

2016 – 11 – 21

Post card # 16-17– 003

**To: Members**

**Subject: Total Compensation (Salary & Pension information)**

If you are planning to retire no later than 2017-12-31 nothing has been changed to the existing conditions of the PPMP / RRPE plan. The average of your best three (3) years still applies.

For more than two (2) years we have been attempting to finalize what will occur as of 2018-01-01.

About two weeks ago the associations were invited to a special meeting with the Treasury Board (conseil du trésor) scheduled for 2016-11-09. At this meeting we were presented a document for consultation which initiated a new approach entitled “Total Compensation Elements” – “Rémunération Globale”.

The November 9 plan outlines; a five (5) year salary scale, new conditions for the pension plan, premiums, allowances and performance bonuses. Rather than informing you of a draft plan the decision was made to only distribute the results after the first round of discussions. Hopefully, that will be available for distribution at the Board of Directors meeting and to the general membership shortly after that.

A second meeting took place on 2016-11-15. At these meetings, twenty (20) associations represent approximately 30,000 members from the Education, Health, CEGEPS, Directors General and the Public sector.

After the second meeting we had a much better understanding of the contents of the proposed plan and agreed to an initial timeline of meetings. We also highlighted that such a short consultation period could potentially be very problematic. We attempted to obtain a timeline which would continue into mid-January 2016 but without success. They stated that the December 9 deadline date could potentially be extended by a few days.

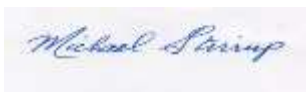
A sub-committee was established and given a direction for the first meeting scheduled for November 16 to be followed with several meetings during that week. On Friday November 18 we received notice of a meeting for Tuesday November 22, just a few days before AAESQ’s Board of Directors’ meeting of November 24.

**NB: It is imperative that you maintain a watchful eye on communications pertaining to these topics and to be prepared to follow up on topics requesting feedback from you.**

*IF YOU WOULD LIKE CLARIFICATION, HAVE QUESTIONS OR WOULD LIKE TO DISCUSS THIS, PLEASE FEEL FREE TO CONTACT:*



or



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