

SALARY ADJUSTMENTS FOR RANKING 23 TO COME INTO EFFECT APRIL 2, 2019

On April 2, 2019, adjustments associated with ranking 23 will be applied to the salary scale for CEGEP teachers, who will benefit from an average increase of 6.4%.

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The increase comes with the Quebec treasury board's recognition of our place in the higher education system and our professional autonomy. Years of mobilization, along with the combined efforts of the FNEEQ and the CSN, have helped to secure this change.

A PROVINCE-WIDE MOBILIZATION

At a meeting of the FNEEQ–CSN's Regroupement cégep on September 3 and 4, 2013, it was announced that the ongoing salary relativity review had led the treasury board to rank our profession at 21 – a step below elementary and high school teachers. At the time, a wage parity clause placed us provisionally at ranking 22.

Our significant collective work in departments and on program committees, where we make decisions on framework, course outlines, and teaching in general, was thus no longer recognized by our employers. Nevertheless, the responsibility for ensuring the quality of the instruction we provide continued to fall squarely on our shoulders.

The Regroupement cégep subsequently launched the Dérangement 21 campaign. Over a hundred mobilization actions took place across the province. The operation included an email campaign, sit-ins in front of the National Assembly, and a province-wide day of picketing on November 21, which set the tone for the mobilization efforts that were to follow.



“Quebec’s treasury board wanted to keep CEGEP teachers at the same ranking—ranking 22—alongside elementary and high school teachers. However, on Sunday, the government finally agreed to classify CEGEP teachers at ranking 23, La Presse confirmed with FNEEQ-CSN yesterday.”—Denis Lessard, La Presse, December 8, 2015 [our translation].



The Dérangement 21 campaign along with our exceptional mobilization during the last round of collective bargaining convinced the treasury board to yield: CEGEP teachers were ultimately reclassified at ranking 23.

The professional autonomy of CEGEP teachers and our critical role in higher education is finally being acknowledged. This is no small triumph.

INCREASES TO OUR SALARY SCALE: FROM 22 TO 23

As an example, the adjustments associated with ranking 23 will grant teachers at step 17 of the salary scale a 7.62% increase over their current salary. The new scale includes a 2.5% increase associated with redressing the pay curve (to learn more: <https://secteurpublic.quebec/relativite>).

THE NEW SALARY STRUCTURE FOR REGULAR SECTOR AND HOURLY-PAID TEACHERS

Echelon	01/04/2019	02/04/2019	Increase
1	41 390 \$	42 431 \$	2,52 %
10	60 203 \$	61 716 \$	2,51 %
11	62 764 \$	64 757 \$	3,18 %
12	65 432 \$	67 988 \$	3,91 %
13	68 211 \$	71 376 \$	4,64 %
14	71 112 \$	74 935 \$	5,38 %
15	74 135 \$	78 665 \$	6,11 %
16	77 284 \$	82 591 \$	6,87 %
17	80 572 \$	86 713 \$	7,62 %
18	81 884 \$	88 126 \$	7,62 %
19	83 215 \$	89 563 \$	7,63 %
20	84 567 \$	91 023 \$	7,63 %

The salary structure is not yet perfect; there is still work to do. All CEGEP teacher members of the FNEEQ are invited to suggest possible improvements to their salary scale during the bargaining and mobilization committee’s consultation in view of the upcoming round of collective bargaining. Here is a sample list of ideas to explore:

- Full salary adjustments for all steps on the salary scale
- Substantial increases for hourly-paid teachers
- Improvements to the inter-step increases for teachers at steps 18, 19, or 20, and for those with a master’s degree or a PhD
- Elimination of the first 10 steps of the salary scale

Years of schooling	01/04/2019	02/04/2019	Increase
16 years	68,81 \$	70,54 \$	2,51 %
17 and 18 years	79,98 \$	82,55 \$	3,21 %
19 years and over	96,41 \$	102,32 \$	6,13 %

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