

THE FPPC-CSQ: FOR A GREATER RECOGNITION OF PROFESSIONAL EMPLOYEES

The FPPC-CSQ is strongly committed to the recognition of the role of professional employees. In winter 2017, it carried out an extensive survey among all its members regarding the changes - whether organizational or technological in nature, for instance - which could impact job evaluations. This large-scale operation brought about the development of a strategic plan which was adopted unanimously by the delegates of our affiliated unions during the fall of 2017.

To carry out this large-scale recognition operation successfully, the Federation, with the support of CSQ job evaluation specialists, is now pursuing various avenues, based on the employment categories, to secure a better recognition of their members' work.

CEGEP PROFESSIONAL EMPLOYMENT CATEGORIES

- ✓ Finance Officer
- ✓ Social Services Officer
- ✓ Academic Advisor
- ✓ Analyst
- ✓ Administration Officer
- ✓ Librarian
- ✓ Student Life Counsellor
- ✓ Guidance Counsellor
- ✓ Academic Training Counsellor
- ✓ School adjustment Counsellor
- ✓ Communication Counsellor
- ✓ Academic and Vocational Information Counsellor
- ✓ Adapted Services Counsellor
- ✓ Pedagogical Counsellor
- ✓ Psychologist
- ✓ Teaching Methods and Techniques Specialist
- ✓ Social Worker

OUR STRATEGIC PLAN

✓ Salary relativity

Through its affiliation with the CSQ, the FPPC has been actively involved in the two joint committees established as a result of the last negotiations to determine the salary ranking of **pedagogical counsellors** and address the specific problem of attracting and retaining employees in their field.

In order to better support our arguments, specifically with regard to the attraction-retention issue, three other surveys were carried out: with affiliated unions, with all our members and with the management of college human resources departments.

Mobilization activities and political representations have generated widespread support. In a spring 2018 press release, the FPPC-CSQ reported that:

To date, our federation has received, some thirty letters, addressed to Minister Pierre Arcand, signed by heads of various colleges that recognize the need to review the compensation of [pedagogical counsellors]. The Fédération des cégeps is so preoccupied with this situation that it has carried out its own survey on the subject with all its members. Finally, the Association des cadres des collèges du Québec also urges the Chair of the Conseil du trésor to adjust the salary of college professionals.

Political meetings with various stakeholders have taken place and many others are already planned, with an increased momentum. For the CSQ, this issue is a priority. The Federation hopes that both the attraction-retention issue and salary rankings will be addressed and meet its members' expectations.

✓ Pay equity

The FPPC's affiliated unions have filed several complaints in the wake of the assessments made by the Conseil du trésor during the pay equity maintenance exercises of 2010 and 2015. Specifically:

Complaints of the 2010 pay equity maintenance exercise (period from 2001 to 2010)

At first, these complaints were addressed through a conciliation process, with the Conseil du trésor and an inter-union coalition of all union organizations (federations, CSN, CSQ, FTQ and independent organizations). The CSQ also consider these complaints as a priority, and did not hesitate to use political means to reach an agreement. Sadly, in November 2017, the Conseil du trésor put an end to the conciliation process. The complaints of the 2010 pay equity maintenance exercise were sent to the CNESST (Commission des normes, de l'équité, de la santé et de la sécurité du travail), which handles the pay equity issue.

For the 2010 maintenance complaints

✓ **First phase: change of gender predominance and new employment categories**

In the spring of 2018, the FPPC, supported by CSQ job evaluation specialists, submitted requests to the CNESST so as to change gender predominance for certain employment categories as well as to create new employment categories:

- Guidance Counsellor, college sector (creation of a category and change of gender predominance)
- Pedagogical Counsellor, college sector (creation of a category and change of gender predominance)
- Communication Counsellor, college sector (creation of a category only)
- Academic Advisor (change of gender predominance only)
- Teaching Methods and Techniques Specialist (change of gender predominance only)
- Specialized Data Processing Analyst (creation of a category and change of gender predominance)
- Administrative Processes Specialist (creation of a category and change of gender predominance)
- Sexologist (creation of a category only)
- Internship Coordinator (creation of a category and change of gender predominance)
- Human Resources Counsellor (creation of a category and change of gender predominance)
- Researcher (creation of a category and change of gender predominance)

CNESST investigators are currently assessing the claims submitted by the FPPC.

Second phase: job evaluation

The FPPC's Federal Council has authorized the full-time leave of a member of the Executive Council who will, using existing data and information from a new data collection, shed some light on the events which, from 2001 to 2010, have had an impact on the daily tasks carried out by the affected professional employees. The objective is to secure a better evaluation of the job.

Complaints of the 2015 pay equity maintenance exercise (period from 2011 to 2015)

Following the assessment carried out by the Conseil du trésor in the winter of 2016 and with which the FPPC-CSQ does not agree, the union has begun preparing its case with respect to complaints of the 2015 pay equity maintenance. To do so, it has put to good use the information gathered during various consultations with its members, including the wide-ranging survey carried out in the winter of 2017.

UPDATED CLASSIFICATION PLAN

Bringing into play a clause of its collective agreement (a clause which appears in all collective agreements of college professional employees), the FPPC-CSQ has had two meetings with the college management negotiating committee (Comité patronal de négociation des collèges, or CPNC) to argue for the introduction of new employment categories to the classification plan.

✓ Professional employment titles requested

- Specialized Data Processing Analyst
- Architect
- Researcher
- Financial Aid Counsellor
- Environmental Counsellor
- Human Resources Counsellor
- Internship Coordinator
- Sexologist
- Administrative Processes Specialist

✓ Changes to the typical duties

The FPPC will also call for changes to typical duties spelled out in the classification plan for various employment categories so that they reflect the reality of a given employment category's inherent responsibilities. It should be noted that the exact denomination of the typical duties and skills required for a given job is the cornerstone to the recognition of the work being done on a day-to-day basis.

ONGOING JOB EVALUATION PROCESS

The FPPC-CSQ is considering asking, during the next round of negotiations, for the **creation of a permanent national committee to evaluate employment categories.**

Salary adjustments could then be made, when needed, for gender-neutral employment categories, or so-called mixed categories, and between two periods of pay equity maintenance exercises for predominantly male or female categories.

ATTRACTION-RETENTION INCENTIVES

The FPPC-CSQ is also considering calling for, during the next round of negotiations, attraction and retention bonuses for certain specific employment categories.

CLASSIFICATION REVIEW

The FPPC supports and guides its unions that file reclassification grievances for members whose typical duties are consistent with the tasks of a different job title which is better-paying than what they are currently being paid.

FOR GREATER RECOGNITION, NOTHING LESS!

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