

Launch of inquiries into pay equity maintenance complaints

In recent weeks, union organizations, the Treasury Board and the *Commission des normes, de l'équité et de la santé et de la sécurité du travail* (CNESST) have met to attempt a final blitz of talks to resolve pay equity maintenance complaints filed back in 2010. Despite the Treasury Board's declared will last December, it has since announced it does not have the mandate required to commit to such a process. In doing so, the government leaves discrimination firmly in place against women in the network.

FEESP-CSN will not let sleeping dogs lie and plans to relaunch complaints to break the deadlock in this file that has remain unresolved for far too long. In the coming weeks, the FEESP-CSN team will make various representations before CNESST investigators to emphasize the validity of our complaints and the salary adjustments we would like to see implemented.

Talks that drag on and on...

Remember that in June 2017, FEESP-CSN informed the CNESST arbitrator it was withdrawing from the arbitration process and asked the Commission to rule on pay equity maintenance complaints filed back in 2010.

After four years of talks at the arbitration table, it is clear the government seems uninterested in hearing about the validity of our complaints. Since March 2016, the Treasury Board has signalled it would provide feedback regarding our last positions, but that feedback has never materialized.

Since the end of arbitration, FEESP-CSN has requested several meetings with the Commission to quickly initiate the inquiry process into maintenance complaints as provided for under the law. Talks took place between CNESST and the Treasury Board in response to our requests and our efforts.

At the end of November 2017, the CNESST president presented a proposed approach to all union organization plaintiffs to engage in a blitz of talks to try to resolve maintenance complaints from 2010 by the end of February 2018.

FEESP-CSN responded favourably to the idea of undertaking an approach to speed up the resolution of complaints and sees an opportunity to finally obtain full recognition for these job titles, the subject of complaints in 2010.

We were supposed to begin a blitz of talks until March 31, 2018. Unfortunately, the Couillard government chose not to act.

The Couillard government, always in a hurry to give more to doctors

While it continues to drag its feet in recognizing the work of support staff, the Couillard government just announced it will once again give several million dollars to doctors. The new agreement with specialists is sparking outrage. How come the government continues to give millions to doctors while staff have testified in recent weeks about the magnitude of their burnout and lack of resources? Why does it continue to deny equal pay to women when the Pay Equity Act compels it to eliminate wage discrimination?

Launch of inquiries with the CNESST in March 2018

FEESP-CSN will initiate the inquiry process with CNESST to resolve disputes on all pay equity maintenance complaints for education support staff, in accordance with the Pay Equity Act. Meetings with the Commission are already planned in March 2018 to kick-start the process. As always, we will keep you posted.