



CHANGES TO THE SALARY STRUCTURE WHY AND HOW

On April 2, modifications to the overall salary structure will be implemented for all job titles. The salary structure of the Quebec’s public sector has undergone little change in recent decades. In 2015, in the spirit of addressing the inconsistencies and certain inequities between the various compensation scales, labour organizations agreed to review the structure with Quebec’s Conseil du trésor.

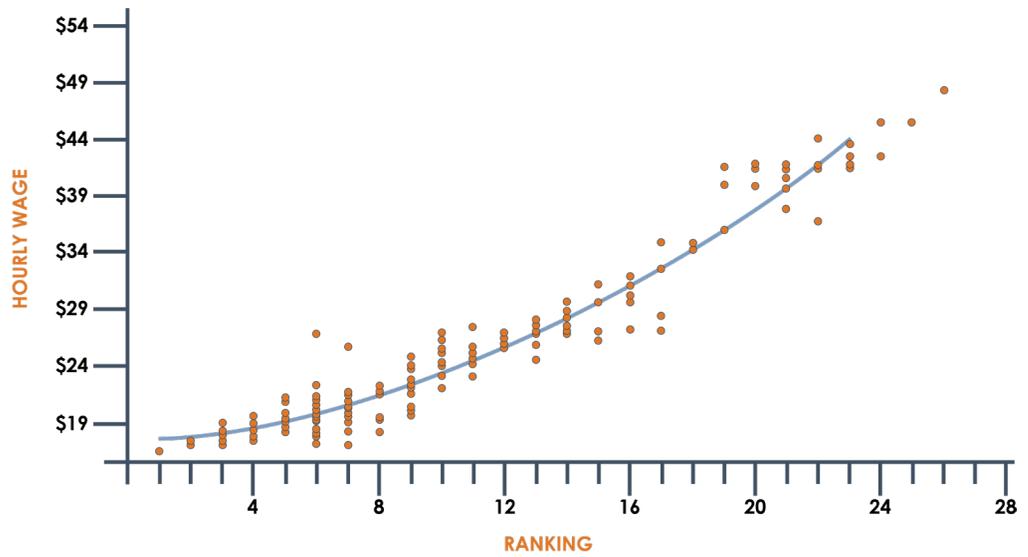
HOW THE CURRENT STRUCTURE FUNCTIONS

Since the first pay equity exercise, jobs in the public sector are assessed based on four major factors—required qualifications, responsibilities, effort required, and the conditions under which the work is performed—which allowed them to be categorized into 28 rankings. **Currently, there are several salary scales, sometimes more than ten, for the same ranking.**

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In some cases, entry-level wages are not the same, the maximum amount for the salary scales differ, and the number of levels in the scales can also vary.



Under no circumstances will these changes lead to salary cuts

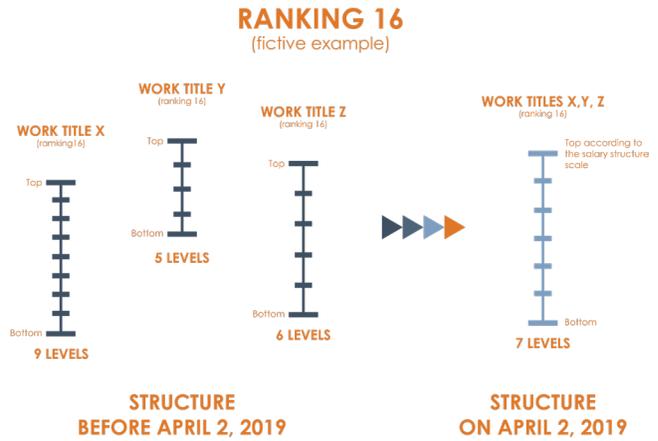


Logic would dictate that all job titles with the same ranking should be given the same salary treatment. This is one of the issues that the current salary relativity review will address. It is important to note that **under no circumstances will these changes lead to salary cuts.**

This relativity exercise will improve the salary conditions of several job titles that were underpaid according to their ranking. However, this restructuring is not perfect; it causes a variety of problems and it is in an attempt to find solutions to these problems that the labour organizations have obtained the establishment of a committee on the implementation of the new salary structure.

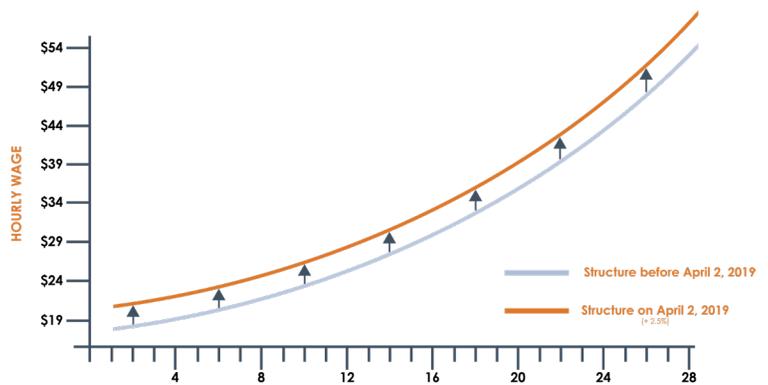
1 ONE RANKING, ONE SCALE

As of April 2, 2019, all jobs in a single ranking will have the same salary range. The higher the ranking, the greater the number of levels in the salary scale. For flat rate employees, the situation will remain the same.



2 RAISING THE SALARY STRUCTURE BY 2.5%

Once the new structure is in place, the tops of new salary scales in each ranking will all be increased by 2.5%, thereby generating a general increase in the lower levels as well.



3 INTEGRATION INTO THE NEW SALARY SCALE

The collective agreement provides that the integration into the new scale will be done into the level where the salary will be an “equal or immediately higher salary.” Many employees will remain at the same level or move to a higher level, but others may find themselves at a lower level. The latter situation raises questions with regard to recognition of seniority and experience. No matter the level employees are at in the new salary structure, seniority will be maintained, and no one will receive a salary cut.

Recognition of experience in the salary relativity review is still a major concern. We have already raised this issue with Quebec’s Conseil du trésor, and we will continue to make representations in this regard.

SCALE ON APRIL 1, 2019		SCALE ON APRIL 2, 2019	
Level	Hourly rate	Level	Hourly rate
8	\$23.76	7	\$24.22
7	\$23.05	6	\$23.65
6	\$22.36	5	\$23.08
5	\$21.69	4	\$22.54
4	\$21.04	3	\$22.01
3	\$20.44	2	\$21.48
2	\$19.83	1	\$20.98
1	\$19.21		

Increase at the top of the scale: **1.94%**

* SPECIAL CASES : “OFF RATE, OFF SCALE”

“Off rate, off scale” employees are those who currently receive wages higher than the highest amount in the range of the new salary scale, which will be effective April 2, 2019. About 4% of public-sector employees fall into this situation. “Off rate, off scale” employees will not experience wage loss since they receive half of their salary increase as a parametric adjustment and the other half as a lump sum payment as provided for in the 2015–2020 collective agreement. The salary structure will catch up over time, and such employees will not experience any financial loss.

SIMULATION TOOL
 To know your salary as of April 2, 2019 :
secteurpublic.quebec/relativite