

Victory for office and administrative staff

Years of effort and action have paid off: the FSSS-CSN, SCFP-FTQ and SQEES-FTQ have reached an agreement with Treasury Board concerning office and administrative staff. This union victory will mean fair recognition of the value of the work of nearly 40,000 workers.

The agreement covers both pay equity and compensation. It has been approved by the decision-making bodies of the three union organizations and will be submitted to the membership for ratification in a series of general assemblies. This newsletter provides an overview of the agreement.

Pay equity: Thousands of dollars for office and administrative staff

To begin with, the agreement reconciles the 2010, 2015, 2020 and 2025 pay equity audits for Class 3 personnel.

Agreement on 2025 pay equity audit

For the 2025 pay equity audit, we have achieved major advances for three job titles:

- **Administrative officer, class 1:** Ranking upgraded from 9 to 10, retroactive to January 1, 2021, and from 10 to 11 no later than April 2, 2025
- **Medical secretary:** Ranking upgraded from 8 to 9, retroactive to January 1, 2021
- **Legal secretary:** Ranking upgraded from 8 to 9, retroactive to January 1, 2021

The amounts due will be paid in a single instalment, with interest at the legal rate of 5%, by no later than the pay period that includes October 31, 2024. This is in addition to the wage increases negotiated at the central table.

2010 pay equity audit

For the 2010 pay equity audit, an initial agreement was reached in September 2021 for **administrative technicians and librarians**, who will receive a pay increase retroactive to December 31, 2010.

On September 28, the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) rendered a decision on the outstanding complaints filed after the 2010 pay equity audit.

The Commission ordered the upgrading of two job titles:

- **Administrative officer, class 3:** Ranking upgraded from 6 to 7, retroactive to December 31, 2010, with interest at the legal rate of 5%
- **Administrative officer, class 4:** Ranking upgraded from 4 to 5, retroactive to December 31, 2010, with interest at the legal rate of 5%

Settlement of pay equity complaints

Under the agreement, the FSSS-CSN, SCFP-FTQ and SQEES-FTQ and their affiliated unions undertake not to file any complaints for Class 3 personnel in connection with the 2020 and 2025 pay equity audits. The agreement also settles all the 2015 complaints for this personnel class. Finally, the unions have agreed not to contest the CNESST's decision on the 2010 pay equity audit.



Agreement on compensation: Key gains

The agreement also covers compensation (lump sum payment, premium, salary increase, classification) for some Class 3 job titles.

Administrative officer, class 2

The agreement provides for a lump sum payment equal to 2% of the base salary on the scale for the period from January 1, 2021 to the date the 2023-2028 collective agreement comes into effect.

The salary will increase by 3.5% when the new collective agreement comes into effect. This increase will count towards pensionable earnings.

Legal secretary

The ranking of legal secretaries will be increased from 8 to 9, retroactive to January 1, 2021. The salary increase in the new collective agreement will apply, but will be based on the new ranking.

Medical secretary

The FSSS-CSN, SCFP-FTQ and SQEES-FTQ have won renewal of the 3% premium for medical secretaries until the new collective agreement expires and an increase in ranking to 9 as of January 1, 2021.

Administrative officer, class 4

When the new collective agreement comes into effect, administrative officers, class 4 will be reclassified as class 3, which will mean an increase in ranking from 5 to 7.

Assistant, university teaching

The union organizations fought hard and won a favourable job evaluation decision for this job title, which was finally upgraded to ranking 11. After further representations, the employer agreed to review the classification of university teaching assistants on the pay scales and has retroactively corrected it.

Ranking 11 applies retroactively to January 1, 2011. As of April 2, 2019, the scale resulting from the pay relativity evaluation applies. Prior to April 2, 2019, the pay scale is based on the scale for administrative officer class 1 in effect on December 31, 2010, plus 1.42%.

Purchaser

For purchasers, the agreement provides a 2-ranking increase. Ranking 11 applies retroactively to April 10, 2013. As of April 2, 2019, the scale resulting from the pay relativity evaluation applies. Prior to April 2, 2019, the pay scale is based on the scale for administrative officer class 1 in effect on December 31, 2010, plus 1.42%.

Executive assistant

Ranking 12 applies retroactively to October 1, 2011. As of April 2, 2019, the scale resulting from the pay relativity evaluation applies. Prior to April 2, 2019, the pay scale is based on the scale for administrative officer class 1 in effect on December 31, 2010, plus 6.21%.

Administrative processes specialist

A committee will be formed to study the gender composition of the administrative processes specialist job title.

Union fight pays off

After years of fighting to end pay discrimination against office and administrative staff, our battle had yielded major gains. The government will have to pay thousands of dollars to nearly 40,000 workers in the health and social services system. Our struggle has finally brought recognition of the value of the work done by office and administrative staff. It shows that when we combine strong arguments with vigorous mobilization, we can win big.

