

LETTER OF AGREEMENT 2005-2010 – NUMBER 02

BETWEEN

ON THE ONE HAND,

THE FÉDÉRATION AUTONOME DU COLLÉGIAL (FAC)

AND

ON THE OTHER HAND,

THE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

CONCERNING THE SALARY RATES AND SCALES OF PROFESSORS OF CEGEPS
AS OF THE 2005-2006 CONTRACT YEAR

In accordance with the application of Appendix VI – 3 dealing with the salary structure and salary scales, the provincial parties agree to amend the 2005-2010 collective agreement in the following manner:

01. The salary scales and hourly rates found in Tables A and B of Appendix VI - 1 are repealed and replaced by the following **Tables A-1 and B-1**:

Table A-1
FULL-TIME OR PART-TIME PROFESSORS
(ANNUAL RATES)

Step (¹)	Rates ⁽⁴⁾ until	Rates 2005-11-20 to	Rates 2006-11-21 to	Rates 2006-12-01 to	Rates 2007-11-21 to	Rates 2007-12-01 to	Rates 2008-12-01 to	Rates as of
	2005-11-19	2006-11-20	2006-11-30	2007-11-20	2007-11-30	2008-11-30	2009-11-30	2009-12-01
1	33 695	33 695	33 695	34 369	34 369	35 056	35 757	36 472
2	34 945	34 945	34 945	35 644	35 644	36 357	37 084	37 826
3	36 196	36 196	36 196	36 920	36 920	37 658	38 411	39 179
4	37 644	37 646	37 648	38 401	38 403	39 171	39 954	40 753
5	39 206	39 225	39 244	40 029	40 048	40 850	41 667	42 500
6	40 837	40 875	40 913	41 732	41 771	42 606	43 458	44 327
7	42 533	42 591	42 649	43 502	43 561	44 432	45 321	46 227
8	44 303	44 382	44 461	45 351	45 432	46 341	47 268	48 213
9	46 141	46 243	46 345	47 272	47 377	48 324	49 290	50 276
10	48 059	48 186	48 314	49 280	49 411	50 399	51 407	52 435
11	50 056	50 210	50 364	51 371	51 529	52 559	53 610	54 682
12	52 136	52 319	52 502	53 552	53 740	54 815	55 911	57 029
13	54 302	54 516	54 731	55 825	56 045	57 166	58 309	59 475
14	56 554	56 801	57 049	58 190	58 444	59 613	60 805	62 021
15	58 907	59 190	59 474	60 664	60 955	62 174	63 417	64 685
16	61 354	61 675	61 998	63 238	63 569	64 840	66 137	67 460
17	63 904	64 267	64 632	65 924	66 298	67 621	68 973	70 352
18 ⁽²⁻³⁾	65 310	65 557	65 805	67 121	67 374	68 720	70 094	71 496
19 ⁽³⁾	66 747	66 873	67 000	68 340	68 468	69 837	71 234	72 659
20 ⁽³⁾	68 216	68 216	68 216	69 580	69 580	70 972	72 391	73 839

- (1) Professors shall be assigned the step corresponding to their experience, increased by:
- 2 steps for professors whose schooling is evaluated at 17 years;
 - 4 steps for professors whose schooling is evaluated at 18 years;
 - 6 steps for professors whose schooling is evaluated at 19 years;
 - 8 steps for professors whose schooling is evaluated at 19 or more years and who have a doctorate.
- (2) Step 18 is accessible to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract.
- (3) Steps 18, 19 and 20 are accessible to professors who have 19 or more years of schooling and a doctorate.
- (4) As of the first day of the 2005-2006 contract year.

Table B-1

HOURLY RATES OF HOURLY PAID PROFESSORS

<u>Period</u>	<u>16 years or less</u>	<u>17 years and 18 years</u>	<u>19 years or more</u>
from July 1, 2005 to Nov. 19, 2005	\$55.03	\$63.80	\$76.58
from Nov. 20, 2005 to Sept. 30, 2006	\$55.13	\$63.99	\$76.95
from Oct. 1, 2006 to Nov. 20, 2006	\$56.23	\$65.27	\$78.49
from Nov. 21, 2006 to Sept. 30, 2007	\$56.33	\$65.47	\$78.87
from Oct. 1, 2007 to Nov. 20, 2007	\$57.46	\$66.78	\$80.45
from Nov. 21, 2007 to Sept. 30, 2008	\$57.56	\$66.98	\$80.84
from Oct. 1, 2008 to Sept. 30, 2009	\$58.71	\$68.32	\$82.46
as of Oct. 1, 2009	\$59.88	\$69.69	\$84.11

The term "year" corresponds to the schooling determined in accordance with the collective agreement.

02. Salary adjustments and retroactive amounts owing:


For the periods covered by this agreement, the salary adjustments, including the adjustments relating to any form of benefit, and the retroactive amounts based on the salary scales found in **Tables A-1** and **B-1** of this agreement shall be paid by the College within sixty (60) working days of the signing of this agreement to all professors in the employ of the College on the date on which this agreement is signed.


These provisions also apply to the professors in the employ of the College between *July 1, 2005* and the date on which this agreement is signed.

(Reproduction of the signed document)

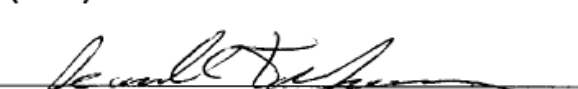
EN FOI DE QUOI, les parties nationales ont signé à Montréal, ce 22^e jour du mois de février 2007.


POUR LE COMITÉ PATRONAL DE
NÉGOCIATION DES COLLÈGES (CPNC)


Laval Dube, président


Alain Lavoie, vice-président

POUR LA FÉDÉRATION AUTONOME DU COLLÉGIAL
(FAC)


Jean-Claude Drapeau, président


Yves Quellet, vice-président aux ressources et aux relations de travail