

Official Communiqué

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Salaries of the mandated pastoral personnel 2000 - 2001

Dear collaborators,

One year ago, in Official Communiqué 4, dated June 28, 1999, I announced that an extensive consultation would be conducted in order to review the salaries of the mandated pastoral personnel for the following years. This consultation was indeed carried out by the team in charge of Human Resources in the Diocese, among the priests, the lay pastoral agents, the religious brothers and sisters, and the members of the assemblies of Fabrique. I wish to thank in a special way Fr. Georges Milot, Mrs. Pierrette Fortin Raymond and Mr. Pierre Provost for the work they accomplished with competence and the greatest respect of the persons and groups they consulted. Several other people made a valuable contribution to this consultation. I thank them very warmly.

After perusing the results of the consultation and the recommendations contained in the report, I submitted them to the Diocesan Council on Economic Affairs, which recommended the adoption thereof. Therefore, I am now in a position to inform you of the decisions I have made.

1. REVISION OF THE SALARIES OF THE MANDATED LAY PASTORAL PERSONNEL

A new salary scale has been drawn up. It includes the people who have not yet obtained a first certificate and extends to a maximum of five years. For those who have one or several certificates, it extends to eight years. This new scale applies to the mandated personnel of the Diocesan Center and of the parishes.

The new scale stipulates a salary increase of \$ 500. a year, up to a maximum of eight years. Those whose salary exceeds the maximum amount stipulated in the scale will receive only the amount set as indexation to the cost of living; this amount is a lump sum not included in the basic salary of the year 2000-2001.

For the year 2000-2001, it was decided to grant a 1.5% indexation to the cost of living, which, according to Statistics Canada, represents the rate of inflation as of December 31, 1999.

Lastly, I go along with the recommendation to grant the sum of \$750. for a second certificate, of \$ 1,000. for a third certificate and of \$ 1,500. for a fourth certificate or Master's degree. This adjustment is included in the 2000-2001 salary scale. (*For people not included in the salary scale, the amount granted remains \$500. by obtained certificate*)

Note that the new salary scale reduces by 50% the number of people whose salaries were not covered in the scale, and that within three years, the number of these persons will be limited to a mere few.

The salary scale, then, establishes a ceiling beyond which the only raise considered will be the adjustment to the cost of living index. However, as recommended in the report of the Committee on salaries, an evaluation will be made three years from now, and the salary scale may eventually be readjusted.

2. REVISION OF THE SALARIES OF PRIESTS AND RELIGIOUS BROTHERS AND SISTERS

The decision was made to maintain an identical salary for all active priests and to adjust it gradually to the average salary of the priests of Inter-Montreal. In order to achieve this, beginning in 2000-2001, in addition to a 1.5% indexation of the salary of the previous year, the amount of \$500. will be granted annually for three years. An evaluation of the situation will be made during the year 2002-2003.

The results of the consultation does not reveal a sufficient consensus on the proposal to include the religious brothers and sisters in the salary scale of the mandated lay personnel. Considering that there is no point at the moment in creating two classes of religious, and also considering that religious are granted certain benefits by law, it seems preferable, for the time being, to maintain the status quo and to grant religious brothers and sisters the same salary as is granted to the priests.

3. PAID HOURS OF WORK PER WEEK

Considering that the salary of the mandated personnel in the other dioceses of Inter-Montreal is based on 35 hours per week for responsibilities that are practically the same; considering the advantage of having the same norm of reference (35h/week) to determine the salaries of all mandated personnel of the diocese; considering the reorganization currently under way, which will require workload adjustments, and counting on an impact study of this change of hours in terms of the essential services to the Christian communities, I accept to streamline the number of paid hours of work, passing from 40 to 35 hours a week, beginning August 1st, 2000, for all mandated personnel of the diocese.

4. FINANCIAL ASSISTANCE TO FABRIQUES

The salary increases that were decided and the indexation to the cost of living are financial burdens which not every Fabrique is able to bear. Therefore, with the agreement of the Diocesan Council on Economic Affairs, I decided to increase from 15% to 20% of the proceeds of the diocesan fund-raising campaign, i.e. by a total of around \$ 100,000., the amount contributed to the Fund assistance to Fabriques, in order to respond to the requests of Fabriques unable to meet the cost of salary increases for the pastoral personnel of their parishes.

5. OTHER RECOMMENDATIONS

The Committee on salaries for the mandated personnel favoured the recommendation to proceed with a study of the advantages and limitations of having a single payer (the diocese) for all mandated personnel, both in parishes and at the Diocesan Center. I do not subscribe to the idea of having a single payer for the whole diocese, given the responsibility which the Fabriques must keep in this regard. I rather lean towards studying that possibility for parishes that are eventually to be constituted into a pastoral unit.

Another recommendation aims at continuing our reflection on points that seem important in the life and working conditions of the pastoral personnel of the diocese. I ask the team in charge of Human Resources to continue that reflection in association with the mandated personnel and the members of the Fabriques. Among other things, we shall make sure that Official Communiqué 4 on the collective insurance plan and pension plan is applied.

Our Church faces tremendous challenges at this time. These have led us to a comprehensive reflection which is beginning to translate into evangelization and pastoral animation projects in the parishes. The future of religious education and that of pastoral animation in the schools are presently at issue. These prospects will have financial repercussions the extent of which we cannot yet measure. In a spirit of fairness and solidarity, we have made provisions in proportion to our possibilities and those of the Fabriques. Other dispositions will undoubtedly be taken.

I thank you for your cooperation and assure you of the willingness of my immediate collaborators, so that we may pursue our service of the Church with enthusiasm and generosity.

Given in Longueuil on the nineteenth day of the month of June of the year two thousand.

□ Jacques Berthelet, C.S.V.
Bishop of Saint-Jean-Longueuil

Jean-Pierre Camerlain, priest
Chancellor

Years of experience	Indexed Salary Scale for 2000 - 2001				
	Number of certificates				
	0	1	2	3	4
0	20 467 \$	20 975 \$	21 736 \$	22 751 \$	24 274 \$
1	20 975 \$	21 482 \$	22 244 \$	23 259 \$	24 781 \$
2	21 482 \$	21 990 \$	22 751 \$	23 766 \$	25 289 \$
3	21 990 \$	22 497 \$	23 259 \$	24 274 \$	25 796 \$
4	22 497 \$	23 005 \$	23 766 \$	24 781 \$	26 304 \$
5	23 005 \$	23 512 \$	24 274 \$	25 289 \$	26 811 \$
6		24 020 \$	24 781 \$	25 796 \$	27 319 \$
7		24 527 \$	25 289 \$	26 304 \$	27 826 \$
8		25 035 \$	25 796 \$	26 811 \$	28 334 \$

· As of December 31, 1999, the rate of inflation, according to Statistics Canada, was 1.5%, hence the indexation, on this scale, of 1.5% calculated on the actual salary.