

Montreal, June 19, 2013

Subject: Pay equity and salary relativities

To the members of the FPPE,

The last time I wrote you about pay equity and salary relativities was in March. Before leaving for the summer holidays, even though little has changed, I felt it was important to give you an update on these two issues.

First of all, let's talk about **salary relativities**. Bear in mind that the work concerning salary relativities deals solely with mixed job categories (those without predominance). In mid-June, the union and the employers exchanged the results of their respective work concerning a certain number of job categories. For the FPPE, it involved the following categories: education consultants, educational resource specialists and student life animators. This stage is largely about explaining each side's respective evaluations and seeing whether an agreement can be reached. If so, the Fédération will be informed of the result so we can give our approval to conclude an agreement in principle that will be submitted to the decision-making body (Conseil fédéral) for approval. In this case, if the agreement is approved, the salary changes will follow. If, after the explanations are provided, both parties do not agree, we will move on to the political intervention stage. For the time being, we are letting the technical committee do their work.

For educational consultants, this does not affect the pay equity complaint since an increase in pay equity would be retroactive from January 1, 2011, contrary to a salary relativity agreement, which would not be retroactive.

The investigations for the spiritual care and guidance and community involvement animators, and architects, have ended. The evaluation of these categories can begin and discussions with the employers will follow.

It is important to remember that this process requires a lot of time and meetings. Of course, we will keep you apprised of the results of our work.

On the subject of **complaints about maintaining pay equity (2010)**, a first meeting was held on April 3 between representatives of the CSQ and its federations and the conciliation team of the Commission de l'équité salariale (CES), the administrative body that looks after these complaints. Following the meeting, we agreed that the unions would work together to speed up the work. A second meeting was held on June 19, 2013, this time between the representatives from all the labour organizations, the Conseil du trésor and the CES mediation team. This meeting was intended to be the first discussion on how to approach the issue under mediation. Complaints have been lodged involving approximately 140 job categories, in some cases represented by different labour organizations. Some job categories involve only the education sector, while others also involve the health and social services sectors. Four meetings on this issue have been planned for the fall. The CES wants to resolve these complaints by the spring of 2014. We will keep you apprised of any developments.

I would like to take this opportunity to wish you an excellent summer holiday.

Yours truly,



Johanne Pomerleau
President of the FPPE