September 22, 2020

Hello,

When the last collective agreement was renewed, we were granted bonuses for psychologists (Letter of Understanding No. 3 of the collective agreement). The purpose of these bonuses is to bridge the existing wage gap, albeit partially, with our colleagues working in the private sector and to help attract and retain those working in the school system.

For the second time, the Treasury Board is threatening to revoke this bonus at the end of September 2020. This negotiation strategy is counterproductive.

The lack of psychology resources is an ongoing, pervasive issue that school services throughout the province are faced with. Negotiations are currently underway to keep the improved attraction and retention incentive in place.

To ensure that the bonus incentive deadline extends beyond September and guarantee a successful outcome for future negotiations, we urge you to crank up the pressure and write to our employers and the Treasury Board.

We ask that member psychologists send a personalized letter to their school administration (and CC the Treasury Board and other key stakeholders).

Attached is a sample letter; feel free to personalize it.

Here is a link to a recent article published in La Presse on the subject: <https://www.lapresse.ca/affaires/economie/2020-09-10/echeance-de-primes-dans-le-secteur-public-les-syndicats-s-inquietent.php>

Please use these email addresses:

To:     [Your SSC administration’s email address]

Cc:      [cabinet@sct.gouv.qc.ca](mailto:cabinet@sct.gouv.qc.ca)

[Edith.Lapointe@sct.gouv.qc.ca](mailto:Edith.Lapointe@sct.gouv.qc.ca)

[Christine.denommee@education.gouv.qc.ca](mailto:Christine.denommee@education.gouv.qc.ca)

[slaberge@fcsq.qc.ca](mailto:slaberge@fcsq.qc.ca)

[nego@lacsq.org](mailto:nego@lacsq.org)

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**Jacques Landry**

Président FPPE-CSQ



City, date

[School service centre management]

[School service centre address]

**Subject: Psychologists premiums**

[Dear Sir or Madam],

I’ve been working as a psychologist in the [school service centre name] School Service Centre for x years. I love my work environment, but I know full well that I earn less than in the private sector. The attraction-retention premium, while insufficient, allows to correct this situation a little. Yet, the Conseil du Trésor threatens once again to eliminate it and, consequently, to cut my paycheck in the next few days. As a responsible employer, you must denounce this harmful strategy by the government’s negotiators.

I see positions being posted and reposted without finding any takers. The work done as part of letter of agreement no. 10, to which my union and Conseil du Trésor representatives contributed side by side, is clear as to the necessity to maintain attraction and retention measures. The consulted educational establishments have recognized the existence of persistent recruitment and retention problems for psychologists.

Moreover, a study conducted as part of the committee’s work has also demonstrated the important wage gap that we are experiencing in Québec public services in comparison to our private sector colleagues. The figure is significant: the remuneration gap is often over 11%!

With the pandemic increasing the pressure on all fronts, the need for support, psychological diagnoses and intervention is more blatant than ever. Wait times or private sector referrals are already unreasonable. The capacity to offer accessible and quality public services depends on your capacity to recruit and retain qualified and motivated psychologists.

As a responsible employer, you must demand that the Conseil du Trésor stop its yo-yo strategy with our working conditions. The frequent use of the threat to eliminate premiums does great harm to attraction and retention. To stabilize your teams, premiums should be permanent. For the next collective agreement, they even need to be improved to take into account the fact that they are not covered by the Government and Public Employees Retirement Plan (RREGOP).

Thank you for your attention. Yours sincerely,

First name, Last name

Psychologist

Employer

cc: Mrs. Sonia LeBel, Chair of the Conseil du Trésor

Mrs. Édith Lapointe, Associate secretary to the Under-secretariat of negotiations, work relations and global remuneration

Mrs. Sophie Laberge, CPNC president

Mr. Pascal Poulin, Work relations director, MELS