

**LETTER OF AGREEMENT 2010-2015 - NUMBER 02**

**AGREEMENT BETWEEN**

**ON THE ONE HAND:**

**THE FÉDÉRATION DU PERSONNEL DE SOUTIEN DE L'ENSEIGNEMENT SUPÉRIEUR, ON BEHALF  
OF THE UNIONS REPRESENTING COLLEGE SUPPORT PERSONNEL (FPSES-CSQ)**

**AND**

**ON THE OTHER HAND:**

**THE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)**

**CONCERNING THE ADDITION OF THE SPORTS AND SWIMMING LEADER EMPLOYMENT CLASS  
IN APPENDIX "4"**

The national parties agree to replace Appendix "4" of the 2010-2015 collective agreement by the following:

- 1- Appendix "4" - **Salary Rates for the Student Employee** is replaced by the following in order to add the Sports and Swimming Leader employment class.

**APPENDIX "4"**

**SALARY RATES FOR THE STUDENT EMPLOYEE**

The salary rate of the student employee is determined in accordance with the employment class that includes his duties in conformity with the following list:

**CLASSES:** Dental Hygienist  
 Test Bed Technician  
 Certified Aeronautics Maintenance Technician  
 Aeronautics Maintenance Technician  
 Administration Technician  
 Graphic Arts Technician  
 Audio-visual Technician  
 Documentation Technician  
 Electronics Technician  
 Mechanical Production Technician  
 Information Technician  
 Data Processing Technician  
 Data Processing Technician, principal class  
 Recreational Activities Technician  
 Building Engineer  
 Social Work Technician  
 Laboratory Technician  
 Interpreter

Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate <sup>1</sup> 2012-04-01 to 2013-03-31 (\$)	Rate <sup>1</sup> 2013-04-01 to 2014-03-31 (\$)	Rate <sup>1</sup> as of 2014-04-01 (\$)
16.42	16.54	16.71	17.00	17.34

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.03, 6-7.04 and 6-7.05 of the agreement.

**CLASSES:**      **Laboratory Attendant**  
**Offset Duplicator Operator**  
**Offset Duplicator Operator, principal class**  
**Data Processing Operator**

Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate <sup>1</sup> 2012-04-01 to 2013-03-31 (\$)	Rate <sup>1</sup> 2013-04-01 to 2014-03-31 (\$)	Rate <sup>1</sup> as of 2014-04-01 (\$)
15.40	15.52	15.68	15.95	16.27

**CLASSES:**      **Office Agent, class II**  
**Office Agent, class I**  
**Office Agent, principal class**  
**Sports and Swimming Leader**  
**Office Assistant**  
**Storekeeper, class II**  
**Storekeeper, class I**  
**Day Camp Counsellor**  
**Secretary, class II**  
**Secretary, class I**  
**Swimming Pool Supervisor**

Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate <sup>1</sup> 2012-04-01 to 2013-03-31 (\$)	Rate <sup>1</sup> 2013-04-01 to 2014-03-31 (\$)	Rate <sup>1</sup> as of 2014-04-01 (\$)
15.40	15.52	15.68	15.95	16.27

**CLASS:**      **Sports Activity Counsellor<sup>2</sup>**

Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate <sup>1</sup> 2012-04-01 to 2013-03-31 (\$)	Rate <sup>1</sup> 2013-04-01 to 2014-03-31 (\$)	Rate <sup>1</sup> as of 2014-04-01 (\$)
16.67	16.80	16.97	17.27	17.62

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.03, 6-7.04 and 6-7.05 of the agreement.

<sup>2</sup> The national parties agree that the salary rate of this employment class may not be used for reference purposes for determining the salary rate of an employment class of an equivalent value or of a similar nature.

<b><u>CLASSES:</u></b>	<b>Trades Helper</b>
	<b>Domestic Helper</b>
	<b>Kitchen General Helper</b>
	<b>Chief-electrician</b>
	<b>Residence Caretaker</b>
	<b>Light Vehicles Driver</b>
	<b>Heavy Vehicle Driver</b>
	<b>Cook, class III</b>
	<b>Cook, class II</b>
	<b>Cook, class I</b>
	<b>Cabinetmaker</b>
	<b>Electrician</b>
	<b>Gardener</b>
	<b>Labourer</b>
	<b>Maintenance Mechanic</b>
	<b>Stationary Engineer (classes I to XX)</b>
	<b>Carpenter</b>
	<b>Certified Maintenance Workman</b>
	<b>Painter</b>
	<b>Security Attendant</b>
	<b>Pipe Fitter</b>

Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate <sup>1</sup> 2012-04-01 to 2013-03-31 (\$)	Rate <sup>1</sup> 2013-04-01 to 2014-03-31 (\$)	Rate <sup>1</sup> as of 2014-04-01 (\$)
15.86	15.98	16.14	16.42	16.75

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.03, 6-7.04 and 6-7.05 of the agreement.

**IN WITNESS WHEREOFF**, the national parties have signed at Quebec this 8<sup>th</sup> day of the month of July 2011.

(Reproduction of the signed document)

EN FOI DE QUOI, les parties nationales ont signé à, Québec ce 8° jour  
du mois de juillet 2011.


POUR LE COMITÉ PATRONAL DE  
NÉGOCIATION DES COLLÈGES (CPNC)

  
Laval Dubé, président

  
Éric Bergeron, vice-président

POUR LA FÉDÉRATION DU PERSONNEL DE  
SOUTIEN DE L'ENSEIGNEMENT SUPÉRIEUR, AU  
NOM DES SYNDICATS DU PERSONNEL DE  
SOUTIEN DES COLLÈGES (FPSES-CSQ)

  
Marie Racine, présidente

  
Christian Champagne, vice-président