



# ASSOCIATION OF ADMINISTRATORS OF ENGLISH SCHOOLS OF QUEBEC

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Volume 8

FROM THE DESK OF THE EXECUTIVE DIRECTOR

## • Update on Negotiations

### Update on Negotiations

On Wednesday, March 19<sup>th</sup>, AAESQ President Julie Carpentier, along with the presidents of FQDE, AQCS, AQPDE, AMDES, ACSGM met with representatives of Minister Drainville, including Pierre Tremblay (Chief of Staff), Laurie Saindon (Deputy Chief of Staff), Félix Bélanger (Political Advisor).

The purpose of the meeting was to express their concerns regarding the stalled negotiations and to urge the Chief of Staff to convey negotiations concerns to Minister Drainville, emphasizing the need for his influence on the Treasury Board to secure better outcomes for administrators.

They highlighted the progress of intersectoral negotiations (covering retirement and insurance across public and para-public sectors) but emphasized the lack of movement at the sectorial tables for education due to the DGRT's absence of a mandate to discuss salary-related working conditions.

They raised key points, such as:

- **Member dissatisfaction:** Administrators feel demotivated and frustrated, as their employees receive better salaries and working conditions.
- **Potential pressure tactics:** Administrators are prepared to take action to demand recognition and a fair salary adjustment beyond simply receiving the same percentage increase as teachers.
- **Comparative analysis:** Data was presented comparing salaries and economic conditions in other provinces.
- **Retention and attraction concerns:** Without significant incentives, recruiting and retaining administrators will become increasingly difficult.

That same afternoon, presidents and representatives of administrators from the public and para-public sectors (including health and social services, security, government administration, and education) met with Alexandre Ferland, Director General of Global Remuneration at the Governmental Bureau of Negotiation.

Mr. Ferland presented a global proposal that includes:

- Salary increases aligned with those of unionized employees.
- A restructuring of the PPMP retirement fund, transferring its management to the government. The CERA will conduct a full analysis of the proposal.

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He also confirmed that no additional funds would be allocated for sectorial negotiations. The government is pushing for a resolution across all public and para-public sectors within the next week.

Discussions will continue as:

- The Alliance of associations working with the DGRT analyzes the proposal in its entirety.
- We continue advocating for sectorial funds to address salary disparities, working conditions, and retention issues.
- We consider potential pressure tactics if no improvements are made to the current offer.

**AAESQ Lawyer, Anne Marie Chiquette who represents AAESQ on the CERA Table, has this to say:**

**FOLLOW-UP ON SALARY INCREASES AND COUNTERPROPOSITION FROM THE GOVERNEMENT  
MARCH 20, 2025**

Dear Members,

The APER had a meeting with the Treasury Board Secretariat yesterday afternoon to get the TBS to submit its improved offer following the work begun at the sectorial tables (see our latest Info-Cadre).

Here is the government's counterproposal:

1. The same wage increases as union members for 2023 to 2027 including the inflation trailer clause (2023: 6%, 2024: 2.8%, 2025: 2.6%, 2026: 2.5% and 2027: 3.5%)
2. Adjustment of allowances and bonuses according to what has been given to union members
3. No sectorial portfolio to correct the problems of our working conditions
4. The complete transfer of the \$12 billion PPMP portfolio (your money) into the government's budget without any control over the government, the management of that money and the contribution rate you will have to pay in the future, so complete and unilateral control of the PPMP and your money to the government.

You will understand that point 4 simply does not pass, let us remember the federal government dipping into the employment insurance fund or the government's management fiasco with SAAQ-CLIK. We are still in discussions with our counterparts in other sectors and the government to reach an agreement that satisfies everyone.

Team APER  
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A big thank you to Julie and Anne Marie for their dedication and active participation during these negotiations. Rest assured; we will keep you informed of any new developments.

*Evelyne Alfonsi*  
*Executive Director*