

ēquité

## MAINTENANCE OF PAY EQUITY

CLASS OF NURSING AND CARDIO-RESPIRATORY CARE PERSONNEL NEWSLETTER

DECEMBER 2016



### WITH THE FIQ, LOSE NOW AND LOSE LATER

**IN 2008**, THE ONLY ORGANIZATION THAT FILED  
MAINTENANCE OF PAY EQUITY COMPLAINTS  
WAS THE **CSN!**

In 2008, before the *Pay Equity Act* was amended (in 2009), the CSN was the only union organization to file maintenance of pay equity complaints pertaining to job titles from the class of nursing and cardio-respiratory care personnel. Contrary to what the FIQ, the FTQ (SCFP or SQEES) or the CSQ may say, not one of them filed maintenance of pay equity complaints under the *Pay Equity Act*.

It was the FSSS-CSN that reached a settlement for nursing and cardio-respiratory care personnel. The resulting agreement led to major pay increases for thousands of employees, across the board in union organizations. It was the culmination of years of devoted hard work led by the CSN to ensure that the fundamental rights of these care professionals were recognized.

- Care counsellor nurses thereby received a 2.33% salary increase, retroactive to June 30, 2008;
- Specialized nurse practitioners received a 3.02% salary increase, retroactive to June 30, 2008;
- Nurse first surgical assistants received a 7.14% salary increase, retroactive to June 30, 2008.

Complaints from the CSN also forced the Conseil du trésor, during its 2010 pay equity audit, to boost the ranking for licensed practical nurses (LPNs),

however the Conseil got no commitments from the CSN regarding complaint filings for 2010.

- Licensed practical nurses received a 4.15% salary increase, retroactive to December 30, 2010;
- Licensed practical nurse team leaders received a 2.21% salary increase, retroactive to December 30, 2010.

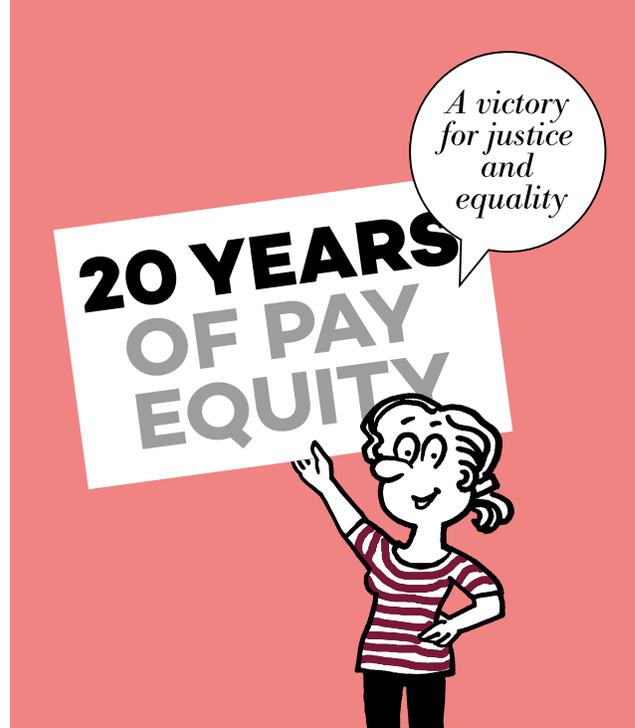
#### IN 2007, THE FIQ SACRIFICED THE RIGHTS OF NURSE CLINICIANS

In 2006, it was thanks to the complaints that CSN nurse clinicians filed, following the initial pay equity plan, that the Conseil du trésor was forced to undertake discussions with union organizations and boost their rankings in April 2007, however the Conseil got no commitments from the CSN regarding complaint filings for 2010.

- Nurse clinicians thereby received a 4.05% salary increase, retroactive to April 1, 2007 and 0.90%, retroactive to December 30, 2010;
- Licensed practical nurse assistant team leaders received a 5.29% salary increase, retroactive to April 1, 2007 and 144%, retroactive to December 30, 2010.

Remember that in 2007, the FIQ signed off on an agreement with the Conseil du trésor in which it accepted a downgrade to the initial pay equity plan risk assessment for nurse clinicians so that it could avoid boosting them one ranking higher. The CSN has always refused to sign off on assessment ratings and refused to downgrade the risk assessment of the initial pay equity plan for nurse clinicians. The FIQ has sold out the true value of nurse clinicians' work and the CSQ and FTQ followed suit.

The CSN, by filing its complaints in 2010, challenged this situation and (among other things) laid out elements of evidence to back up the facts.



## IN 2011, THE CSN FILED ANOTHER SERIES OF MAINTENANCE OF PAY EQUITY COMPLAINTS

**A**fter the maintenance of pay equity audit was conducted by the Conseil du trésor alone in December 2010, the FSSS-CSN submitted another series of complaints.

All of the unions submitted complaints, most notably after Bill 90 was passed in 2002. No one can deny that the effects of this legislation were applicable in 2010.

Bill 90 was adopted in 2002 and the FIQ negotiated an agreement, accepting that its effects would be considered only in 2018. Something is wrong with this picture!

**UNDER THE FIQ'S AGREEMENT, THERE WAS AN AVERAGE LOSS OF 5%, FOR OVER 7 YEARS RUNNING**

With the agreement FIQ reached after its last bargaining session, the majority of its members lost the

opportunity to boost their ranking. That means an average loss of 5% in most cases, from December 30, 2010 to April 2, 2018 for job titles in the family of licensed practical nurses and respiratory therapists.

### THE FIQ'S AGREEMENT LEFT SEVERAL JOB TITLES HIGH AND DRY

The FIQ left the following job titles with no prospect of any improvements in ranking:

- Assistant-head-nurse or Assistant to the immediate superior
- Nurse instructor
- Nurse clinician
- Nurse clinician assistant-head-nurse, Nurse clinician assistant to the immediate superior
- Nurse in a northern clinic
- Nurse first surgical assistant
- Specialty nurse practitioner
- Care counsellor nurse.

## THE FIQ ACCEPTED A 3% SALARY INCREASE **THE CSN GOT 5.25%**

### **THE CSN BARGAINED FOR WAGE INCREASES FOR FIQ MEMBERS**

The FIQ had accepted a 3% salary increase in its December agreement in principle. Fortunately, the CSN won a 5.25% salary increase and average adjustments of 2.4% for salary relativities applicable in 2019.

Contrary to what the FIQ has been saying, it was the CSN and the Common Front that won these increases.

### **THE FIQ SOLD OUT PAY EQUITY RIGHTS AND USED THEM AS BARGAINING CHIPS**

Because it accepted to use fundamental rights under the *Pay Equity Act* as bargaining chips, the FIQ won 5% salary increases in April 2018, but for only some of its members. The FIQ accepted to withdraw all of the maintenance of pay equity complaints it had filed on behalf of nursing and cardio-respiratory personnel in conjunction with the Conseil du trésor's

December 2010 pay equity audit and committed not to present any challenges in 2015. The FIQ thereby accepted wage discrimination until 2018!

“That isn't the kind of thing you 'bargain away.' Pay equity is a question of justice,”  
Rosette Côté,  
former president of the  
Quebec's Pay Equity  
Commission



## THE CSN CHOSE TO STAND UP FOR PAY EQUITY

The FIQ has claimed that there are no guarantees of a settlement within the next 10 or 15 years.

**However**, CSN's nurse clinicians filed complaints after the pay equity plan was posted in August of 2006 and the Pay Equity Commission ruled in its favour on January 5, 2010, 3 years later.

**Moreover**, the CSN filed about twenty complaints at the end of 2008 and won a conciliation settlement in February 2013, 5 years later.

**When a file** is presented before the Pay Equity Commission, it is entirely untrue to claim that the Commission will take from 10 to 15 years to render a decision. At the CSN, we have won many rulings in our favour that have proven the FIQ's claims to be wrong.

The CSN chose  
to always stand up  
for its members.  
It has refused to sacrifice  
the individual complaints  
of its unions  
and its members.



CSN, A FORCE  
TO BE RECKONED WITH  
IN **PAY EQUITY!**

