

Montreal, January 31, 2017

Hello everyone,

I am writing to give you some information regarding follow up on grievances regarding the 2010 and 2015 pay equity audit. If you haven't had any news for some time it's because, to our great disappointment, very little has happened. This letter will let you know where we stand.

2010 Grievances

The last [letter](#) reporting the work with regard to the grievances filed during the 2010 audit was nearly a year ago, in February 2016. Since then, the work has progressed, but not enough for the employer who, up to now, still refuses to come back with a full or partial response that would allow us to envisage an agreement on the whole matter. It should be emphasized that the conciliation work is taking place at the inter-union level, and the situation within the health sector does not help work progress. Indeed, as you no doubt are aware, there is presently a union raiding campaign in the health sector due to the adoption of Act 10. The employer wants to reach an agreement with the union organization representing the majority group for each job category, which means there is a strong likelihood of waiting until the end of this operation, next April, before continuing, and eventually concluding, the work. I remind you that the 2010 grievances have to do with 14 of our job classes¹.

2015 Grievances

On April 25 of last year, I sent you a [letter](#) informing you of the grievances filed by the FPPE and its affiliated unions on behalf of our members as part of the 2015 pay equity audit. You were also asked to complete online questionnaires to help us to develop and enhance our argument. At present, the pay equity commission is opening files on all grievances received, whether filed by an accredited organization (union) or by an employee or group of employees. As the commission has received more than 7000 grievances, we understand that this operation is a long one.

Two weeks ago, the FPPE was informed that members who filed grievances had received a letter from the CNESST asking them to appoint a representative for their

¹ Guidance counsellors, Education consultants, Speech therapists, Psychoeducators, Readaptation officers, Librarians, Nutritionists and Nutrition consultants, Counsellors in academic training, Academic and vocational information counsellors, Translators, Communications consultants, Counsellors in reeducation, Speech and hearing correction officer, Preschool education consultants.

grievance. As soon as we were notified, we sent you an [email](#) containing the information needed to appoint the FPPE as your representative if you choose to do so. If you filed a personal or group grievance and have received this request from the CNESST, please read the contents of that email. If you want to appoint the FPPE as your representative, you can use this [form](#) and send it to plainte.cdt@cnesst.gouv.qc.ca specifying in the email "To be sent to the Vice-Presidency Pay Equity Investigation Team", even if the deadline has passed.

Please copy fppe.pomerleau.johanne@lacsq.org

It's very likely that the 2015 grievances won't be dealt with until such time as the 2010 grievances have been settled. Moreover, resolution of these 2010 grievances could have an impact on our follow-up of the 2015 grievances.

We are still hopeful of reaching a satisfactory resolution and we are very anxious to be able to inform you of one. Rest assured that this matter is high on our list of priorities and we condemn these unreasonable delays.

Cordially,

A handwritten signature in black ink, appearing to read 'Johanne Pomerleau', written in a cursive style.

Johanne Pomerleau
FPPE-CSQ President