

LETTER OF AGREEMENT 2005-2010 – NUMBER 02

AGREEMENT CONCLUDED

BETWEEN

ON THE ONE HAND,

THE FÉDÉRATION DU PERSONNEL PROFESSIONNEL DES COLLÈGES (FPPC-CSQ)

AND

ON THE OTHER HAND,

THE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

**CONCERNING THE AGREEMENT ON PAY EQUITY,
THE REPLACEMENT OF ARTICLES 6-7.00, 6-8.00 AND
APPENDIX “F” AND THE ADDITION OF APPENDIX “U”**

WHEREAS the Agreement concerning the implementation of the Pay Equity Plan applicable to the health and social services and education sectors dated December 21, 2006, established under the provisions of the Pay Equity Act, the negotiating parties agree to amend the provisions of the collective agreement in the following manner :

1- Article 6-7.00 is replaced by the following:

Article 6-7.00 - Salary Scales and Rates

6-7.01

From the effective date of the collective agreement until March 31, 2006, the annual salary scale in effect shall be that found in Appendix "F". The salary rates and scales found in Appendix "F" include the salary adjustments made under the Pay Equity Act (R.S.Q., c. E-12.001).

6-7.02

The salary rates and scales applicable to professionals shall be increased by two per cent (2%) on April 1 of each of the years 2006, 2007, 2008 and 2009, in accordance with Schedule 1 of the Act respecting conditions of employment in the public sector (S.Q., 2005, c. 43), as indicated in Appendix "F". The salary rates and scales found in Appendix "F" include the salary adjustments made under the Pay Equity Act (R.S.Q., c. E-12.001).

6-7.03

The increase in salary rates and scales shall be adjusted on the basis of the annual salary rate.

PREMIUMS FOR REGIONAL DISPARITIES

6-7.04

From the effective date of the collective agreement until March 31, 2006, the premiums for regional disparities in effect shall be those found in Appendix "H".

6-7.05

The premiums shall be increased by two per cent (2%) on April 1 of each of the years 2006, 2007, 2008 and 2009, in accordance with Schedule 1 of the Act respecting conditions of employment in the public sector (S.Q., 2005, c. 43), as indicated in Appendix "H".

2- Article 6-8.00 is replaced by the following:**Article 6-8.00 - Off-scale Professionals****6-8.01**

A professional whose salary rate, on the day preceding the date on which the salary scales and rates are increased, is higher than the maximum of the salary scale in effect for his/her employment category shall benefit, on the date on which the salaries and the salary scales are increased, from a minimum rate of increase equal to half ($\frac{1}{2}$) of the percentage increase applicable on April 1 of the period in question in relation to the preceding March 31, for the step at the maximum of the scale on the preceding March 31 and corresponding to his/her employment category.

For the off-scale professional in the employment category of social worker or social services officer, paragraphs 6 and 7 of Section 1 of Appendix "U" apply.

6-8.02

If the application of the minimum rate of increase determined in clause 6-8.01 has the effect of situating on April 1 a professional who was off-scale on March 31 of the preceding year at a salary lower than the maximum step of the scale corresponding to his/her employment category, the minimum rate of increase shall be raised to the percentage necessary to enable the professional to reach that step.

6-8.03

The difference between, on the one hand, the percentage increase of the maximum step for the employment category of the professional and, on the other hand, the minimum rate of increase established in accordance with clauses 6-8.01 and 6-8.02, shall be paid to the professional as a lump sum calculated on the basis of his/her salary rate on March 31.

6-8.04

The lump sum shall be divided and paid each pay period in proportion to the number of regular hours remunerated for the period concerned.

3- Appendix "F" – SALARY SCALES – COLLEGES

The salary scale applicable to the employment category of social worker or social services officer is replaced by the following:

SALARY SCALE – COLLEGES**Social worker or social services officer (35 hours)
(Annual rates)**

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
1	32 639	33 455	33 644	34 317	34 511	34 706
2	33 727	34 570	34 766	35 461	35 662	35 864
3	34 896	35 768	35 970	36 689	36 897	37 106
4	36 107	37 010	37 219	37 963	38 178	38 394
5	37 364	38 298	38 515	39 285	39 507	39 731
6	38 662	39 629	39 853	40 650	40 880	41 111
7	39 999	40 999	41 231	42 056	42 294	42 533
8	42 124	43 177	43 421	44 289	44 540	44 792
9	43 629	44 720	44 973	45 872	46 132	46 393
10	45 209	46 339	46 601	47 533	47 802	48 073
11	46 829	48 000	48 272	49 237	49 516	49 796
12	48 541	49 755	50 037	51 038	51 327	51 618
13	50 327	51 585	51 877	52 915	53 214	53 515
14	52 175	53 479	53 782	54 858	55 168	55 480
15	54 093	55 445	55 759	56 874	57 196	57 520
16	55 425	56 811	57 133	58 276	58 606	58 938
17	56 787	58 207	58 536	59 707	60 045	60 385
18	60 094	61 596	61 945	63 184	63 542	63 902

Steps	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	34 902	35 600	35 801	36 517	36 725	37 460	38 209
2	36 067	36 788	36 996	37 736	37 950	38 709	39 483
3	37 316	38 062	38 277	39 043	39 265	40 050	40 851
4	38 611	39 383	39 606	40 398	40 629	41 442	42 271
5	39 956	40 755	40 986	41 806	42 041	42 882	43 740
6	41 344	42 171	42 410	43 258	43 502	44 372	45 259
7	42 774	43 629	43 876	44 754	45 006	45 906	46 824
8	45 046	45 947	46 207	47 131	47 397	48 345	49 312
9	46 656	47 589	47 858	48 815	49 091	50 073	51 074
10	48 345	49 312	49 591	50 583	50 870	51 887	52 925
11	50 078	51 080	51 369	52 396	52 692	53 746	54 821
12	51 910	52 948	53 248	54 313	54 618	55 710	56 824
13	53 818	54 894	55 205	56 309	56 629	57 762	58 917
14	55 794	56 910	57 232	58 377	58 707	59 881	61 079
15	57 846	59 003	59 337	60 524	60 866	62 083	63 325
16	59 272	60 457	60 799	62 015	62 364	63 611	64 883
17	60 727	61 942	62 293	63 539	63 897	65 175	66 479
18	64 264	65 549	65 920	67 238	67 621	68 973	70 352

4- The following Appendix “U” is added to the agreement:

APPENDIX “U”

IMPLEMENTATION OF THE PAY EQUITY PLAN ESTABLISHED UNDER THE PAY EQUITY ACT (R.S.Q., c. E-12.001)

Excerpts applicable to the collective agreement of the:

Agreement concerning the implementation of the Pay Equity Plan applicable to the health and social services and education sectors established under the Pay Equity Act

concluded between

The Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS)

The Centrale des syndicats démocratiques (CSD)

The Centrale des syndicats du Québec (CSQ)

The Confédération des syndicats nationaux (CSN)

The Québec Federation of Labour (QFL)

The Fédération interprofessionnelle de la santé du Québec (FIQ)

The Fédération indépendante des syndicats autonomes (FISA)

representing employees covered by a collective agreement negotiated with the Comité patronal de négociation

du secteur de la santé et des services sociaux,

the Comité patronal de négociation pour les commissions scolaires francophones,

The Management Negotiating Committee for English-language School Boards,

The Management Negotiating Committee for the Cree School Board,

The Management Negotiating Committee for the Kativik School Board,

the Comité patronal de négociation des collèges

and the

Conseil du trésor

dated December 21, 2006

Agreement concerning the implementation of the Pay Equity Plan applicable to the health and social services and education sectors established under the Pay Equity Act

Whereas the salary adjustments apply under the Pay Equity Plan for the categories of employment in the health and social services and education sectors;

Whereas sections 71 and 74 of the Pay Equity Act;

The parties to this agreement agree that:**SECTION I GENERAL PROVISIONS FOR THE EDUCATION AND HEALTH AND SOCIAL SERVICES SECTORS**

1. The salary scales and rates resulting from this agreement were determined under the Pay Equity Plan which was the subject of a notice following the second posting signed by the members of the committee on December 14, 2006.
2. For the health and social services sector, from November 21, 2001 to December 15, 2005 or on November 20, 2006, as the case may be, and for the education sector, the salary rates and scales found in Appendices 1, 2 and 4 replace the salary rates and scales of the collective agreements or anything in lieu thereof, for the titles or categories of employment concerned and apply as of the date specified.

The remainder of paragraph 2 of the agreement does not apply.

3. *This paragraph does not apply.*
4. Within 60 days of December 21, 2006, the salary rates and scales in effect for the titles or categories of employment affected by a pay equity adjustment are modified in accordance with this agreement.
5. An employee shall be entitled to a retroactive payment, based on the duration of his/her service, equal to the difference between:
 - the salary he or she received for the period between November 21, 2001 and the date of the coming into force of the revised salary rates and scales found in Appendices 1, 2 and 4;
 - and
 - the salary he or she should have received for the same period by applying the new salary scales and rates.

Except for employees referred to in paragraph 5 of Section III, the amounts owing shall be paid no later than April 30, 2007.

6. An employee whose salary rate, on the day preceding the date on which the salary scales and rates are revised, is greater than the single rate or maximum rate of the salary scale in effect for his/her employment title or category and equal to or greater than the new single rate or maximum rate of the salary scale shall not receive any adjustment.
7. The salary rate of the employee whose salary rate, on the day preceding the date on which the salary scales and rates are revised, is equal to or greater than the single rate or maximum rate of the salary scale in effect for his/her employment title or category and less than the new single rate or maximum rate of the salary scale shall be increased to the new single rate or maximum step of the salary scale.

However, the adjustment shall be equal to the difference between the revised rate and the rate applicable on the day preceding the adjustment from which shall be deducted the lump sum, if any, paid to him or her as an off-scale or over-rate employee.

SECTION II

This section does not apply.

SECTION III OTHER PROVISIONS

1. The rights and benefits associated with remuneration and prescribed in the collective agreements under the fiscal responsibility of the employer shall be adjusted retroactively as of November 21, 2001, as if the salary rates and scales had been applied on the dates on which they should have been.
2. Within 60 days of December 21, 2006, the union bodies, through the insurer, shall forward to the employer the rate or rates prescribed under the life and long-term salary insurance plans, to be applied, where applicable, to the amounts owing under paragraph 5 of Section I and for which the union bodies are responsible financially.
3. Measures were put in place to allow an employee to receive the amounts to which he or she is entitled.
4. Within 90 days of the amendments prescribed in paragraph 10 of this section, the employer shall provide the union with the list of employees who have left their jobs since November 21, 001 and their last known address.
5. The employees whose employment ended between November 21, 2001 and the payment of retroactivity, may submit a request to his/her former employer for payment of the amounts owing.

Upon an employee's written request, in accordance with the preceding provisions, the employer shall pay the amounts owing on or before April 30, 2007 or within 30 days of the request, if it is made after April 1, 2007.

If the employer no longer exists, the request may be made to the successor employer if the latter is affected by these provisions or, failing this, to the ministry concerned.

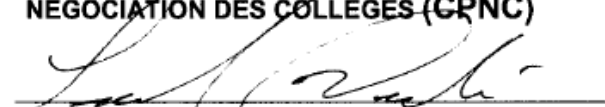
6. The amounts owing to an employee under this agreement may be requested, where applicable, by his/her heirs and assigns.
7. The amounts determined under this agreement shall bear interest at the legal rate in accordance with the Pay Equity Act.

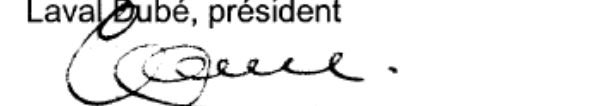
8. Subject to this agreement, all the other provisions of the collective agreements continue to apply.
9. *This paragraph does not apply.*
10. The parties shall adopt the necessary measures so that the collective agreements or anything in lieu thereof are amended, with the necessary changes, in accordance with this agreement, as soon as possible, no later than March 31, 2007.

(Reproduction of the signed document)

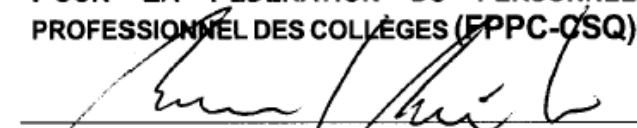
EN FOI DE QUOI, les parties nationales ont signé à Montréal ce 19^e jour
du mois de mars 2007.

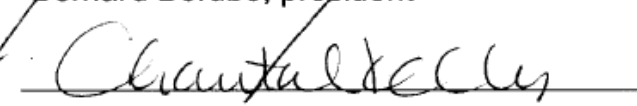
**POUR LE COMITÉ PATRONAL DE
NÉGOCIATION DES COLLÈGES (CPNC)**


Laval Dubé, président


/ Alain Lavoie, vice-président

**POUR LA FÉDÉRATION DU PERSONNEL
PROFESSIONNEL DES COLLÈGES (FPPC-CSQ)**


Bernard Bérubé, président


Chantal Kelly, conseillère