

LETTER OF AGREEMENT 2010-2015 - NUMBER 04

ON THE ONE HAND:

**THE FÉDÉRATION DES EMPLOYÉES ET EMPLOYÉS DE SERVICES PUBLICS (INC.) CSN ON
BEHALF OF THE UNIONS REPRESENTING THE COLLEGE SUPPORT PERSONNEL (FEESP)**

AND ON THE OTHER HAND:

THE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

**CONCERNING THE INTEGRATION RULES RELATING TO THE MODIFICATION
OF THE CLASSIFICATION PLAN FOR THE COLLEGE SUPPORT PERSONNEL AND THE
REPLACEMENT OF THE APPENDICES "B", "C", "D", "H" AND THE CLAUSE 1-1.23.**

WHEREAS changes were made to the Classification Plan of the Support Personnel of General and Vocational Colleges, including the abolishment of certain employment classes and the creation of new employment classes;

WHEREAS it is appropriate to determine the integration rules for employees who hold an employment class that has been abolished and their nomination to a new employment class;

WHEREAS the modifications to the Classification Plan for some employment classes lead to a change of employment class title;

- **WHEREAS** it is appropriate to modify clause 1-1.23 and the following appendices to take into account the modifications to the Classification Plan:
 - "B" Salary Scales
 - "C" Salary Rates
 - "D" Salary Rates for the Student Employee
 - "H" Classification Plan

The provincial parties agree:

1. **Integration Rules Regarding Employees Holding an Employment Class that Has Been Abolished and their Integration to a New Employment Class**

- 1.1 The employee holding an employment class that has been abolished and their nomination to a new employment class with the same salary scale is integrated as follows:
- The *Office Agent, class II* shall be integrated into the *Administrative Support Agent, class II* employment class with maintenance of his salary;
 - The *Office Agent, class I* shall be integrated into the *Administrative Support Agent, class I* employment class with maintenance of his salary;
 - The *Office Agent, principal class* shall be integrated into the *Administrative Support Agent, principal class* employment class with maintenance of his salary;
 - The *Secretary, class I* shall be integrated into the *Administrative Secretary* employment class with maintenance of his salary.

1.2 The employee holding an employment class that has been abolished and their nomination to a new employment class without the same salary scale is integrated as follows:

- The *Office Assistant* shall be integrated into the *Administrative Support Agent, class II* employment class.
- The *Secretary, class II* shall be integrated into the *Administrative Support Agent, class I* employment class.

The employee concerned by this paragraph shall be integrated into the salary scale of his new employment class in compliance with the terms of article 6-4.00, "Rules Concerning Promotion and Transfer".

1.3 The employee integrated into a new employment class is reputed to meet the required qualifications and conditions provided in clause 5-2.02 with regard to the position or the assignment he holds at the time of his integration.

1.4 The employee shall be integrated into his new employment class on the date of the coming into force of the new Classification Plan.

2. **Classification Notice and Payment of Salary**

2.1 The employee holding one of the employment classes provided for in article 1 of this letter of agreement or who is subject to a change in employment class title shall receive a classification notice assigning him, as of the coming into force of the new Classification Plan, his new employment class as well as the step or salary rate granted to him.

The classification notice shall be sent no later than 90 days following the coming into force of the new Classification Plan. This timeframe is suspended during the months of July and August. A copy of the classification notice is forwarded to the Union.

2.2 The final salary of the employee holding one of the employment classes provided for in this letter of agreement shall be retroactive to the earliest of the following dates:

- The date of the coming into force of the new Classification Plan, or,
- The date on which the employee effectively assumes the responsibilities of his new employment class.

If applicable, the amount due to the employee shall be paid no later than 90 days following the coming into force of the new Classification Plan. This timeframe is suspended during the months of July and August.

3. Replacement of Appendices "B", "C" and "D" - Salary Scales and Rates and of Appendix "H" - Classification Plan

3.1 Appendix "B" - Salary Scales - is replaced by the following:

APPENDIX "B"

SALARY SCALES

Administration Technician.....	6
Administrative Secretary.....	18
Administrative Support Agent, class I.....	14
Administrative Support Agent, class II.....	13
Administrative Support Agent, principal class.....	14
Aeronautics Maintenance Technician.....	10
Attendant for Disabled Students.....	19
Audio-visual Technician.....	7
Building Services Technician.....	9
Certified Aeronautics Maintenance Technician.....	10
Data Processing Operator.....	18
Data Processing Technician.....	11
Data Processing Technician, principal class.....	12
Day Camp Counsellor.....	16
Dental Hygienist.....	11
Documentation Technician.....	8
Electronics Technician.....	9
Graphic Arts Technician.....	7
Information Technician.....	11
Laboratory Attendant.....	15
Laboratory Technician.....	9
Mechanical Production Technician.....	9
Offset Duplicator Operator.....	17
Offset Duplicator Operator, principal class.....	17
Recreational Activities Technician.....	12
Social Work Technician.....	13
Sociocultural or Sports Activities Counsellor.....	16
Sociocultural or Sports Activities Leader.....	15
Special Education Technician.....	13
Storekeeper, class I.....	16
Storekeeper, class II.....	16
Swimming Pool Supervisor.....	19
Test Bed Technician.....	8
Rates of employment classes abolished or integrated	
Classe : Magasinière ou magasinier, classe principale.....	20
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CLASS: Administration Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	17.19	17.32	17.49	17.80	18.16
2	17.75	17.88	18.06	18.38	18.75
3	18.48	18.62	18.81	19.14	19.52
4	19.12	19.26	19.45	19.79	20.19
5	19.89	20.04	20.24	20.59	21.00
6	20.57	20.72	20.93	21.30	21.73
7	21.42	21.58	21.80	22.18	22.62
8	22.20	22.37	22.59	22.99	23.45
9	23.04	23.21	23.44	23.85	24.33
10	23.91	24.09	24.33	24.76	25.26
11	24.80	24.99	25.24	25.68	26.19
12	25.75	25.94	26.20	26.66	27.19

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Graphic Arts Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	16.73	16.86	17.03	17.33	17.68
2	17.29	17.42	17.59	17.90	18.26
3	18.00	18.14	18.32	18.64	19.01
4	18.63	18.77	18.96	19.29	19.68
5	19.38	19.53	19.73	20.08	20.48
6	20.05	20.20	20.40	20.76	21.18
7	20.87	21.03	21.24	21.61	22.04
8	21.64	21.80	22.02	22.41	22.86
9	22.44	22.61	22.84	23.24	23.70
10	23.29	23.46	23.69	24.10	24.58
11	24.15	24.33	24.57	25.00	25.50
12	25.09	25.28	25.53	25.98	26.50

CLASS: Audio-visual Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	16.42	16.54	16.71	17.00	17.34
2	17.10	17.23	17.40	17.70	18.05
3	17.66	17.79	17.97	18.28	18.65
4	18.31	18.45	18.63	18.96	19.34
5	18.97	19.11	19.30	19.64	20.03
6	19.65	19.80	20.00	20.35	20.76
7	20.33	20.48	20.68	21.04	21.46
8	21.12	21.28	21.49	21.87	22.31
9	21.93	22.09	22.31	22.70	23.15
10	22.74	22.91	23.14	23.54	24.01
11	23.53	23.71	23.95	24.37	24.86
12	24.42	24.60	24.85	25.28	25.79

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Test Bed Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	21.62	21.78	22.00	22.39	22.84
2	22.27	22.44	22.66	23.06	23.52
3	22.92	23.09	23.32	23.73	24.20
4	23.61	23.79	24.03	24.45	24.94
5	24.33	24.51	24.76	25.19	25.69
6	25.04	25.23	25.48	25.93	26.45
7	25.80	25.99	26.25	26.71	27.24
8	26.58	26.78	27.05	27.52	28.07
9	27.36	27.57	27.85	28.34	28.91
10	28.20	28.41	28.69	29.19	29.77

CLASS: Documentation Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	17.34	17.47	17.64	17.95	18.31
2	18.05	18.19	18.37	18.69	19.06
3	18.64	18.78	18.97	19.30	19.69
4	19.33	19.47	19.66	20.00	20.40
5	20.03	20.18	20.38	20.74	21.15
6	20.74	20.90	21.11	21.48	21.91
7	21.45	21.61	21.83	22.21	22.65
8	22.30	22.47	22.69	23.09	23.55
9	23.15	23.32	23.55	23.96	24.44
10	24.00	24.18	24.42	24.85	25.35
11	24.86	25.05	25.30	25.74	26.25
12	25.75	25.94	26.20	26.66	27.19

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASSES: **Electronics Technician**
 Mechanical Production Technician
 Building Services Technician
 Laboratory Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	18.09	18.23	18.41	18.73	19.10
2	18.64	18.78	18.97	19.30	19.69
3	19.23	19.37	19.56	19.90	20.30
4	19.83	19.98	20.18	20.53	20.94
5	20.46	20.61	20.82	21.18	21.60
6	21.06	21.22	21.43	21.81	22.25
7	21.73	21.89	22.11	22.50	22.95
8	22.40	22.57	22.80	23.20	23.66
9	23.09	23.26	23.49	23.90	24.38
10	23.81	23.99	24.23	24.65	25.14
11	24.55	24.73	24.98	25.42	25.93
12	25.31	25.50	25.76	26.21	26.73

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Aeronautics Maintenance Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	17.10	17.23	17.40	17.70	18.05
2	17.60	17.73	17.91	18.22	18.58
3	18.16	18.30	18.48	18.80	19.18
4	18.79	18.93	19.12	19.45	19.84
5	19.45	19.60	19.80	20.15	20.55
6	20.04	20.19	20.39	20.75	21.17
7	20.71	20.87	21.08	21.45	21.88
8	21.41	21.57	21.79	22.17	22.61
9	22.14	22.31	22.53	22.92	23.38
10	22.27	22.44	22.66	23.06	23.52
11	22.92	23.09	23.32	23.73	24.20

CLASS: Certified Aeronautics Maintenance Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	23.09	23.26	23.49	23.90	24.38
2	23.81	23.99	24.23	24.65	25.14
3	24.55	24.73	24.98	25.42	25.93
4	25.31	25.50	25.76	26.21	26.73

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Information Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	16.70	16.83	17.00	17.30	17.65
2	17.38	17.51	17.69	18.00	18.36
3	17.95	18.08	18.26	18.58	18.95
4	18.62	18.76	18.95	19.28	19.67
5	19.29	19.43	19.62	19.96	20.36
6	19.98	20.13	20.33	20.69	21.10
7	20.66	20.81	21.02	21.39	21.82
8	21.47	21.63	21.85	22.23	22.67
9	22.30	22.47	22.69	23.09	23.55
10	23.13	23.30	23.53	23.94	24.42
11	23.94	24.12	24.36	24.79	25.29
12	24.83	25.02	25.27	25.71	26.22

**CLASSES: Dental Hygienist
Data Processing Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	18.91	19.05	19.24	19.58	19.97
2	19.56	19.71	19.91	20.26	20.67
3	20.16	20.31	20.51	20.87	21.29
4	20.86	21.02	21.23	21.60	22.03
5	21.53	21.69	21.91	22.29	22.74
6	22.22	22.39	22.61	23.01	23.47
7	22.93	23.10	23.33	23.74	24.21
8	23.70	23.88	24.12	24.54	25.03
9	24.49	24.67	24.92	25.36	25.87
10	25.27	25.46	25.71	26.16	26.68
11	26.10	26.30	26.56	27.02	27.56
12	26.97	27.17	27.44	27.92	28.48

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Data Processing Technician, principal class

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	22.62	22.79	23.02	23.42	23.89
2	23.41	23.59	23.83	24.25	24.74
3	24.15	24.33	24.57	25.00	25.50
4	25.01	25.20	25.45	25.90	26.42
5	25.86	26.05	26.31	26.77	27.31
6	26.71	26.91	27.18	27.66	28.21
7	27.72	27.93	28.21	28.70	29.27
8	28.69	28.91	29.20	29.71	30.30
9	29.71	29.93	30.23	30.76	31.38

CLASS: Recreational Activities Technician

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	18.75	18.89	19.08	19.41	19.80
2	19.33	19.47	19.66	20.00	20.40
3	19.93	20.08	20.28	20.63	21.04
4	20.55	20.70	20.91	21.28	21.71
5	21.22	21.38	21.59	21.97	22.41
6	21.84	22.00	22.22	22.61	23.06
7	22.52	22.69	22.92	23.32	23.79
8	23.24	23.41	23.64	24.05	24.53
9	23.96	24.14	24.38	24.81	25.31
10	24.66	24.84	25.09	25.53	26.04
11	25.48	25.67	25.93	26.38	26.91
12	26.23	26.43	26.69	27.16	27.70

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

**CLASSES: Special Education Technician
Social Work Technician**

Step	Rate ² 2010-04-01 to 2011-03-31 (\$)	Rate ² 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	20.82	20.98	21.19	21.56	21.99
2	21.45	21.61	21.83	22.21	22.65
3	22.13	22.30	22.52	22.91	23.37
4	22.82	22.99	23.22	23.63	24.10
5	23.55	23.73	23.97	24.39	24.88
6	24.24	24.42	24.66	25.09	25.59
7	25.00	25.19	25.44	25.89	26.41
8	25.77	25.96	26.22	26.68	27.21
9	26.59	26.79	27.06	27.53	28.08
10	27.38	27.59	27.87	28.36	28.93
11	28.26	28.47	28.75	29.25	29.84
12	29.15	29.37	29.66	30.18	30.78

CLASS: Administrative Support Agent, class II

Step	Rate to 2010-04-01 (\$)	Rate to 2010-12-31 (\$)	Rate to 2011-04-01 (\$)	Rate ¹ to 2012-04-01 (\$)	Rate ¹ to 2013-04-01 (\$)	Rate ¹ to 2014-04-01 (\$)
1	16.69	16.79	16.92	17.09	17.39	17.74
2	17.10	17.20	17.33	17.50	17.81	18.17
3	17.48	17.59	17.72	17.90	18.21	18.57
4	17.90	18.01	18.15	18.33	18.65	19.02

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

² These annual rates apply exclusively to the Social Work Technician.

CLASS: Administrative Support Agent, class I

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	17.63	17.76	17.94	18.25	18.62
2	18.23	18.37	18.55	18.87	19.25
3	18.82	18.96	19.15	19.49	19.88
4	19.50	19.65	19.85	20.20	20.60
5	20.15	20.30	20.50	20.86	21.28

CLASS: Administrative Support Agent, principal class

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	19.78	19.93	20.13	20.48	20.89
2	20.36	20.51	20.72	21.08	21.50
3	21.01	21.17	21.38	21.75	22.19
4	21.74	21.90	22.12	22.51	22.96
5	22.39	22.56	22.79	23.19	23.65
6	23.00	23.17	23.40	23.81	24.29

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASSES: Sociocultural or Sports Activities Leader

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	16.67	16.80	16.97	17.27	17.62
2	17.16	17.29	17.46	17.77	18.13
3	17.66	17.79	17.97	18.28	18.65
4	18.21	18.35	18.53	18.85	19.23
5	18.73	18.87	19.06	19.39	19.78
6	19.30	19.44	19.63	19.97	20.37
7	19.90	20.05	20.25	20.60	21.01
8	20.48	20.63	20.84	21.20	21.62
9	21.08	21.24	21.45	21.83	22.27
10	21.74	21.90	22.12	22.51	22.96
11	22.38	22.55	22.78	23.18	23.64

CLASS: Laboratory Attendant

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	15.48	15.60	15.76	16.04	16.36
2	15.86	15.98	16.14	16.42	16.75
3	16.22	16.34	16.50	16.79	17.13
4	16.61	16.73	16.90	17.20	17.54
5	16.99	17.12	17.29	17.59	17.94

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Storekeeper, class II

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	15.48	15.60	15.76	16.04	16.36
2	15.86	15.98	16.14	16.42	16.75
3	16.22	16.34	16.50	16.79	17.13
4	16.61	16.73	16.90	17.20	17.54

Class: Storekeeper, class I

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	16.87	17.00	17.17	17.47	17.82
2	17.46	17.59	17.77	18.08	18.44
3	18.05	18.19	18.37	18.69	19.06
4	18.63	18.77	18.96	19.29	19.68
5	19.26	19.40	19.59	19.93	20.33

**CLASS: Sociocultural or Sports Activities Counsellor
Day Camp Counsellor**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	18.59	18.73	18.92	19.25	19.64

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Offset Duplicator Operator

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	15.48	15.60	15.76	16.04	16.36
2	16.02	16.14	16.30	16.59	16.92
3	16.59	16.71	16.88	17.18	17.52
4	17.16	17.29	17.46	17.77	18.13
5	17.73	17.86	18.04	18.36	18.73
6	18.34	18.48	18.66	18.99	19.37
7	18.97	19.11	19.30	19.64	20.03

CLASS: Offset Duplicator Operator, principal class

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	18.09	18.23	18.41	18.73	19.10
2	18.66	18.80	18.99	19.32	19.71
3	19.23	19.37	19.56	19.90	20.30
4	19.86	20.01	20.21	20.56	20.97
5	20.49	20.64	20.85	21.21	21.63

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Data Processing Operator

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	17.21	17.34	17.51	17.82	18.18
2	17.81	17.94	18.12	18.44	18.81
3	18.46	18.60	18.79	19.12	19.50
4	19.17	19.31	19.50	19.84	20.24
5	19.87	20.02	20.22	20.57	20.98
6	20.59	20.74	20.95	21.32	21.75

CLASS: Administrative Secretary

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	19.21	19.35	19.54	19.88	20.28
2	19.80	19.95	20.15	20.50	20.91
3	20.41	20.56	20.77	21.13	21.55
4	21.03	21.19	21.40	21.77	22.21

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

**CLASSES: Attendant for Disabled Students
Swimming Pool Supervisor**

Step	Rate ² to 2010-04-01 (\$)	Rate ² to 2010-12-31 (\$)	Rate ² to 2011-04-01 (\$)	Rate ¹ to 2012-04-01 (\$)	Rate ¹ to 2013-04-01 (\$)	Rate ¹ to 2014-04-01 (\$)
1	16.07	16.10	16.22	16.38	16.67	17.00
2	16.54	16.57	16.69	16.86	17.16	17.50
3	17.01	17.04	17.17	17.34	17.64	17.99
4	17.57	17.60	17.73	17.91	18.22	18.58
5	18.07	18.10	18.24	18.42	18.74	19.11
6	18.59	18.62	18.76	18.95	19.28	19.67

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement

² These annual rates apply exclusively to the Swimming Pool Supervisor.

RATES OF ABOLISHED OR INTEGRATED EMPLOYMENT CLASSES

The following employment class is no longer part of the Classification Plan:

- Storekeeper, principal class

It shall be maintained, with the pertinent evolving salary, for the employees who were demoted under the provisions of the 1986-1988 collective agreement only.

CLASS: Storekeeper, principal class

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	19.23	19.37	19.56	19.90	20.30
2	19.92	20.07	20.27	20.62	21.03
3	20.58	20.73	20.94	21.31	21.74
4	21.29	21.45	21.66	22.04	22.48
5	21.94	22.10	22.32	22.71	23.16
6	22.68	22.85	23.08	23.48	23.95
7	23.45	23.63	23.87	24.29	24.78

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

The following employment class is no longer part of the Classification Plan:

- Electronic Phototypesetter Operator

Upon the coming into force of the agreement, an employee who holds a position in this employment class shall retain his salary progression for as long as he holds this position.

CLASS: Electronic Phototypesetter Operator

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	16.82	16.95	17.12	17.42	17.77
2	17.50	17.63	17.81	18.12	18.48
3	18.24	18.38	18.56	18.88	19.26
4	18.99	19.13	19.32	19.66	20.05
5	19.76	19.91	20.11	20.46	20.87
6	20.58	20.73	20.94	21.31	21.74

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

3.2 Appendix "C" - Salary Rates - is replaced by the following:

APPENDIX "C"

SALARY RATES

<u>Classes</u>	Rate	Rate	Rate ¹	Rate ¹	Rate ¹
	2010-04-01 to 2011-03-31 (\$)	2011-04-01 to 2012-03-31 (\$)	2012-04-01 to 2013-03-31 (\$)	2013-04-01 to 2014-03-31 (\$)	2014-04-01 as of 2014-04-01 (\$)
Trades Helper	16.99	17.12	17.29	17.59	17.94
Residence Caretaker	17.71	17.84	18.02	18.34	18.71
Light Vehicle Driver	16.61	16.73	16.90	17.20	17.54
Heavy Vehicle Driver	18.97	19.11	19.30	19.64	20.03
Cook, class I	20.62	20.77	20.98	21.35	21.78
Cook, class II	19.83	19.98	20.18	20.53	20.94
Cook, class III	18.95	19.09	19.28	19.62	20.01
Cabinetmaker	21.56	21.72	21.94	22.32	22.77
Electrician	21.56	21.72	21.94	22.32	22.77
Electrician, principal class	22.92	23.09	23.32	23.73	24.20
Gardener	17.90	18.03	18.21	18.53	18.90
Labourer	16.22	16.34	16.50	16.79	17.13
Equipment Maintenance					
Mechanic	21.56	21.72	21.94	22.32	22.77
Carpenter	20.62	20.77	20.98	21.35	21.78
Certified Maintenance Worker	20.62	20.77	20.98	21.35	21.78
Painter	19.13	19.27	19.46	19.80	20.20
Pipe Fitter	21.56	21.72	21.94	22.32	22.77

¹

The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

SALARY RATES (CONTINUED)

<u>Classes</u>	Rate to 2010-04-01 (\$)	Rate to 2010-12-31 (\$)	Rate to 2011-04-01 (\$)	Rate ¹ to 2012-04-01 (\$)	Rate ¹ to 2013-04-01 (\$)	Rate ¹ to 2014-04-01 (\$)
Domestic Helper Kitchen General Helper	16.25	16.65	16.77	16.94	17.24	17.58
	16.72	17.00	17.13	17.30	17.60	17.95

CLASS: Prevention and Security Officer

Step	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	16.93	17.23	17.57
2	17.49	17.80	18.16
3	18.03	18.35	18.72
4	18.57	18.89	19.27
5	19.14	19.47	19.86
6	19.74	20.09	20.49
7	20.30	20.66	21.07
8	20.92	21.29	21.72
9	21.59	21.97	22.41
10	22.22	22.61	23.06

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

CLASS: Stationary Engineer

<u>Classes</u>	Rate	Rate	Rate ¹	Rate ¹	Rate ¹
	2010-04-01 to 2011-03-31 (\$)	2011-04-01 to 2012-03-31 (\$)	2012-04-01 to 2013-03-31 (\$)	2013-04-01 to 2014-03-31 (\$)	as of 2014-04-01 (\$)
I	24.76	24.95	25.20	25.64	26.15
II	23.60	23.78	24.02	24.44	24.93
III	23.60	23.78	24.02	24.44	24.93
IV	22.49	22.66	22.89	23.29	23.76
V	22.49	22.66	22.89	23.29	23.76
VI	22.49	22.66	22.89	23.29	23.76
VII	21.50	21.66	21.88	22.26	22.71
VIII	21.50	21.66	21.88	22.26	22.71
IX	21.50	21.66	21.88	22.26	22.71
X	20.51	20.66	20.87	21.24	21.66
XI	20.51	20.66	20.87	21.24	21.66
XII	20.51	20.66	20.87	21.24	21.66
XIII	19.52	19.67	19.87	20.22	20.62
XIV	19.06	19.20	19.39	19.73	20.12
XV	19.06	19.20	19.39	19.73	20.12
XVI	18.20	18.34	18.52	18.84	19.22
XVII	18.20	18.34	18.52	18.84	19.22
XVIII	17.77	17.90	18.08	18.40	18.77
XIX	17.77	17.90	18.08	18.40	18.77
XX ²	16.99	17.12	17.29	17.59	17.94

CLASS: Security Attendant

Step	Rate	Rate	Rate ¹	Rate ¹	Rate ¹
	2010-04-01 to 2011-03-31 (\$)	2011-04-01 to 2012-03-31 (\$)	2012-04-01 to 2013-03-31 (\$)	2013-04-01 to 2014-03-31 (\$)	as of 2014-04-01 (\$)
1	15.48	15.60	15.76	16.04	16.36
2	15.86	15.98	16.14	16.42	16.75
3	16.22	16.34	16.50	16.79	17.13
4	16.61	16.73	16.90	17.20	17.54
5	16.99	17.12	17.29	17.59	17.94

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

² Reserved for Mechanics Helpers.

- 3.3 Appendix "D" - Salary Rates for the Student Employee is replaced by the following:

APPENDIX "D"

SALARY RATES FOR THE STUDENT EMPLOYEE

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

STUDENT EMPLOYEE (TECHNICAL)

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

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

¹ The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

STUDENT EMPLOYEE (PARATECHNICAL)

CLASSES: **Attendant for Disabled Students**
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 ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
15.40	15.52	15.68	15.95	16.27

STUDENT EMPLOYEE (ADMINISTRATIVE)

CLASSES: **Administrative Support Agent, class II**
Administrative Support Agent, class I
Administrative Support Agent, principal class
Sociocultural or Sports Activities Leader
Storekeeper, class II
Storekeeper, class I
Sociocultural or Sports Activities Counsellor
Day Camp Counsellor
Administrative Assistant
Swimming Pool Supervisor

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

¹

The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

STUDENT EMPLOYEE (WORKER)

CLASSES:

- Trades Helper**
- Domestic Helper**
- Kitchen General Helper**
- Prevention and Security Officer**
- Residence Caretaker**
- Light Vehicle Driver**
- Heavy Vehicle Driver**
- Cook, class III**
- Cook, class II**
- Cook, class I**
- Cabinetmaker**
- Electrician**
- Electrician, principal class**
- Gardener**
- Labourer**
- Equipment Maintenance Mechanic**
- Stationary Engineer (classes I to XX)**
- Carpenter**
- Certified Maintenance Worker**
- Painter**
- Security Attendant**
- Pipe Fitter**

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

¹

The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-9.03, 6-9.04 and 6-9.05 of the collective agreement.

3.4 Appendix "H" - Classification Plan - is replaced by the following:

APPENDIX "H"

CLASSIFICATION PLAN

Edition 2012 and all subsequent amendments

4. **Clause 1-1.23**

4.1 Clause 1-1.23 of the collective agreement is replaced by the following:

1-1.23 Classification Plan

Document issued by the national employer party, that is to say the "Classification Plan for the Support Personnel of the General and Vocational Colleges" (Edition 2012 and all subsequent amendments) as it appears in Appendix "H".


5. **Coming into Force**

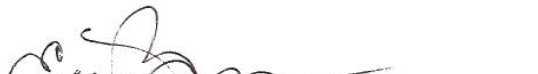
5.1 This letter of agreement shall apply upon the coming into force of the new Classification Plan.

IN WITNESS WHEREOFF, the national parties have signed at Québec this 24th day of the month of May 2012.

EN FOI DE QUOI, les parties nationales ont signé à Québec ce 24^e jour du mois de mai 2012.


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

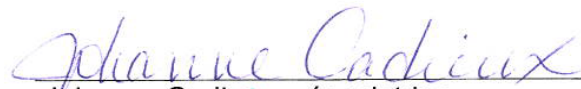

Gilles Lapointe, président par intérim



Eric Bergeron, vice-président

**POUR LA FÉDÉRATION DES EMPLOYÉES ET
EMPLOYÉS DE SERVICES PUBLICS (INC.) CSN
(FEESP)**


Linda Christofferson-Dugré, présidente
Secteur soutien cégeps


Jean Favreau, conseiller syndical


Johanne Cadieux, négociatrice


Christian Vézina, négociateur