professionnels-gouvernement>