

14 February 2011

For the professionals of School Boards  
Members of the FPPE

The Treasury Board is preparing for the posting of the adjustments it would like to make to the pay scales of certain predominantly female employment classes following the maintenance of equity program that all employers must pursue every 5 years.

The *Pay Equity Act* obliges all employers, including the Quebec Government, to achieve pay equity in their organization. The purpose of this act is to “redress differences in compensation due to systemic gender discrimination affecting persons who occupy positions in predominantly female job classes.”

The fédération des professionnels et professionnelles de l'éducation du Québec (FPPE) implemented a committee to ensure that all the necessary interventions in this important dossier will be made. The committee met for the first time on February 10, 2011. It prepared the questions to ask and the comments that must be made to the Treasury Board in order to defend the working conditions of professionals.

The questions and comments touch on four main themes:

- Changes in predominance that have occurred since the establishment of the *Pay equity program for the health and social services sector and education* in 2006. For example, guidance counsellors are 77% female and should not be considered as predominantly male. In the same vein, education consultants are 73% female and should not be considered neutral or mixed but rather as predominantly female.
- The separation of employment groups (e.g. speech pathologists and language correction officers) should have led to new evaluations for each of the employment groups concerned.
- The Treasury Board undertook certain evaluations without the participation of professionals which is unacceptable to us.
- Since 2006 many employment groups have incorporated new tasks which the Treasury Board does not seem to have taken into account.

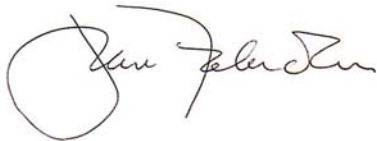
Employees have until February 18, 2011 to ask their questions and make their comments. The FPPE, through the undersigned and in collaboration with the presidents of the other federations of the CSQ, will submit their questions and comments. Professionals who are interested can click on the following

link: <http://questionnaires.csq.qc.net/index.php?id=4801> in order to access the form letter prepared by the CSQ and send it directly to the Treasury Board with their own questions and comments.

The Treasury Board will take into account all the questions and comments which it receives and will proceed with a new posting on or about March 20, 2011. Only then will we know if it did in fact consider this information and if so to what extent. The employees and the accredited associations (notably the FPPE) will then have 60 days (about the 19th of May) to file their complaints.

The FPPE supports the goal of ensuring pay equity. It does not however, want professionals to suffer negative repercussions and be treated unfairly and will all make the necessary interventions in this regard. It is important that professionals close ranks and show the greatest solidarity with this important issue.

In solidarity

A handwritten signature in black ink, appearing to read 'Jean Falardeau'. The signature is fluid and cursive, with a large initial 'J' and 'F'.

Jean Falardeau  
President  
Fédération des professionnelles et professionnels de l'éducation du Québec

