

INFO-MAINTIEN

Answers to some of your questions

On June 8th, the Federation of public sector employees (FEESP-CSN) was the first union organization to enter into an agreement with the Treasury Board with regards to the 2010 education support staff salary equity maintenance complaints .

This agreement will see to it that school or centre secretaries & daycare technicians receive substantial salary increases, with interest, and this, retroactive to December 31, 2010.

This represents an important victory for these employees, whom the FEESP-CSN has been advocating for, over the past several years, in order to obtain greater recognition of the value of their work.

New retroactive salary scales & adjustments

In accordance with the settlement between both parties, the school or centre secretaries will increase from 9 scales to 10 scales. This means that they will benefit from a salary increase of 3.8% on each of the steps on scale. As for the daycare technicians, they will increase from 13 scales to 14 scales, with a salary increase of 2.2%. Please note that the new scales applicable for the technicians consist of 12 steps on scale and for the school or centre secretaries there will be 8 steps on scale.

As well, there will be a retroactive payout, in relation to the number of hours worked in one of these two occupations, between 2010 and present. These payouts will also be applicable to those employees who are currently retired, but have worked in one or the other occupation, during this period.

Terms of payment

The retroactive payouts will take place during the 6 months following the

conclusion of the settlement, that is, before December 9, 2021. The amount will be made in one installment, including interest at the legal rate.

Employer's obligation

The employer will be charged with the task of paying the retroactive sum to each of the employees concerned. Your union will be supplying you with some tools to help you calculate the amount you are owed. Basically, we suggest that you do your own calculations in order to ensure that the amount paid by the employer will be the right amount.

The beneficiaries of deceased employees and retired employees, who the employer cannot reach , will benefit from a deadline of one year from the signature of the agreement, which is until June 9, 2022, to formulate a request in order to receive the amount due to them.

Maintaining salary equity in 2010

Those maintaining of salary equity complaints from 2010, for which the FEESP-CSN was legal representative have now been withdrawn, except for those concerning the administrative technicians. The complaints for this last group of employment have been maintained and we will continue to proceed with our representations with the CNESST in the investigation process. Furthermore, it is always a possibility that a settlement can be made between the concerned parties even though a decision has not been made. Please note that within our salary equity program, this category is comprised of administrative technicians from education, health and the social services networks.

Maintaining salary equity - 2015

Those maintaining of salary equity complaints from 2015 concerning the two occupations included in the settlement have been withdrawn, but those concerning the other classes of employment are maintained. It goes without saying that our work with the CNESST will go forward on this subject.

It is essential that the public sector employees are paid according to the work they perform and that salary discrimination must end! As well, even though specific complaints have been settled, the FEESP-CSN will continue its work on those complaints in 2015 and those which will be filed for 2020.

Appendix A : Old and new salary steps on scale for school or centre secretaries (for 2010, 2015 and 2019)

Rates as of 2010-12-31 to 2011-03-31

Step	Old	Amended by the settlement	Difference
1	17,63 \$	18,30 \$	0,67 \$
2	18,17 \$	18,86 \$	0,69 \$
3	18,72 \$	19,43 \$	0,71 \$
4	19,28 \$	20,01 \$	0,73 \$
5	19,87 \$	20,63 \$	0,76 \$
6	20,44 \$	21,22 \$	0,78 \$
7	21,04 \$	21,84 \$	0,80 \$

Rate as of 2015-03-31 to 2016-03-31

Step	Old	Amended by the settlement	Difference
1	18,91 \$	19,62 \$	0,71 \$
2	19,48 \$	20,22 \$	0,74 \$
3	20,06 \$	20,83 \$	0,77 \$
4	20,65 \$	21,45 \$	0,80 \$
5	21,30 \$	22,11 \$	0,81 \$
6	21,92 \$	22,75 \$	0,83 \$
7	22,56 \$	23,40 \$	0,84 \$

Rates as of 2019-04-02

Step	Old	Amended by the settlement	Difference
1	20,98 \$	21,28 \$	0,30 \$
2	21,48 \$	21,80 \$	0,32 \$
3	22,01 \$	22,35 \$	0,34 \$
4	22,54 \$	22,91 \$	0,37 \$
5	23,08 \$	23,48 \$	0,40 \$
6	23,65 \$	24,06 \$	0,41 \$
7	24,22 \$	24,65 \$	0,43 \$
8		25,27 \$	

Appendix B: Old and new salary steps on scale for daycare technicians (for 2010, 2015 and 2019)

Rates as of 2010-12-31 to 2011-03-31

Step	Old	Amended by the settlement	Difference
1	17,34 \$	17,72 \$	0,38 \$
2	18,05 \$	18,45 \$	0,40 \$
3	18,64 \$	19,05 \$	0,41 \$
4	19,33 \$	19,76 \$	0,43 \$
5	20,03 \$	20,47 \$	0,44 \$
6	20,74 \$	21,20 \$	0,46 \$
7	21,45 \$	21,92 \$	0,47 \$
8	22,30 \$	22,79 \$	0,49 \$
9	23,15 \$	23,66 \$	0,51 \$
10	24,00 \$	24,53 \$	0,53 \$
11	24,86 \$	25,41 \$	0,55 \$
12	25,75 \$	26,32 \$	0,57 \$

Rates as of 2015-03-31 to 2016-03-31

Step	Old	Amended by the settlement	Difference
1	18,58 \$	19,00 \$	0,42 \$
2	19,35 \$	19,78 \$	0,43 \$
3	19,98 \$	20,42 \$	0,44 \$
4	20,72 \$	21,18 \$	0,46 \$
5	21,47 \$	21,95 \$	0,48 \$
6	22,23 \$	22,73 \$	0,50 \$
7	22,99 \$	23,49 \$	0,50 \$
8	23,91 \$	24,42 \$	0,51 \$
9	24,81 \$	25,36 \$	0,55 \$
10	25,72 \$	26,29 \$	0,57 \$
11	26,66 \$	27,23 \$	0,57 \$
12	27,60 \$	28,22 \$	0,62 \$

Rates as of 2019-04-02

Step	Old	Amended by the settlement	Difference
1	22,23 \$	22,59 \$	0,36 \$
2	22,89 \$	23,27 \$	0,38 \$
3	23,58 \$	23,96 \$	0,38 \$
4	24,27 \$	24,68 \$	0,41 \$
5	25,00 \$	25,42 \$	0,42 \$
6	25,74 \$	26,17 \$	0,43 \$
7	26,52 \$	26,96 \$	0,44 \$
8	27,13 \$	27,77 \$	0,64 \$
9	27,76 \$	28,41 \$	0,65 \$
10	28,38 \$	29,09 \$	0,71 \$
11	29,05 \$	29,77 \$	0,72 \$
12		30,46 \$	