



Salary relativity Meetings with the Conseil du trésor continue

The work on salary relativity involving the CSN, FTQ, CSQ, APTS and the Conseil du trésor has continued since the publication of the first issue of *Info-Relativité* in October 2011, with two more meetings with the Conseil du trésor. Another four are scheduled between now and next spring to continue the process.

Since October 2011, the CSN federations (FEESP, FNEEQ, FP and FSSS) have also met several times, and there have been a number of meetings with our union partners ((FTQ, CSQ, FIQ and APTS).

In the meetings with the Conseil du trésor, we first established the rules governing how the working group will operate and then discussed who will be part of it

We then got into discussions on the identification of gender-neutral job classes for which there is not enough information to do a value determination. As you may remember, in the pay equity process we surveyed all the job classes that existed at that time, be they predominantly female, predominantly male or gender-neutral. Using the results of those surveys, we now have to identify the job classes that require further examination, as well as those that did not exist in 2001 and that need a full survey. To ensure continuity and consistency, the sampling methodology should be same as that used for the pay equity process.

Once the job classes have been identified, we will carry out the surveys.

As soon as these are done and the results compiled, the working group will have to evaluate more than 30 gender-neutral job classes. The largest of these is the group of CEGEP teachers. The value determination will be done using the methodology and tools used for the pay equity plan. Subsequently, parties will undertake discussions on pay adjustments that could result from the salary relativity process.

Discussions are progressing. The CSN and the federations concerned (FEESP, FNEEQ, FP and FSSS) continue to work vigorously and determinedly to obtain satisfactory salary relativity results as soon as possible.

Sampling method

The sampling method used in the pay equity process is used to identify the people who are to be surveyed with a view to obtaining information that is as reliable as possible about the duties and responsibilities involved in a specific job. These are the criteria that are used:

The number of surveys is based on the number of employees in each job class.

The selection of employees to be surveyed is random, taking into account the representative position of the various union organizations in each job class.

As well, the employees selected should meet the following criteria

- be representative of the various departments or services;
- if possible, have a full-time position;
- if possible, have held the position for at least one year;
- if possible, be representative of the different shifts of work.

The institutions are selected randomly, ensuring that all kinds of institutions and as many regions as possible are represented.