

Montreal, April 9, 2015

Dear members,

It has been quite some time since I updated you on the pay equity¹ and relativity issue. My last [letter](#) on this subject dates back to June of last year. The situation has changed with the negotiations, and I feel it is important to give you some news about the three interrelated issues of 2010 maintenance grievances, 2015 maintenance and pay relativity.

Before discussing each one, I would like to put them into context with an employer's request at the intersectoral table in the context of this round of bargaining. In the employer's tabled submission, in addition to feeble salary offers and the desire to claw back on our pension plan, parental rights and regional disparities, the employer side indicated that it wants to continue working on pay relativity with the following objectives in mind:

- Ensure internal equity
- Eliminate inconsistencies in pay structures
- Achieve 2015 maintenance via a committee

The employers' willingness clearly has repercussions on the development of the work.

State of the 2010 Grievance Issue Following the Maintenance Exercise

According to the FPPE, this issue involves 14 job categories² for which we filed grievances in February 2011. As you read in the letter dated June 19, 2014, the conciliation work began with the Conseil du trésor in June 2013 and was supposed to continue after the summer holidays. During the first meetings in September, it was not clear whether the Conseil du trésor would have the mandates to continue the conciliation work with the labour organizations. Since then, a few meetings have been held and all the FPPE's grievances have been presented.

We realized that the employers' willingness at the central (negotiation) table had a direct impact on our work. Because we had to settle the past before we could think of eliminating inconsistencies in wage structure, and since pay equity grievance conciliation is underway, the Conseil du trésor was

¹ The appendix contains a lexicon terms used in this letter

² **List of Job Categories:** Guidance Counsellors, Education Consultants, Speech Therapists, Psychoeducators, Readaptation Officers, Librarians, Dietitians and Nutrition Consultants, Counsellors in Academic Training, Academic and Vocational Information Counsellors, Counsellor in Reeducation, Translators, Communications Consultants, Speech and Hearing Correction Officers, Preschool Education Consultants.

mandated to accelerate and conclude this conciliation. The discourse changed and the employer side made it clear that we needed to reach an outcome quickly. It should be pointed out that there are still a little over 100 job categories with grievances. This represents approximately one-third of the job categories in our program.

From the first meeting during which the employer side spoke, it clearly indicated that it was astonished by the number of categories with grievances. It stated that it had used the most recent information (before December 2010) available and the same tools (including the evaluation system) agreed upon by both parties during the pay equity program. The employer side noted that it had respected the requirements under the Pay Equity Act. It indicated that it had a hard time accepting the fact that so many significant changes to the jobs had taken place without their knowledge. The Conseil du trésor presented its position for all of the grievances filed by the inter-union.

The ball is now in our court. With the inter-union, we have started analyzing the claims made by the employer side. We must seriously evaluate each grievance in light of the principles that govern pay equity maintenance, giving priority to job category changes since the pay equity program was implemented.

It would be dishonest to tell you that we will have a favourable outcome for all our grievances. We clearly need to accept to renounce some of them, for which the pre-2010 changes are not significant and which do not require a re-assessment. However, rest assured that for each of these, we will find a way out, be it the relativity work or the 2015 maintenance.

At the end of the exercise, with the Federal Counsel we will need to evaluate the conciliation's overall result to approve it or not. The final decision will be made during the CSQ intersectoral negotiations council.

Rest assured that we are doing everything in our power to take our grievances as far as possible and to defend them the best way possible.

Pay Equity, 2015 Maintenance

As you have seen, the employer side wishes to carry out the 2015 maintenance exercise with the unions. This is part of their demand at the central table. We cannot predict the future, but it is clear that our investigations with the CSQ will be very useful.

Pay Relativity Issue

The issue has not advanced since the letter dated June 19. At the central table, during negotiations, our representatives attempted to convince the employer side that we can resume and continue the work on the combined job categories that have not yet been classified. The job categories in question for the FPPE are Spiritual Care and Guidance, and Community Involvement

Animator, Student Life Animator, Technical Teaching Methods Specialist and Architect. We hope that the work will resume soon.

Finally, I hope to be able to write you with news of the settlement agreement by the end of this year, either in the 2010 grievance issue or in the pay relativity issue and hope that it will be satisfactory and representative of each of our job categories.

A handwritten signature in black ink, appearing to read 'Johanne Pomerleau', with a stylized flourish at the end.

Johanne Pomerleau,
President, FPPE

Appendix

Pay Equity: The pay equity law is specific to Quebec. It aims to remedy wage discrepancies within a company due to systemic gender discrimination toward people who hold jobs in predominantly female categories (also called female employment or jobs traditionally held by women). To do so, the so-called female jobs within a company are compared with jobs in predominantly male categories. Predominantly female job categories receive remuneration that is equal to that of jobs in predominantly male categories of equal or comparable value. For job categories in the education and health sectors, the Pay Equity Program was settled in 2006, based on the 2001 profile of jobs. In a pay equity exercise, only predominantly female categories may receive a pay equity adjustment. There is no wage decrease.

Pay Relativity: Unlike a pay equity operation, which aims to give the same salary to predominantly female and male job categories considered to be equivalent, a wage relativity operation aims to give the same salary to all jobs deemed equivalent, regardless of gender predominance. Jobs that are considered to be mixed, or without gender predominance, are placed in the relativity category. In relativity work, all the job categories can be reclassified, upwards or downwards, be they predominantly female or male. Therefore, the work involves negotiating in order to avoid wage decreases. Although they differ in their objectives, both operations can draw on the same methodologies. When a wage relativity exercise takes place, the parties must always be sure to comply with pay equity legislation.

Equity Maintenance: Operation provided for under the pay equity law, carried out every five years, beginning in 2010, to ensure that predominantly female job categories continue to receive equal or higher salaries than predominantly male job categories of equal value. This, in fact, means ensuring that changes in the company have had no discriminatory effect on the predominantly female job categories.

Intersectoral Table: Negotiation table with the employer side, bringing together the Common Front (CSN, FTQ, SISP (CSQ, APTS, SFPQ)) and where wages, regional disparities, parental rights and retirement are discussed.

Conciliation: In order to help resolve complaints and promote harmonious relationships between the parties, the Commission d'équité salariale proposes conciliation to the parties. This is a voluntary process. It takes place in the presence of the Commission, with representatives from all the unions concerned and from the Conseil du trésor. Failing an agreement in the context of the conciliation, we must resort to the legal proceedings provided for by law.

Pay Equity Program: For the education, health and social services sectors, pay equity was achieved through a wage equity committee bringing together various unions (including the CSQ) and the Conseil du trésor.

Inter-Union: Labour organization group having lodged maintenance complaints and affected by the Pay Equity Program (CSQ, CSN, FTQ, APTS, SPGQ and FIQ, SPDNQ).

Conseil fédéral: Fédération body that defines the approaches adopted by members of the Congrès and takes the required steps toward their implementation. The Conseil fédéral is made up of Executive Board members and two delegates from each of the affiliated unions.

Intersectoral Negotiations Council (Conseil intersectoriel de négociation—CIN): This body is made up of representatives from the CSQ's public and parapublic sectoral groups. The purpose of the CIN is to coordinate negotiations in terms of strategy, content, information and action.