

June-11-12

Hello everyone,

It is time, before leaving for vacation, to take stock of the FPPE's complaints concerning the pay equity audit results filed by the *Conseil du Trésor* at the *Commission de l'équité salariale*. Having recently been elected FPPE president, I will be in charge of this important matter from now on.

The *Commission de l'équité salariale* must study over 7 000 complaints filed by labour organizations or employees. First, we received receipt notifications for the complaints we filed. Then, a *Commission de l'équité salariale* representative contacted all of the labour organizations to offer a conciliation process. We accepted, as did all the labour organizations concerned. A briefing meeting should be held this fall. Representatives from the Central Labour Body and the relevant federations will be attending this meeting, after which we will be able to give you more information about the approach that will be taken.

Keep in mind that the 20 unions affiliated with the FPPE each filed fifteen complaints concerning fifteen job classes¹. Our union advisors have taken charge of these complaints and are meeting with the professionals from each class to develop arguments that support the complaints.

All of these job classes are predominantly female, with the exception of guidance counsellors, who are predominantly male and academic advisors, which the *Conseil du Trésor* considers to have no predominance, despite over 70% of these jobs being held by women. Consequently, we are asking the *Commission de l'équité salariale* to recognize that the academic advisor job class is predominantly female. Given that the *Conseil du Trésor* filed a document with us stating that this job class should be ranked level 23, a decision in our favour would raise their salary by a little over 5% retroactive to December 31, 2010. If the job class remains without predominance, the change will undoubtedly be made eventually, during salary relativity, but not retroactively. We are also asking that the guidance counsellor job class be considered predominantly female since 80% of these jobs have been held by women in the last several years. Our goal, the same as for most of the other job classes whose classification is contested, is to request a new evaluation which—we hope—will rank them higher than the classifications determined by the *Conseil du Trésor*.

¹ Psychologists, guidance counsellors, academic advisors, speech-language pathologists, psychoeducators, rehabilitation professionals, librarians, nutritionists and dieticians, educational training advisors, school and professional information advisors, translators, communication advisors, language correction professionals and early childhood education advisors.

Finally, we were able, by acting after the 1st posting, to change spiritual life and community involvement facilitators from a predominantly male job class to a mixed class and obtain a new evaluation, which should be carried out this fall. This is why there are no complaints for this job class.

Although we do not know how long the conciliation will take, it is clear that it will be a long process, which should start in the fall. We will keep you apprised of any developments.

Do not hesitate to contact your union if you have any questions.

Kind regards,

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

Johanne Pomerleau
President