

Montreal, March 6, 2013

Subject: Pay equity and salary relativities

Hello everyone,

A lot of change has taken place since the last letter that I sent you in December 2012, which calls for an update on the pay equity and salary relativity issue.

Let's first talk about **equity maintenance**. In December, I brought it to your attention that the Salary Equity Commission (CES) was waiting for the settlement of complaints from 2008 before proceeding with the conciliation process for the complaints filed in 2011. By the end of January 2013, an agreement in principle had been reached, which was ratified last week by the FPPE Federal Council. The agreement pertains to a number of occupational fields in the health sector, only one of which, the occupation of psychologist, also falls under the education sector. The agreement concludes their accord for disposition 23 retroactively to December 31, 2007 and disposition 24 beginning on December 31, 2010. The complaint was filed following the mandatory requirement of a doctoral degree for the group.

FPPE is very happy with the regulation because, in addition to giving better recognition of the complexity of the work of psychologists, we believe that the agreement will serve as a springboard for improving the assessment of other occupational fields for which we have filed a formal complaint. This gives us hope for a global regulation within the framework of the conciliation process. In addition, the regulation makes it possible to finally begin work between the Salary Equity Commission and the Centrale des syndicats du Québec and its concerned federations. The first conciliation meeting will take place on April 3, 2013. The FPPE is ready!

Allow me to remind you that we filed complaints in April 2011 for 15 occupational fields, including: psychologists, guidance counsellors, educational advisors, speech pathologists, psychoeducators, rehabilitation officers, librarians, nutritionists and nutritional counsellors, educational mentors, educational and professional information consultants, translators, communications counsellors, language correction specialists, and preschool education consultants.

The agreement reached for psychologists meant a withdrawal of our complaints from 2011 for this occupational field. We have done so since disposition 24 is the disposition targeted by our complaint. We will try to reach an agreement that includes the maximum number of occupational fields. Be assured that we will keep you up to date on our progress.

In regard to our work on **salary relativities**, I would like to inform you that the surveys for spiritual life and community involvement leaders, as well as architects, will begin in the next few weeks, as the committee set up by the CSQ resumes its work.

This is the current state of the situation to date. If you have questions, do not hesitate to contact your union and we will keep you informed of the state of progress of the proceedings as soon as possible.

Kind regards,

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

Johanne Pomerleau,
FPPE President