


## Message from the president

Once again, it would have been a particularly interesting experience for you to meet with us at the Federal Council of February 5-6, 2009. Following a full day at the meeting of the General Negotiations Council, which allowed us to decide on the forms that the next round of negotiations will take, our discussions were very productive. We were able to discuss our demands and those of the CSQ, in preparation for tabling them in October 2009. To conclude, we should underscore that for the first time, the FPPC Federal Council had more women than male delegates!



We look forward to meeting you at your colleges during the tour.

  
Bernard Bérubé, President

## EN ROUTE FOR MEETING WITH OUR UNIONS

As in previous years, the FPPC Executive Committee is preparing a tour to meet with its 34 unions. The visit is a prime opportunity for meeting with members throughout the province and for openly discussing the issues that concern us.

This year, the tour will be held in April and May. The main purpose of the meetings that we will be holding with FPPC-affiliated CEGEP professionals will be to secure the widest possible agreement on the demands that we will be bringing to the table. Moreover, we will take advantage of this meeting to discuss the strategic framework put forward by the CSQ at the General Negotiations Council (CGN) of February 2009, and these discussions will be pursued at the General Council meeting of March 2009. For this reason, we will be calling on you to share your opinions and reactions about the pre-consultation of fall 2008.



### What is the CGN?

## INTERSECTORAL NEGOTIATIONS

At the CGN, held just a few hours before our Federal Council, the CSQ presented a review of the consultation on upcoming negotiations. As a result of this consultation, CSQ members believe that at the upcoming negotiating round, we need to shorten the duration of the negotiating process and focus on extremely important demands, in particular a wage catch-up to attract and retain competent personnel.

## SECTORAL NEGOTIATIONS

The tour of FPPC unions in April and May 2009 will also deal with negotiation issues specific to the members of our Federation, in other words, sectoral negotiation issues. In this regard, the report on the pre-consultation was an essential tool. Collating and analyzing feedback on the pre-consultation allowed us to identify potential lines of action that we hope to validate with members.

In this regard, we should recall the major themes that arose as a result of the pre-consultation:

- Work load and work organization
- "Salary"
- Attraction and retention
- Recognition and validation

## COMPARATIVE STUDY OF SALARIES

To gain a better understanding of the situation experienced by college professionals, Chantal Kelly, FPPC Labour relations advisor, took advantage of the last Federal Council meeting to provide us with a profile on the salary of professionals and teachers. This comparative study made it possible to understand the complex nature of this issue. Over the years, the salaries of professionals and teachers have been similar. However, some distinctions should be made. Discussion revealed that the human resource administrations sometimes incorrectly calculate the salary of a teacher who becomes a professional.



## PAY EQUITY, A REMINDER

In 1996, the *Pay Equity Act* came into force. This legislation aimed to correct wage gaps caused by discrimination based on sex toward those in predominantly female job classes. Once work on pay equity has been completed, the law also stipulates the obligation for maintaining equity.

A committee composed of union and Conseil du trésor representatives carried out this work, throughout the following phases:

- identification of job classes;
- choice of methods and tools;
- estimate of gaps;
- payment of adjustments, when necessary.

For FPPC professional staff, the committee first of all determined predominantly female, male and neutral employment groups. This profile was established in 2002. Afterwards, using the tools and methods that it adopted, the committee verified whether or not predominantly female employment groups were paid less than predominantly male employment groups, considered equivalent. Mixed job classes; (neutral) were not evaluated.



Where gaps were observed, the Conseil du trésor was supposed to pay salary adjustments and amend salary scales accordingly in future in order to remedy observed discrimination. The appended table shows the results of the work in pay equity for each of the employment groups for professionals. Moreover, you will note that several employment groups are currently remunerated above the evaluation determined by the work on pay equity, which means that these jobs had not been subjected to sex-based discrimination.

On renewal of the collective agreements, both the employer and the union must ensure that pay equity is maintained. Thus the salary demands in the upcoming negotiation round must comply with this legally imposed obligation. In concrete terms, what this obligation implies is that all public service salary demands are connected and that is now very difficult to change salary conditions for one employment group without making fair changes to those of other groups.



### Pay Equity Table

## AN ALLIANCE FOR UPCOMING NEGOTIATIONS

The Federal Council delegates had to examine the issue of a potential alliance with the college section of the SPGQ. As you know, the CSQ and the SPGQ are currently working together within the SECRETARIAT INTERSYNDICAL DES SERVICES PUBLICS (SISP)-N. In this regard, the SPGQ seems to approve our idea of working more closely with our professional college colleagues who are not FPPC members. The objective is to strengthen the balance of power for professionals in all of Québec's colleges in the upcoming negotiations. Of course we hope that this solidarity will help us to bring the Charest government to substantively improve our working conditions. An issue to be monitored.

## CALL FOR NOMINATIONS — NEGOTIATIONS COMMITTEE

The Negotiations Committee is a working committee of the FPPC. It also plays a consultative role with the FPPC. Its mandate is to proceed with the stages in the negotiation of a collective agreement (sectoral aspects, or specific to college professional staff). As the upcoming negotiations approach, we need to adopt this tool. If you are interested in taking part in this committee, the call for nominations has been launched. Consult the document below for more information.



### Negotiations Committee – Nature and role

## CEGEP GOVERNANCE AND BILL 110

Last fall, Ms. Courchesne, the Education Minister, introduced bills to revisit the governance of universities and CEGEPs. Despite her efforts, the fall elections postponed their adoption. However, this is only a rain-check. Besides the fact that Ms. Courchesne wished to re-introduce these bills, a bill concerning the governance of school boards was adopted last year. For this reason, it is important to explore bill 110 on CEGEP governance. In this regard, we should recall that this bill substantively amended the composition of boards of governing and their mandates, giving more importance to "independent" members. To all ends and purposes, professional staff is excluded from the board of governors. The very mission of the CEGEPs was reviewed. All these amendments reflect governance as practised within private enterprise.

That said, we must reassert that the public character of Québec's CEGEP network requires transparent, open, collegial governance. The importance of public funding for CEGEPs involves another kind of governance than the one proposed in this draft legislation. Evidently, external members make an important contribution to boards of governors in institutions of higher education and we do not believe that the *status quo* is the best solution. However the operation, mission and history specific to the CEGEPs demand strong collegiality and not the deconstruction of the relationship between staff and students, which has always been central to the success of Québec's institutions of higher education. CEGEP boards of governors must answer not only to a handful of individuals, but to the entire college community and to society as a whole.



### Presentation on governance

## TRIPARTITE COMMITTEE ON CONTINUING EDUCATION

It should be remembered above all that during the work to review the classification plan, the Comité patronal de négociation des collèges (CPNC) wanted to split the education advisor employment group into two groups: regular and continuing education. The FPPC opposed this, because we firmly believe that education advisors must remain in continuing education. The CPNC agreed with our position on maintaining one employment group for education advisor, but we proposed the establishment of a tripartite committee (FPPC-SPGQ Committee-CPNC) in order to discuss the situation of continuing education in the colleges. We immediately agreed, because we felt it was important to verify whether or not it would be relevant to create a new employment group in continuing education. This process appeared to be more promising than splitting up an employment group without taking care to proceed with a serious analysis.

The FPPC representatives on this Committee, Diane Thibault and Chantal Kelly, are continuing with the work in accordance with the schedule presented at the Federal Council meeting of December 6, 2008. Once the preliminary testing is completed, we will determine, along with the SPGQ, whether or not modifications are required and then send it immediately to our unions. An issue to be monitored.

## Events Calendar

**GENERAL NEGOTIATIONS COUNCIL (CGN):** March 19 and 20, 2009

**GENERAL NEGOTIATIONS COUNCIL (CGN):** May 13 and 14, 2009

**FPPC FEDERAL COUNCIL:** May 18 and 19, 2009

**GENERAL COUNCIL (CG):** May 20, 21 and 22, 2009

**TRAINING ON NEGOTIATIONS:** May 25 and 26, 2009

**GENERAL NEGOTIATIONS COUNCIL (CGN):** June 4, 2009

**CSQ CONGRESS:** June 26–29, 2009

## The FPPC-EXPRESS team

Writers: Charles-Antoine Bachand and Chantal Kelly

Project manager: Marie-Claude Adam

Editing: Andrée Bérubé

Translation: Carolyn Perkes

Layout and production: Mardigrafe inc.

The Web version of FPPC EXPRESS is available on the Federation's Web site at [www.fppc.csq.qc.net](http://www.fppc.csq.qc.net). It is identical to the print version, except you can click on links that take you to additional information.