

LETTER OF INTENT

LETTER OF AGREEMENT 2010-2015 - NUMBER 04

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 MODIFICATION OF THE COLLECTIVE AGREEMENT FOLLOWING THE CONCLUSION OF
THE WORK PERFORMED BY THE CONSEIL DU TRÉSOR REGARDING THE PAY EQUITY AUDIT
- REPLACING APPENDIX "2" SALARY SCALES AND APPENDIX "3" SALARY RATES
AND ADDING APPENDIX "31" PAY EQUITY AUDIT -**

WHEREAS the conclusion of the work performed regarding the pay equity audit, the national parties agree to modify the provisions of the agreement in the following matter:

1. Appendix 2 is replaced by the following:

APPENDIX "2"

SALARY SCALES

Administration Technician	3
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Electronics Technician	6
Graphic Arts Technician.....	4
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Laboratory Technician	6
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Offset Duplicator Operator.....	14
Offset Duplicator Operator, principal class	14
Recreational Activities Technician	9
Secretary, class I	15
Secretary, class II	15
Social Work Technician	9
Sports Activity Counsellor	13
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SECTION 1

Section 1 indicates the salary rates and scales for which there will be no compensation adjustments with respect to the pay equity audit.

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 6-7.03, 6-7.04 and 6-7.05 of the 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 6-7.03, 6-7.04 and 6-7.05 of the 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 6-7.03, 6-7.04 and 6-7.05 of the agreement.

CLASSES: **Electronics Technician**
 Mechanical Production Technician
 Building Engineer
 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

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

¹ 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.

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

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

¹ 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: Data Processing Technician
Dental Hygienist**

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

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

¹ 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.

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

CLASS: Social Work 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	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

¹ 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.

CLASS: Interpreter

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	19.50	19.65	19.85	20.20	20.60
2	20.15	20.30	20.50	20.86	21.28
3	20.78	20.94	21.15	21.52	21.95
4	21.50	21.66	21.88	22.26	22.71
5	22.19	22.36	22.58	22.98	23.44
6	22.88	23.05	23.28	23.69	24.16
7	23.63	23.81	24.05	24.47	24.96
8	24.43	24.61	24.86	25.30	25.81
9	25.21	25.40	25.65	26.10	26.62
10	26.05	26.25	26.51	26.97	27.51
11	26.87	27.07	27.34	27.82	28.38
12	27.77	27.98	28.26	28.75	29.33

CLASS: Office 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

¹ 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.

CLASS: Office 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

CLASS: Sports and Swimming 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	18.59	18.73	18.92	19.25	19.64

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 6-7.03, 6-7.04 and 6-7.05 of the 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

¹ 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.

CLASS: Sports Activity 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	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: 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 6-7.03, 6-7.04 and 6-7.05 of the 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

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

¹ 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.

CLASS: Secretary, 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	16.72	16.85	17.02	17.32	17.67
2	17.23	17.36	17.53	17.84	18.20
3	17.71	17.84	18.02	18.34	18.71
4	18.27	18.41	18.59	18.92	19.30
5	18.80	18.94	19.13	19.46	19.85
6	19.35	19.50	19.70	20.04	20.44

CLASS: Secretary, 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	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 6-7.03, 6-7.04 and 6-7.05 of the agreement.

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

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 6-7.03, 6-7.04 and 6-7.05 of the agreement.

SECTION 2

Section 2 indicates the salary rates and scales for which there are compensation adjustments with respect to the pay equity audit.

CLASS: Office 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

CLASS: Office Assistant

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	16.25	17.00	17.13	17.30	17.60	17.95

CLASS: Swimming Pool Supervisor

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	16.07	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 6-7.03, 6-7.04 and 6-7.05 of the agreement.

2. Appendix 3 is replaced by the following:

APPENDIX "3"

SALARY RATES

SECTION 1

Section 1 indicates the salary rates and scales for which there will be no compensation adjustments with respect to the pay equity audit.

Classes	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 (\$)
Trades Helper	16.99	17.12	17.29	17.59	17.94
Chief-electrician	22.92	23.09	23.32	23.73	24.20
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
Gardener	17.90	18.03	18.21	18.53	18.90
Labourer	16.22	16.34	16.50	16.79	17.13
Maintenance					
Mechanic Millwright	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 6-7.03, 6-7.04 and 6-7.05 of the 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

¹ 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.

² Reserved for mechanics helpers.

Class: Security 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

SECTION 2

Section 2 indicates the salary rates for which there are compensation adjustments with respect to the pay equity audit.

SALARY RATES

<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	16.25	16.65	16.77	16.94	17.24	17.58
General Helper or Kitchen General Helper	16.72	17.00	17.13	17.30	17.60	17.95

¹ 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.

3. The following Appendix "31" is added to the agreement:

**Appendix "31"
Pay Equity Audit**

01

The terms and conditions provided for in this Appendix apply to the employee for whom Section 2 of Appendix "2" and "3" sets out that a compensation adjustment will be made to his employment class with respect to the pay equity audit.

02

The employee shall be entitled to a retroactive payment for all the hours paid since December 31, 2010, such payment being equal to the difference between the salary he should have received as of December 31, 2010 until the date of the payment of the new salary scales and rates, and the salary he has received for this same period.

For a College employee, the amounts owing shall be paid no later than September 30, 2011.

03

The employee, who is no longer employed by the College at the time of the retroactive payment, must make a request in writing to his former College in order to receive his compensation adjustments. In the case of a deceased employee, this request can be made by his beneficiaries in accordance with the same terms and conditions.

04

The calculated amounts according to the application of this Appendix shall bear interest at the legal rate, in accordance with the *Pay Equity Act* (R.S.Q., c. E-12.001).

05

A retroactive amount of less than \$1.00 shall not be paid.

06


This agreement cannot constitute grounds for a grievance under Chapter 9 of the 2010-2015 agreement.

IN WITNESS WHEREOFF, the national parties have signed at Québec this 3rd day of the month of october 2011.

(Reproduction of the signed document)

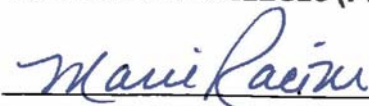
EN FOI DE QUOI, les parties nationales ont signé à Québec ce 3^e jour du mois de octobre 2011.

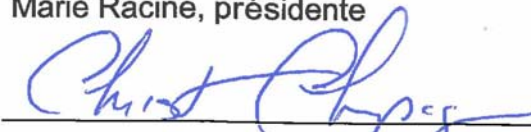
**POUR LE COMITÉ PATRONAL DE
NÉGOCIATION DES COLLÈGES (CPNC)**


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 aux
affaires administratives