



The OWL HOOTS

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The Treasury Board Decision regarding Salary Relativity:

- **Cegep teachers should be paid \$5,000 less than elementary school teachers**
- **The maximum education needed for Cegep teachers is 3 years university**
- **Therefore, no pay benefits for a Masters or Doctorate.**
- **Only one year of teacher experience needs to be recognized**

A LITTLE HISTORY:

Two investigations of relative salaries have been taking place.

FIRST EQUITY BETWEEN GENDERS: Working groups were divided into predominately men or women or mixed. Then salaries were compared for similar types of activities. Elementary school and high school teachers were determined to be predominately women employees, cegep teachers were mixed. As a result elementary and high school teachers received a salary increase for gender equity reasons. In 2002, FNEEQ was able to persuade the government that cegep teachers deserved at least as much as the primary and secondary teachers. As a result we received the same increase for the first 17 salary levels** which matched the levels of high school and primary teachers. However, what about the Masters and Doctorates? Back to negotiations. Later the same year we got a partial increase for both. This is the current situation.

SALARY EQUITY UNRELATED TO GENDER: At about the same time the government and the unions began to investigate the relative salaries unrelated to gender. To do this, 17 aspects of work were examined for the various types of work. The high school and elementary school teachers were evaluated at classification* 22. FNEEQ argued, using the investigation into our work at cegep and the inclusion of cegep teaching in higher education, that we deserved classification 23. Each increase in classification involves a \$5,000 increase in salary.

The Treasury Board has informed FNEEQ of its conclusions: The only tasks teachers do is prepare for teaching, teaching and marking. The subjects we teach are of lesser complexity than the high schools and the elementary schools; the collective responsibility and risks are less. The education level and the experience level needed for a cegep teacher are 3 years university and one year teaching.

WHAT DOES THIS MEAN FOR US IF THESE DECISIONS ARE APPLIED?

1. Our collective agreement still applies. Nothing would change until the next negotiation.

2. Our classification for the start of the next negotiation would be 21 whereas that of the high school and elementary school teachers would be 22. However, our current salaries are at classification 22 and there is a bonus for a Masters or a Doctorate. Therefore, no matter the percentage salary increase negotiated, our salaries would be frozen until our salaries were \$5,000 less than the salaries of those with a 22 classification. The salaries of those with a Masters or Doctorate would continue to be frozen until the bonus also disappeared. For those with salary level 20** in our current salary scale, this would mean a further drop of \$3,202, level 19 of \$2,449 and for level 18 of \$1,215.
3. We do not just want equality with the high school and elementary teachers at classification 22. As part of superior education and given the requirements of our tasks we deserve classification 23. We must not just fight to get to classification 22. We must go beyond this classification to 23.

**FNEEQ HAS A PLAN TO COUNTER THIS DEVALUATION OF THE CEGEP SYSTEM
AND ITS ULTIMATE IMPACT ON OUR SALARIES**

BUT IT REQUIRES LOTS OF PARTICIPATION BY LOTS OF TEACHERS.

MORE TO COME VERY SOON

* Classification : category of employment that your job is part of.

** Salary level : the level a teacher is on our salary scale