

Montreal, November 14, 2013

Hello everyone,

Subject: Pay equity and salary relativity

In June, I wrote to advise you of new developments in the 2010 pay equity complaints and in the pay relativity complaints. I know this is an area of great concern for some of you, and rightly so. Therefore, I feel it is important to give you regular updates even though the process is a slow one and there may not be much to report from one time to the next.

First, let us look at the issue of the complaints under the **pay equity audit** of 2010 conducted out by the employer (Conseil du Trésor). Work has accelerated since June, and several meetings were held: some meetings took place at the CSQ level; some, between unions, that is, with the other organizations that submitted maintenance complaints, such as the CSN, FTQ, APTS, etc.; and another meeting was held with the Conseil du Trésor. Thus far, the aim of these discussions was to first reach an agreement between the various union organizations on the operating procedure that will be proposed to the employer. For example, given the large number of job classes affected by the complaints, we felt it was essential to divide them into subgroups. Consideration was also given to the way in which spokespersons would be selected for each job class when it is time to present the rationale behind a complaint. Discussions were held and a proposal for the subgroups was presented to the Conseil du Trésor at a meeting on October 21. The Conseil du Trésor advised us recently that it has accepted our proposed operating procedure.

At the same time, meetings also took place within the CSQ, along with the other concerned federations in our *Centrale*, to evaluate the compliance of the rationale with the legal requirements on pay equity for each of our complaints, to ensure that the right decisions will be made when the time comes to determine the best means to use to defend our members in various job classes.

After a rigorous assessment, we will have to make a decision, for each of our 14 complaints, on whether we will:

- Pursue the complaint under the 2010 equity maintenance plan;
- Attempt to position ourselves within the work on salary relativity, since some of the job classes named in pay equity complaints are also being processed under salary relativity;
- Give preference to the 2015 audit (which is rapidly approaching);
- Try to settle some situations during the negotiation of our collective agreement.

We are working very hard to defend each of the job groups concerned.

Mediators from the Pay Equity Commission are attending the different meetings between unions and with the Conseil du Trésor, in order to facilitate discussions and to ensure that the work follows the proper procedures. Discussions regarding the complaints themselves should begin in the coming months. We will advise you as soon as we have further details. Union representatives have repeatedly told the Conseil du Trésor that they want the work to be completed as soon as possible.

Until then, there is no need to worry if there is no news; it simply means that the work is ongoing!

Discussions are continuing with regard to the work on **salary relativity**, which is currently affecting the mixed job classes that were not assessed in the pay equity program. For the FPPE, the classes affected are Education Consultants, Spiritual Care and Guidance and Community Involvement Animators, Student Life Animators, Specialists in Teaching Methods and Techniques, and Architects. In late October, a first discussion was held with the employer on all affected job classes. Discussions are continuing, so that the parties can agree on the evaluation of these job classes. Work will remain confidential until this part of the process is complete. We are therefore not able to give you more information at this time. Be assured that all the work being done by the technical evaluation committee is performed thoroughly and carefully, to ensure that the responsibilities involved in the affected job classes are recognized. We will eventually have the results of this work and, if they are not satisfactory, we can then decide to take political action. We will advise you as soon as we are able.

In closing, I am very aware of the frustration felt by certain groups, which are impatiently awaiting the settlement of a complaint or the results of the work on relativity. Be assured that we are investing all the energy possible to ensure that the results are both satisfying and representative of the responsibilities associated with the positions.

Sincerely,

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

Johanne Pomerleau
President, FPPE