

Montréal, April 25, 2016

Dear members,

Last February 9, I sent out a [letter](#) in which you were informed, among other things, of the work that would be performed by the FPPE in the context of the **2015 pay equity maintenance**. In that letter, I indicated that you would be notified of the complaints that would be filed by the FPPE and its affiliated unions.

During the Federal Council of April 20, 21 and 22, it was decided to file complaints for the following job classes:

- Finance Officers (evaluation)
- Spiritual Care and Guidance, and Community Involvement Animators (gender bias and evaluation);
- Librarians (evaluation)*
- Guidance Counsellors (gender bias and evaluation)*
- Education Consultants (gender bias)
- Remedial Teachers (evaluation)
- Speech Therapists (evaluation)*
- Psychoeducators (evaluation)*
- Psychologists (evaluation)

Of those factors significant enough to have triggered changes, we retained Bills 21 and 56, and the implementation of the RAI model. For job classes marked with an asterisk, we will have to determine the appropriate follow-up to the complaint, based on the result of the conciliation of 2010 complaints.

There are other job classes for which we would have liked to file a complaint in order to obtain a better ranking. Unfortunately, in order to file a complaint in the context of the 2015 pay equity maintenance, we need to identify the changes that occurred between 2010 and 2015. An increase in the number of tasks does not constitute a valid argument. Nor can we cite tasks appearing in the classification plan, even if these are tasks that were not performed previously.

We also decided to file a complaint requesting the creation of three new job classes:

- Accountant
- Archivist
- Art Therapist

Indeed, the FPPE had requested that the Management Negotiating Committees for French- and English-language School Boards (CPNCF and CPNCA) make amendments to the **classification plan**. We would like for the job classes of Accountant, Music Therapist and Archivist—in addition to the job class changes concerned by Bill 21—to be recognized, and for the task descriptions for Education Consultants and Remedial Teachers to be improved.

Management had agreed, and, after several meetings, we had achieved a satisfactory result for the amendments to be made to Bill 21. We also received a rather interesting offer from Management to include art-based therapy in the Counsellor in Reeducation job class.

Although Management did not have the mandate from the Treasury Board to make the other requested amendments, we were nevertheless relatively satisfied with the progress made. It should be recalled that the classification plan is a Management document that is not negotiated as such.

Unfortunately, while we believed that Management was going forward with this new classification plan, it informed us of a new condition coming directly from the Treasury Board: we were required to agree not to use the amendments to the classification plan in the context of any complaints filed during the 2015 pay equity maintenance. For us, making such a commitment was absolutely out of the question, and, after Christmas, we received a letter indicating that the classification plan would not be updated. We made the decision to file a complaint with the Commission des normes, de l'équité, de la santé et de la sécurité au travail (CNESST). For us, this is clearly a question of bad faith and we will condemn it.

In light of this situation, we decided to take advantage of the 2015 pay equity maintenance to obtain the creation of these job classes. Since the Art Therapist job class already exists in health care, we preferred this designation over that of Music Therapist.

As far as the Accountant job class is concerned, being that this complaint contradicts the one that aims to recognize these new obligations in the Finance Officer job class, we will eventually have to choose one or the other.

Therefore, between now and May 20, the 12 complaints indicated above will be filed.

As an employee, you may also file a complaint yourself. All information for doing this can be found in the [letter from April 5](#). In this case, please submit a certified copy to your union.

An action plan stipulating national and local actions was adopted at the Federal Council held on April 20, 21 and 22, for the due recognition of our professions. The FPPE will make numerous political interventions, support trade unions in local actions and organize coordinated actions with the aim of supporting committee work pursuant to the most recent round of negotiations (EC and relatives), which will begin in the fall. I encourage you to monitor the correspondence that your union will forward to you in the months to come.

This being a priority issue for the FPPE, rest assured that we continue to do everything in our power to ensure the recognition of the value of our jobs.

Sincerely,



Johanne Pomerleau,
President, FPPE