

April 20, 2011

To Education Professionals

On April 18, 2011 the Conseil du Trésor went ahead with the second and last posting in the pay equity maintenance program. You may consult this posting at the following link:

http://www.fppe.qc.ca/equite/AffichagesCT/2eaffichage_ang_2011-04-18.pdf

This posting reflects the government's response to the questions posed by the unions and by employees after December 20, 2010.

It respects the Law, even if the FPPE does not agree with certain elements and therefore expects to file a number of complaints.

An Increase for Orthopedagogues

Good news! Right away we see that the Conseil du Trésor heard the FPPE demands and restored the classification of orthopedagogues to rank 22 instead of the original placement in rank 21 in the first posting which meant a reduction in their salary. The second posting therefore, means a salary increase of 0.93% in contradiction to the first posting where they were not entitled to any adjustment of salary.

Adjustments that are less Significant than Anticipated

Not such good news – the second posting indicates the government's intention to reduce the increases expected for the female job classes situated below the curve.

How can these reductions be explained? The Conseil du Trésor informed us that they had reviewed the classification of the Spiritual Care and Guidance and Community Involvement Animators and instead of considering this a male job class they now view it as a mixed class. Since the predominantly male classes act as the point of comparison to establish the salary curve, the elimination of one such employment class that was situated at the top of the curve reduced the curve for the groups that were ranked higher.

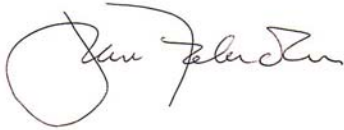
Towards the Complaint Process

Since the second posting does not correct all the points raised by the FPPE in its questions and comments ([see the letter from Jean Falardeau dated February 16, 2011](#)) we will continue our plan to file a complaint in the case of a number of employment groups: psychologists, guidance counsellors, speech therapists, education consultants, psychoeducators, spiritual care and guidance and community involvement animators, librarians, academic and vocational information counsellors, preschool education consultants, counsellors in reeducation, counsellors in academic training, speech and hearing correction officers and readaptation officers.

We are still working on evaluating the relevance of filing a complaint in the case of dieticians, translators and communications consultants.

We will keep you informed of the details of these complaints during the week of May 9, 2011.

Finally the FPPE invites anyone who would like to file a complaint on their own behalf with the Commission de l'Équité salariale to do so by using the [form](#) prepared by the CSQ. Please note that due to the delay in the second posting, the Conseil du Trésor, has extended the deadline for filing complaints to June 17, 2011. The CSQ, does however, recommend that anyone filing a complaint make sure to do it before May 19, 2011 in order to respect the law as written. Be clear though that anyone who files a personal complaint will be responsible for the defence of said complaint.

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