

**LETTER OF AGREEMENT 2005-2010 – NUMBER 04**

**BETWEEN**

**ON THE ONE HAND,**

**THE FÉDÉRATION DES ENSEIGNANTES ET ENSEIGNANTS DE CÉGEP (FEC-CSQ)**

**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 2003-2004 CONTRACT YEAR**

In accordance with the application of Appendix VI – 2 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 The salary scales and hourly rates found in Tables A and B of Appendix VI - 1 are repealed and replaced by the following **Tables A-1 and B-1**: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 <sup>(1)</sup>	Rates <sup>(4)</sup> until 2005-11-19	Rates 2005-11-20 to 2006-08-14	Rates 2006-08-15 to 2006-11-20	Rates 2006-11-21 to 2007-07-19	Rates 2007-07-20 to 2007-11-20	Rates 2007-11-21 to 2008-06-23	Rates 2008-06-24 to 2009-05-31	Rates as of 2009-06-01
1	33 695	33 695	34 369	34 369	35 056	35 056	35 757	36 472
2	34 945	34 945	35 644	35 644	36 357	36 357	37 084	37 826
3	36 196	36 196	36 920	36 920	37 658	37 658	38 411	39 179
4	37 644	37 646	38 399	38 401	39 169	39 171	39 954	40 753
5	39 206	39 225	40 010	40 029	40 830	40 850	41 667	42 500
6	40 837	40 875	41 693	41 732	42 567	42 606	43 458	44 327
7	42 533	42 591	43 443	43 502	44 372	44 432	45 321	46 227
8	44 303	44 382	45 270	45 351	46 258	46 341	47 268	48 213
9	46 141	46 243	47 168	47 272	48 217	48 324	49 290	50 276
10	48 059	48 186	49 150	49 280	50 266	50 399	51 407	52 435
11	50 056	50 210	51 214	51 371	52 398	52 559	53 610	54 682
12	52 136	52 319	53 365	53 552	54 623	54 815	55 911	57 029
13	54 302	54 516	55 606	55 825	56 942	57 166	58 309	59 475
14	56 554	56 801	57 937	58 190	59 354	59 613	60 805	62 021
15	58 907	59 190	60 374	60 664	61 877	62 174	63 417	64 685
16	61 354	61 675	62 909	63 238	64 503	64 840	66 137	67 460
17	63 904	64 267	65 552	65 924	67 242	67 621	68 973	70 352
18 <sup>(2-3)</sup>	65 310	65 557	66 868	67 121	68 463	68 720	70 094	71 496
19 <sup>(3)</sup>	66 747	66 873	68 210	68 340	69 707	69 837	71 234	72 659
20 <sup>(3)</sup>	68 216	68 216	69 580	69 580	70 972	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 June 15, 2006 to Nov. 20, 2006	\$56.23	\$65.27	\$78.49
from Nov. 21, 2006 to May 20, 2007	\$56.33	\$65.47	\$78.87
from May 21, 2007 to Nov. 20, 2007	\$57.46	\$66.78	\$80.45
from Nov. 21, 2007 to April 23, 2008	\$57.56	\$66.98	\$80.84
from April 24, 2008 to March 31, 2009	\$58.71	\$68.32	\$82.46
as of April 1, 2009	\$59.88	\$69.69	\$84.11

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

02. Article 6-4.00 is repealed and replaced by the following:

**"ARTICLE 6-4.00 - SALARY SCALES FOR FULL-TIME OR PART-TIME PROFESSORS****6-4.01 Salary Scales**

The salary scales applicable to full-time and part-time professors and the terms and conditions for their application are found in Table A-1 of Appendix VI-1.

**6-4.02 Period from August 15, 2006 to November 20, 2006**

The salary scale in effect on August 14, 2006 shall be increased, effective August 15, 2006, by a percentage equal to two per cent (2%).

**6-4.03 Period from November 21, 2006 to July 19, 2007**

The salary scale in effect from November 21, 2006 to July 19, 2007 is that found in Table A-1 of Appendix VI-1 for that period.

**6-4.04 Period from July 20, 2007 to November 20, 2007**

The salary scale in effect on July 19, 2007 shall be increased, effective July 20, 2007, by a percentage equal to two per cent (2%).

**6-4.05 Period from November 21, 2007 to June 23, 2008**

The salary scale in effect from November 21, 2007 to June 23, 2008 is that found in Table A-1 of Appendix VI-1 for that period.

**6-4.06 Period from June 24, 2008 to May 31, 2009**

The salary scale in effect on June 23, 2008 shall be increased, effective June 24, 2008, by a percentage equal to two per cent (2%).

**6-4.07 Period beginning June 1, 2009**

The salary scale in effect on May 31, 2009 shall be increased, effective June 1, 2009, by a percentage equal to two per cent (2%).

**6-4.08 Off-scale professors**

A full-time or part-time professor whose salary, on the day preceding the date of the upward adjustment of salary scales, is higher than the maximum on the salary scale in effect for his/her schooling and work experience, shall benefit, on the date of the upward adjustment of the salary scale, from a minimum increase equal to half (1/2) of the percentage applicable to the maximum on the salary scale in effect for his/her schooling and work experience.

If the minimum increase defined in the preceding paragraph results in situating an off-scale professor, on the first (1<sup>st</sup>) day of a period, in a salary less than the maximum step on the salary scale in effect for his/her schooling and work experience, this minimum increase shall be made equal to the amount necessary for him/her to obtain that step.

The difference between, on the one hand, the percentage increase of the maximum step of the salary scale in effect for the professor's schooling and work experience and, on the other hand, the minimum increase as established in accordance with the preceding paragraphs shall be paid to him/her by means of a lump sum payment calculated on the basis of his/her salary on the last day of the preceding period.

The lump-sum payment to be paid shall be determined in proportion to the professor's full-time equivalent workload on the basis of which he/she is remunerated.

The lump-sum payment as determined above shall be spread over each pay period.

**6-4.09 Special provisions**

The dates on which the increases in the salary rates and scales are taken into account for the purposes of the pension plans shall be those provided for in clauses 6-4.02 to 6-4.07."

**03.** Article 6-5.00 is repealed and replaced by the following:

**“Article 6-5.00 – Salary Rates for Hourly Paid Professors”**

**6-5.01 Hourly Rates**

The rates for hourly paid professors are found in Table B-1 of Appendix VI-1.

**6-5.02 Increases in Hourly Rates**

The rates for hourly paid professors shall be increased, effective on the dates given in Table B-1 of Appendix VI-1 and in the way provided for in clauses 6-4.02 to 6-4.07, with the necessary changes.

**6-5.03 Special provisions**

The dates on which the modifications to the salary rates and scales are taken into account for the purposes of the pension plans shall be those provided for in clause 6-5.02.”

- 04.** Appendix VI-1 of the 2005-2010 collective agreement is amended by adding the salary scales applicable to full-time or part-time professors as of the first day of the 2003-2004 contract year up to those applicable as of November 21, 2004, found in the following Table C:

Table C

**FULL-TIME OR PART-TIME PROFESSORS**  
**(ANNUAL RATES)**

**SCALES APPLICABLE AS OF THE FIRST DAY OF THE 2003-2004 CONTRACT YEAR**

Steps	Scale	Scale		Scale	Scale	Scale	Scale
		17 years or less <sup>(1)</sup>	17 years or less with a master's <sup>(2)</sup>				
1	33 695	33 695	38 964	38 964	41 982	41 982	46 510
2	34 945	34 945	40 272	40 272	43 361	43 361	47 742
3	36 196	36 196	41 624	41 624	44 775	44 775	49 142
4	37 452	37 452	43 020	43 020	46 254	46 254	50 673
5	38 778	38 778	44 463	44 463	47 813	47 813	52 283
6	40 155	40 155	45 956	45 956	49 389	49 389	53 912
7	41 578	41 578	47 497	47 497	51 039	51 039	55 617
8	43 054	43 054	49 092	49 092	52 733	52 733	57 368
9	44 581	44 581	50 739	50 739	54 516	54 516	59 208
10	46 162	46 162	52 442	52 442	56 343	56 343	60 896
11	47 799	47 799	54 201	54 201	58 249	58 249	62 656
12	49 494	49 494	56 020	56 020	59 418	60 001	64 443
13	51 249	51 249	57 900	57 900	60 650	61 246	65 680
14	53 065	53 065	59 069	59 649	61 896	62 504	66 932
15	54 948	54 948	60 264	60 856	63 527	63 795	68 216
16	56 896	56 896					
17	58 915	58 915					
18		59 493					

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

- (1) 17 years or less scale: step 1 corresponds to less than 17 years of schooling (no experience)  
step 3 corresponds to 17 years of schooling (no experience)
- (2) 17 years or less with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to less than 17 years of schooling (no experience)  
step 3 corresponds to 17 years of schooling (no experience)
- (3) 18 years scale: step 1 corresponds to 18 years of schooling (no experience)
- (4) 18 years with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to 18 years of schooling (no experience)
- (5) 19 years: step 1 corresponds to 19 years of schooling (no experience)
- (6) 19 years with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to 19 years of schooling (no experience)
- (7) 19 years or more and a doctorate: accessible only to professors who have 19 years or more of schooling and a doctorate  
step 1 corresponds to 19 years of schooling and a doctorate (no experience)

**SCALES APPLICABLE  
AS OF NOVEMBER 21, 2003**

Steps	Scale 17 years or less <sup>(1)</sup>	Scale 17 years or less with a master's <sup>(2)</sup>	Scale 18 years <sup>(3)</sup>	Scale 18 years with a master's <sup>(4)</sup>	Scale 19 years <sup>(5)</sup>	Scale 19 years with a master's <sup>(6)</sup>	Scale 19 years or more with a doctorate <sup>(7)</sup>
1	33 695	33 695	38 964	38 964	41 982	41 982	46 510
2	34 945	34 945	40 272	40 272	43 361	43 361	47 742
3	36 196	36 196	41 624	41 624	44 775	44 775	49 142
4	37 454	37 454	43 020	43 020	46 254	46 254	50 673
5	38 797	38 797	44 463	44 463	47 813	47 813	52 283
6	40 192	40 192	45 956	45 956	49 389	49 389	53 912
7	41 634	41 634	47 497	47 497	51 039	51 039	55 617
8	43 131	43 131	49 092	49 092	52 733	52 733	57 368
9	44 680	44 680	50 739	50 739	54 516	54 516	59 208
10	46 284	46 284	52 442	52 442	56 343	56 343	60 896
11	47 946	47 946	54 201	54 201	58 249	58 249	62 656
12	49 668	49 668	56 020	56 020	59 418	60 001	64 443
13	51 451	51 451	57 900	57 900	60 650	61 246	65 680
14	53 297	53 297	59 069	59 649	61 896	62 504	66 932
15	55 212	55 212	60 264	60 856	63 527	63 795	68 216
16	57 194	57 194					
17	59 249	59 249					
18		59 831					

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

- (1) 17 years or less scale: step 1 corresponds to less than 17 years of schooling (no experience)  
step 3 corresponds to 17 years of schooling (no experience)
- (2) 17 years or less with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to less than 17 years of schooling (no experience)  
step 3 corresponds to 17 years of schooling (no experience)
- (3) 18 years scale: step 1 corresponds to 18 years of schooling (no experience)
- (4) 18 years with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to 18 years of schooling (no experience)
- (5) 19 years: step 1 corresponds to 19 years of schooling (no experience)
- (6) 19 years with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to 19 years of schooling (no experience)
- (7) 19 years or more and a doctorate: accessible only to professors who have 19 years or more of schooling and a doctorate  
step 1 corresponds to 19 years of schooling and a doctorate (no experience)

**SCALES APPLICABLE AS OF THE  
FIRST DAY OF THE 2004-2005 CONTRACT YEAR**

Steps	Scale 17 years or less <sup>(1)</sup>	Scale 17 years or less with a master's <sup>(2)</sup>	Scale 18 years <sup>(3)</sup>	Scale 18 years with a master's <sup>(4)</sup>	Scale 19 years <sup>(5)</sup>	Scale 19 years with a master's <sup>(6)</sup>	Scale 19 years or more with a doctorate <sup>(7)</sup>
1	33 695	33 695	39 047	39 047	42 143	42 143	46 510
2	34 945	34 945	40 479	40 479	43 673	43 673	47 742
3	36 196	36 196	41 963	41 963	45 253	45 253	49 293
4	37 548	37 548	43 501	43 501	46 899	46 899	51 040
5	38 991	38 991	45 094	45 094	48 622	48 622	52 865
6	40 495	40 495	46 748	46 748	50 390	50 390	54 739
7	42 053	42 053	48 461	48 461	52 233	52 233	56 693
8	43 674	43 674	50 238	50 238	54 137	54 137	58 711
9	45 355	45 355	52 079	52 079	56 129	56 129	60 820
10	47 101	47 101	53 988	53 988	58 184	58 184	62 591
11	48 915	48 915	55 966	55 966	60 325	60 325	64 426
12	50 798	50 798	58 018	58 018	60 927	62 129	66 303
13	52 753	52 753	60 144	60 144	61 556	62 771	66 936
14	54 782	54 782	60 748	61 947	62 185	63 412	67 571
15	56 893	56 893	61 360	62 571	63 527	64 064	68 216
16	59 083	59 083					
17	61 358	61 358					
18		62 570					

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

- (1) 17 years or less scale: step 1 corresponds to less than 17 years of schooling (no experience)  
step 3 corresponds to 17 years of schooling (no experience)
- (2) 17 years or less with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to less than 17 years of schooling (no experience)  
step 3 corresponds to 17 years of schooling (no experience)
- (3) 18 years scale: step 1 corresponds to 18 years of schooling (no experience)
- (4) 18 years with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to 18 years of schooling (no experience)
- (5) 19 years: step 1 corresponds to 19 years of schooling (no experience)
- (6) 19 years with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to 19 years of schooling (no experience)
- (7) 19 years or more and a doctorate: accessible only to professors who have 19 years or more of schooling and a doctorate  
step 1 corresponds to 19 years of schooling and a doctorate (no experience)



**SCALES APPLICABLE  
AS OF NOVEMBER 21, 2004  
UP TO THE LAST DAY OF THE 2004-2005 CONTRACT YEAR**

Steps	Scale	Scale	Scale	Scale	Scale	Scale	Scale
	17 years or less <sup>(1)</sup>	17 years or less with a master's <sup>(2)</sup>	18 years <sup>(3)</sup>	18 years with a master's <sup>(4)</sup>	19 years <sup>(5)</sup>	19 years with a master's <sup>(6)</sup>	19 years or more with a doctorate <sup>(7)</sup>
1	33 695	33 695	39 047	39 047	42 143	42 143	46 510
2	34 945	34 945	40 532	40 532	43 673	43 673	47 742
3	36 196	36 196	42 110	42 110	45 253	45 253	49 293
4	37 550	37 550	43 752	43 752	46 899	46 899	51 040
5	39 010	39 010	45 455	45 455	48 622	48 622	52 865
6	40 532	40 532	47 226	47 226	50 390	50 390	54 739
7	42 110	42 110	49 065	49 065	52 233	52 233	56 693
8	43 752	43 752	50 976	50 976	54 137	54 137	58 711
9	45 455	45 455	52 961	52 961	56 129	56 129	60 820
10	47 226	47 226	55 021	55 021	58 184	58 184	62 591
11	49 065	49 065	57 166	57 166	60 325	60 325	64 426
12	50 976	50 976	59 392	59 392	60 927	62 129	66 303
13	52 961	52 961	61 706	61 706	61 556	62 771	66 936
14	55 021	55 021	61 706	61 947	62 185	63 412	67 571
15	57 166	57 166	61 706	62 571	63 527	64 064	68 216
16	59 392	59 392					
17	61 706	61 706					
18		62 925					

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

- (1) 17 years or less scale: step 1 corresponds to less than 17 years of schooling (no experience)  
step 3 corresponds to 17 years of schooling (no experience)
- (2) 17 years or less with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to less than 17 years of schooling (no experience)  
step 3 corresponds to 17 years of schooling (no experience)
- (3) 18 years scale: step 1 corresponds to 18 years of schooling (no experience)
- (4) 18 years with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to 18 years of schooling (no experience)
- (5) 19 years: step 1 corresponds to 19 years of schooling (no experience)
- (6) 19 years with a master's degree: accessible only to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract  
step 1 corresponds to 19 years of schooling (no experience)
- (7) 19 years or more and a doctorate: accessible only to professors who have 19 years or more of schooling and a doctorate  
step 1 corresponds to 19 years of schooling and a doctorate (no experience)

05. Appendix VI-1 of the 2005-2010 collective agreement is also amended by adding the hourly rates applicable to the hourly paid professors as of the July 1, 2003 up to those applicable as of November 20, 2005, found in the following Table D:

Table D

**HOURLY RATES OF HOURLY PAID PROFESSORS**

Class	Rates	Rates	Rates	Rates	Rates	Rates
	2003-07-01 to 2003-11-20	2003-11-21 to 2004-06-30	2004-07-01 to 2004-11-20	2004-11-21 to 2005-06-30	2005-07-01 to 2005-11-19	2005-11-20 to 2006-06-14
16 years or less	\$53.48	\$53.58	\$54.25	\$54.35	\$55.03	\$55.13
17 years and 18 years	\$60.67	\$60.75	\$62.00	\$62.54	\$63.80	\$63.99
19 years or more	\$71.50	\$71.50	\$73.29	\$73.29	\$76.58	\$76.95

06. 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 or allowance, and the retroactive amounts based on the salary scales found in **Tables A-1, B-1, C and D** 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.

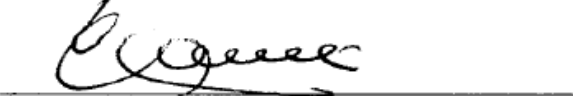
These provisions also apply to the professors in the employ of the College between *July 1, 2003* and the date on which this agreement is signed.

(Reproduction of the signed document)

EN FOI DE QUOI, les parties nationales ont signé à Montreal, ce 5<sup>e</sup> 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 DES ENSEIGNANTES  
ET ENSEIGNANTS DE CÉGEP (FEC-CSQ)

  
Mario Beauchemin, président

  
Réal Flibotte, vice-président