

DÉTERMINÉES



NOVEMBER 2020

FSSS-CSN NEWSLETTER

WWW.FSSS.QC.CA

VICTORY OF THE FSSS-CSN FOR UNIVERSITY TEACHING ASSISTANTS!

The FSSS-CSN wins an important victory and forces the government to pay large sums to university teaching assistants.

On November 20, 2020, after several years of legal proceedings, the FSSS-CSN won an important victory against the Conseil du Trésor allowing university teaching assistants in the network to receive significant salary adjustments retroactively to January 1, 2011.

After 10 days of hearing and following solid union evidence, the arbitrator ruled in favor of the FSSS-CSN on several aspects of the evaluation of the work of university teaching assistants forcing the Conseil du trésor to modify their salary ranking.

The job title of university teaching assistant will henceforth be classified at rank 11 rather than rank 10 initially granted by the Conseil du Trésor, retroactively to January 1, 2011.

The FSSS-CSN has worked tirelessly to improve the lot of university teaching assistants.

Remember that the job title of university teaching assistant was created following the demands of the FSSS-CSN during the 2010 national bargaining. This new job title was created with a fixed salary scale. unilaterally by the Conseil du trésor for storage 10.

In 2013, the FSSS-CSN signed an agreement with the Conseil du trésor within the framework of a pay equity maintenance complaint filed under the Pay Equity Act in order to assess employment. on an equal basis and to adjust the salary if necessary, retroactively to January 1, 2011.

For a fair job evaluation

According to the agreement, under article 31 of the collective agreement, the national jobs committee was to determine the fair salary of this new job title. In the absence of an agreement between the parties, disputes could be submitted to arbitration.



After several months of discussions, the Conseil du trésor and the MSSS insisted on not modifying the salary scale and classification. Despite the pitfalls of the Conseil du trésor, which tried to suspend the hearings, the arbitrator forced the Conseil du trésor to continue the arbitration proceedings aimed at determining the fair salary for these women.

The FSSS-CSN continued the battle in arbitration

Determined, the FSSS-CSN continued the battle with an arbitration that began on November 13, 2018. It was finally on November 20 that the arbitration decision was rendered. The FSSS-CSN was right in asserting that the ranking of university teaching assistants was not fair.

At the maximum of the salary scale, according to the rate paid since April 2, 2019, university teaching assistants will receive an increase of \$ 1.20 per hour, or a salary adjustment of 4.75%.

Information regarding salary scales since 2011 and details of the decision will be presented to unions and members in an upcoming videoconference.

The collective agreement provides that the payment of retroactive amounts must be made within 90 days of the arbitration decision.

“It was the tenacity of the FSSS-CSN that swayed a government that claimed university teaching assistants were paid a fair wage. The FSSS-CSN will continue to do everything in its power to ensure that office and administrative staff are better valued, » says Simon Rochefort, representative of office and administrative staff.

«The government will continue to find the FSSS-CSN on its way to ensure that office and administration staff receive a fair salary,» said Josée Marcotte, vice-president of the FSSS-CSN.