

NEW SALARY STRUCTURE APRIL 2, 2019

What will happen on April 2, 2019?



Background

The 2015 intersectoral bargaining resulted in a new salary structure that will come into effect on April 2, 2019. This salary structure is aimed at correcting the inconsistencies of the current structure, ranking the mixed job classes and gradually bringing all job classes to the salary allocated to them according to their rank on the “pay equity curve” agreed upon during the 2005 pay equity exercise. This is known as salary relativity.

In previous pay equity exercises, as prescribed by law, only predominantly female job classes whose pay was below the curve (average pay of male job classes at the same rank) benefited from salary adjustments. The predominantly female or male categories whose salary was higher than the results of the survey evaluation have since retained their remuneration.

Also, since the Pay Equity Act is only aimed at correcting systemic discrimination against female job classes, some predominantly male categories have continued to receive a salary that is lower than that of the ranking provided as a result of the evaluation. Finally, mixed job classes, or those with no predominance, were not ranked and, even less, adjusted to the curve.

What will happen on April 2, 2019?

Firstly, it is important to recall that no individuals will experience a salary decrease on April 2, 2019. If you note that the salary indicated on the scale for April 2, 2019, is lower than your current salary, please see the clause regarding the status of red-circled individuals stipulated in the collective agreement clause 6.2.-02 of the P1. Therefore, you will retain your current remuneration. However, during subsequent salary increases (from 2020), you will only receive 50% of the increase negotiated. The other 50% will be awarded in the form of a lump sum, until your salary matches the salary stipulated on the scale of your job class. That is, the bigger the gap between your current remuneration and the one stipulated on the new scale, the longer this 50-50 rule will apply.

By clicking this [link](#), you can see the gap between the current maximum salary for each job class and the one stipulated under the new structure. If you see a positive percentage, and you are at step 18 on your current salary scale, this means that you will receive this increase on April 2, 2019. If you see a negative percentage, this means that the maximum salary for this job class will be lower as of April 2, 2019, and, with the exception of a \$292 lump sum, you will not receive any increase in April 2019. On the contrary, as mentioned previously, for professionals whose salary is higher than the maximum stipulated at this new scale, the red-circled clause will apply and they will not experience any decrease in salary.

If you are not yet at the highest step, you will be incorporated into the new structure, at the step with the salary equal to or immediately higher than the salary you will have on March 31, 2019, regardless of which step you are at. To find out your step and integration salary, visit (www.monsalaire.lacsq.org). For new professionals, this integration could lead to sizable increases in some cases, as you will note that the first steps in each category will undergo a significant increase. Note that you will remain at that step only until your next scheduled salary pro-gression (July 1 or January 1).

Finally, it is important to add that we still have grievances regarding the 2010 and 2015 pay equity audit that have not been settled and could lead to an upward shift in the ranking of certain job categories ([those followed by an * on the table](#)). Also, work is continuing for the education consultants job class, whose ranking has not yet been agreed upon.

I hope these explanations help you to better understand this complex is-sue. Do not hesitate to contact your union if you still have questions.

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La Passerelle – March 2019