



secteurpublic

FAQ

RELATIVITY



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1 Why is the salary structure being reorganized?

The goal of the salary structure reorganization is to correct some inconsistencies between job titles with the same ranking. While there have sometimes been over 10 compensation scales within the same ranking, on April 2nd, workers in the same ranking will have the same compensation scale.

2 With my new compensation scale, I am at a lower step. Why?

The integration of the new scales is being carried out at the step at which the salary is equal or just higher. It may happen that, for some workers, this new salary is located at a lower step. However, this will not lead to a salary decrease, and in many cases, it will lead to better raises in the future.

3 Will being placed at a lower step result in a loss of seniority?

No. The entire salary relativity process and integration of the new compensation scales that takes place on April 2, 2019, will in no way affect the seniority of public sector workers.

What about recognition of experience?

It is true that restructuring leads to certain issues with regard to recognition of experience. A national committee, provided for in the collective agreement, has the mandate to see the problems that may be encountered during the implementation of the salary relativity process and to agree on the solutions to be applied. Problems related to the recognition of experience are being discussed with the Conseil du trésor and, as a result of requests from members and local unions, CSN's public sector federations are currently developing a plan of action related to this issue.

4**Will the new salary structure modify my anniversary date for advancement in step?**

No. April 2nd, 2019, new salary scales will not generate a new anniversary date to progress to a higher step.

5**The new structure makes me an “off-the-rate/off-the-scale” employee. Will my salary decrease, or will I experience a wage freeze?**

No. If a worker is integrated into a scale in which the highest hourly rate in the range is lower than what the person received on April 1, 2019, this person is considered an “off-the-rate/off-the-scale” employee. Their hourly rate will remain the same, and they will receive half of their salary increase as an adjustment to their personal scale and the other half as a lump sum until the salary structure catches up to their hourly rate in the years that follow. No financial loss will be experienced.

6**Why did all job titles not receive the same increase?**

The logic of the salary relativity process is that all job titles within the same ranking are equivalent and should be given the same salary treatment. In order to correct some of the inequities that had existed for several years between employees in the same ranking, different increases from one job title to others were necessary.

7**What consequences will result for job titles with a flat rate?**

Some job titles in the public sector do not have compensation scales: they have flat rates. This reality will be maintained after April 2, 2019.

A calculation method was used to establish rates of pay for these workers, while preserving equity between job titles within the same ranking that have a flat rate and job titles with several steps (see method below). It is based on an average career of 33 years and includes in the calculation all of the hourly rates in a compensation scale to define the flat rate.

$$\frac{\text{Flat rate 1} + \text{Flat rate 2} + \text{Flat rate 3} + \text{Flat rate 4} + (29 \times \text{Flat rate 5})}{33}$$

33**= FLAT RATE**