Fédération des professionnelles
et professionnels de l'éducation
du Québec (CSQ)

Montreal, February 21, 2011

To the Members of the FPPE,

On February 18, 2011 together with the other federations of the CSQ, the FPPE sent the Treasury Board our questions and observations following the December 20, 2010 posting on the maintenance of pay equity. These can be accessed by going to our web site www. fppe.qc.ca and clicking on the équité salariale tab.

The Treasury Board now has 30 days to proceed to a new posting i.e. up to March 20, 2011. Once we see this posting we will know if our questions and comments were taken into account. If necessary we will then have 60 days to file our complaints. Clearly we will be depositing numerous complaints if the second posting basically repeats the same elements of the first.

During the last round of negotiations, we targeted the problems of attraction and retention of professional staff. During our tour of the regions of Quebec, I denounced the professionals' working conditions which make it very difficult to recruit especially in the case of psychologists and speech and language pathologists. Salary is, of course, one of the elements included in these working conditions. Our demands at the negotiation tables included the addition of echelons on the salary scale to recognize master's and doctoral degrees, which would have helped improve the salary of many of our members. We pushed this demand right up to the end of the negotiation, but finally we had to abandon it because of the intransigence of the government.

The Minister of Education recently informed us that she is trying to find ways to facilitate the recruitment of professionals to school board positions. The proposals of the Treasury Board on the maintenance of pay equity as well as what we foresee on their position on pay relativity will not help the ministry achieve its objectives.

The FPPE will definitely be there to remind the Ministry and the government of this problem.

In solidarity,

Jean Falardeau,
President