

# BLOC-NOTES



for cegep teachers

14  
February 12, 2014

## DISRUPTION 21 A SUCCESSFUL MOBILIZATION

Last January 14, the President of the Treasury Board, Stéphane Bédard, in an article appearing in *Le Soleil*, reopened the door to a continuation of discussions on CEGEP teachers' salary structure. We thus jumped on this opportunity to renew contact between FNEEQ and the Treasury Board. Following a meeting between representatives from the Federation and the Treasury Board, it was agreed to resume work within the customary framework.

Accordingly, the Disruption 21 operation was a success and is now terminated. Undergoing an attack on their professional identity, our CEGEP teachers reacted vigorously. The mobilization was very spirited. The battle was more than worthwhile, we will thus continue our discussions at the pay relativity table in a normal fashion and we have kept open room for discussions to make adjustments to the Masters and Doctoral echelons, which will then be applicable when it comes time to renew our collective agreements.

### **The Treasury Board had downgraded our job category**

In June 2013, the initial proposals tabled by the Treasury Board placed us in a lower echelon than the one corresponding to our current remuneration.

This downgrading manoeuvre was quite incongruous given the Government's decision to include the CEGEP system within the Ministry of Higher Education, Research, Science and Technology. We thus had no choice but to react.

### **A special salary structure**

Currently, we share the first 17 echelons of our salary scale with school commission teachers. These 17 echelons are the subject of pay relativity discussions, essentially because the reference echelon is the one that corresponds to the diploma required to enter the profession.

There are then three more echelons, reserved for people who have earned a Masters and a Doctorate. Following the work in 2002 on the salary structure, we won an echelon 18, which was accessible to people with a Masters and we were able to confirm the recognition of Doctorates, with the 19th and 20th echelons. Adjustments made to the female teacher

category in the school commissions were applied to all the 17 echelons that we share with them, but had no effect upon those echelons reserved for people with a Masters or a Doctorate. Accordingly, this resulted in reducing the remunerative value previously acknowledged for these degrees.

### **The mixed categories**

The pay relativity work was carried out subsequent to an agreement reached in 2011, between the Treasury Board and the Interunion coalition (CSN, CSQ, FTQ, FIQ and APTS). The purpose was to evaluate some 30 mixed categories. That of the CEGEP teachers was the category that counted by far the most members.

The evaluation will be conducted using the methodology and tools that were employed during the establishment of the pay equity program<sup>1</sup>. Thereafter, the parties will embark upon discussions to determine the pay adjustments that could arise from the job evaluation exercise.

### **Work continues**

The pay relativity discussions are continuing with our colleagues in the other mixed categories. The initial timetable, which had projected the work to be completed by December, has been extended. However, the letter of agreement on pay relativity does not establish any date or time by which the salary adjustments must be agreed upon.

With regard to the adjustments to the Masters and Doctorate echelons, the discussions will continue over the coming weeks.

### **The college system and the work we do in it every day deserve to be recognized at their fair value !**

*Notice: We are preparing the documents on the evaluation of employment categories for pay relativity work, which were requested as part of the action plan adopted by the Regroupement cégep held on January 30<sup>th</sup> and 31<sup>st</sup>. Another "Bloc-Notes" will accompany those documents.*

<sup>1</sup> The *Pay Equity Act* stipulates that a comparison be done between feminine et masculine job categories based upon an evaluation grid agreed upon between the Interunion coalition and the Treasury Board.

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