

**LETTER OF AGREEMENT 2010-2015 - NUMBER 05**

**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 INTEGRATION RULES RELATING TO THE MODIFICATION OF THE  
CLASSIFICATION PLAN FOR THE COLLEGE SUPPORT PERSONNEL AND THE  
REPLACEMENT OF APPENDICES "2", "3", "4", "11", "13", "16", "25" AND "28", AND OF  
CLAUSE 1-1.26.**

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**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 “Letter of Agreement 2010-2015 – Number 04”, shall replace Appendix “2” Salary Scales and Appendix “3” Salary Rates;

**WHEREAS** it is appropriate to modify clause 1-1.26 and the following appendices to take into account the changes to the Classification Plan:

- “2” Salary Scales;
- “3” Salary Rates;
- “4” Salary Rates for the Student Employee;
- “11” Employment Class Categories for the Purpose of Assigning the Employee on Availability;
- “13” Appendix Relating to the Working Conditions Applicable to the Swimming Pool Supervisors, Sports and Swimming Leaders and Sports Activity Counsellors of the Collège Édouard-Montpetit Sports Centre;
- “16” Classification Plan of the Support Personnel of the General and Vocational Colleges;
- “25” Appendix Relating to the Working Conditions Applicable to the Swimming Pool Supervisors, Sports and Swimming Leaders and Sports Activity Counsellors of the Collège de Sherbrooke Sports Centre;
- “28” Integration Mechanisms in Case of a Modification to the Classification Plan for the Support Personnel of General and Vocational Colleges, 2007 Edition;

The national parties agree to the following:

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

1.1. The Office Agent, class II, Office Agent, class I or Office Agent, principal class, and Secretary, class I employment classes being abolished, the employee who holds one of these employment classes shall be nominated to a new employment class with the same salary scale, and shall be integrated as follows:

- The employee whose employment class is *Office Agent, class II* shall be integrated into the *Administrative Support Agent, class II* employment class with maintenance of his salary;

- The employee whose employment class is *Office Agent, class I* shall be integrated into the *Administrative Support Agent, class I* employment class with maintenance of his salary;
  - The employee whose employment class is *Office Agent, principal class* shall be integrated into the *Administrative Support Agent, principal class* employment class with maintenance of his salary;
  - The employee whose employment class is *Secretary, class I* shall be integrated into the *Administrative Assistant, class I* employment class with maintenance of his salary.
- 1.2. The Office Assistant and Secretary, class II, employment classes being abolished, the employee holding one of these employment classes shall be nominated to a new employment class with a different salary scale and shall be integrated as follows:
- The employee whose employment class is *Office Assistant* shall be integrated into the *Administrative Support Agent, class II* employment class.
  - The employee whose employment class is *Secretary, class II* shall be integrated into the *Administrative Support Agent, class I* employment class.

The employee concerned by clause 1.2 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 concerned by article 1 shall be integrated into the new employment class as of the coming into force of the new Classification Plan and shall be reputed to have the qualifications required for this new employment class.

## 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 "2", "3", "4", "11", "13", "16", "25" and "28"

3.1. Appendix "2" - Salary Scales - is replaced by the following:

#### **APPENDIX "2"**

#### **SALARY SCALES**

Administration Technician.....	7
Administrative Assistant.....	19
Administrative Support Agent, class I.....	15
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Aeronautics Maintenance Technician.....	11
Attendant for Disabled Students.....	20
Audio-visual Technician.....	8
Building Services Technician.....	10
Certified Aeronautics Maintenance Technician.....	11
Data Processing Operator.....	19
Data Processing Technician.....	12
Data Processing Technician, principal class.....	13
Day Camp Counsellor.....	17
Dental Hygienist.....	12
Documentation Technician.....	9
Electronics Technician.....	10
Graphic Arts Technician.....	7
Information Technician.....	12
Interpreter.....	14
Laboratory Attendant.....	16
Laboratory Technician.....	10
Mechanical Production Technician.....	10
Offset Duplicator Operator.....	18
Offset Duplicator Operator, principal class.....	18
Recreational Activities Technician.....	13
Social Work Technician.....	14
Sociocultural or Sports Activities Counsellor.....	17
Sociocultural or Sports Activities Leader.....	16
Special Education Technician.....	14
Storekeeper, class I.....	17
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CLASS: Storekeeper, principal class.....	21
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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 <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 (\$)
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

**CLASS: Graphic Arts Technician**

Step	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 (\$)
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

<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 collective agreement.

**CLASS: Audio-visual Technician**

Step	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 (\$)
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

**CLASS: Test Bed Technician**

Step	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 (\$)
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

<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 collective agreement.



**CLASS: Documentation Technician**

Step	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 (\$)
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

<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 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 <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 (\$)
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

<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 collective agreement.

**CLASS: Aeronautics Maintenance Technician**

Step	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 (\$)
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 <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 (\$)
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

<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 collective agreement.

**CLASS: Information Technician**

Step	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 (\$)
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 <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 (\$)
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

<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 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 <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 (\$)
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 <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 (\$)
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

<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 collective agreement.

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

Step	Rate <sup>2</sup> 2010-04-01 to 2011-03-31 (\$)	Rate <sup>2</sup> 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 (\$)
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: Interpreter**

Step	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 (\$)
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

<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 collective agreement.

<sup>2</sup> These annual rates apply exclusively to the Social Work Technician.

**CLASS: Administrative Support Agent, class II**

Step	Rate to 2010-04-01 (\$)	Rate to 2010-12-31 (\$)	Rate to 2011-04-01 (\$)	Rate <sup>1</sup> to 2012-04-01 (\$)	Rate <sup>1</sup> to 2013-04-01 (\$)	Rate <sup>1</sup> 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: Administrative Support Agent, class I**

Step	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 (\$)
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 <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 (\$)
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

<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 collective agreement.

**CLASS: Sociocultural or Sports Activities Leader**

Step	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 (\$)
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 <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 (\$)
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

<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 collective agreement.



**CLASS: Storekeeper, class II**

Step	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 (\$)
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 <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 (\$)
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

**CLASSES: 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 <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 (\$)
1	18.59	18.73	18.92	19.25	19.64

<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 collective agreement.

**CLASS: Offset Duplicator Operator**

Step	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 (\$)
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 <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 (\$)
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

<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 collective agreement.

**CLASS: Data Processing Operator**

Step	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 (\$)
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 Assistant**

Step	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 (\$)
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

<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 collective agreement.

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

Step	Rate <sup>2</sup> to 2010-04-01 (\$)	Rate <sup>2</sup> to 2010-12-31 (\$)	Rate <sup>2</sup> to 2011-04-01 (\$)	Rate <sup>1</sup> to 2012-04-01 (\$)	Rate <sup>1</sup> to 2013-04-01 (\$)	Rate <sup>1</sup> 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

<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 collective agreement.

<sup>2</sup> The rates shown 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 <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 (\$)
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

<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 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 <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 (\$)
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

<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 collective agreement.

3.2. Appendix "3" - Salary Rates - is replaced by the following:

### APPENDIX "3"

#### SALARY RATES

<u>Classes</u>	Rate	Rate	Rate <sup>1</sup>	Rate <sup>1</sup>	Rate <sup>1</sup>
	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

<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 collective agreement.

**SALARY RATES (CONTINUED)**

<u>Classes</u>	Rate to 2010-04-01 (\$)	Rate to 2010-12-31 (\$)	Rate to 2011-04-01 (\$)	Rate <sup>1</sup> to 2012-04-01 (\$)	Rate <sup>1</sup> to 2013-04-01 (\$)	Rate <sup>1</sup> 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

**CLASS: Prevention and Security Officer**

Step	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 (\$)
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

<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 collective agreement.



**CLASS: Stationary Engineer**

<u>Classes</u>	Rate	Rate	Rate <sup>1</sup>	Rate <sup>1</sup>	Rate <sup>1</sup>
	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 <sup>2</sup>	16.99	17.12	17.29	17.59	17.94

**Class: Security Attendant**

Step	Rate	Rate	Rate <sup>1</sup>	Rate <sup>1</sup>	Rate <sup>1</sup>
	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

<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 collective agreement.

<sup>2</sup> Reserved for Mechanics Helpers.

- 3.3. Appendix "4" - Salary Rates for the Student Employee is replaced by the following:

### 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**  
**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**  
**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 collective agreement.

**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 <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:**      **Administrative Support Agent, class II**  
**Administrative Support Agent, class I**  
**Administrative Support Agent, principal class**  
**Sociocultural or Sports Activities Counsellor**  
**Storekeeper, class II**  
**Storekeeper, class I**  
**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 <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

<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 collective agreement.

**CLASS: Sociocultural or Sports Activities Leader<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 collective 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>Prevention and Security Officer</b> <b>Residence Caretaker</b> <b>Light Vehicle 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>Electrician, principal class</b> <b>Gardener</b> <b>Labourer</b> <b>Equipment Maintenance Mechanic</b> <b>Stationary Engineer (classes I to XX)</b> <b>Carpenter</b> <b>Certified Maintenance Worker</b> <b>Painter</b> <b>Security Attendant</b> <b>Pipe Fitter</b>
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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 collective agreement.

- 3.4. Appendix "11" – Employment Class Categories for the Purpose of Assigning the Employee on Availability – is replaced by the following:

**APPENDIX "11"**

**EMPLOYMENT CLASS CATEGORIES FOR THE PURPOSE OF ASSIGNING THE  
EMPLOYEE ON AVAILABILITY**

- CATEGORY A:**
- Laboratory Attendant
  - Dental Hygienist
  - Offset Duplicator Operator
  - Offset Duplicator Operator, principal class
  - Data Processing Operator
  - Test Bed Technician
  - Certified Aeronautics Maintenance Technician
  - Aeronautics Maintenance Technician
  - Graphic Arts Technician
  - Audio-visual Technician
  - Building Services Technician
  - Documentation Technician
  - Special Education Technician
  - Electronics Technician
  - Mechanical Production Technician
  - Data Processing Technician
  - Data Processing Technician, principal class
  - Recreational Activities Technician
  - Social Work Technician
  - Laboratory Technician
- CATEGORY B:**
- Administrative Support Agent, class II
  - Administrative Support Agent, class I
  - Administrative Support Agent, principal class
  - Storekeeper, class II
  - Storekeeper, class I
  - Administrative Assistant
  - Administration Technician
  - Information Technician

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

**CATEGORY D:** Attendant for Disabled Students  
Sociocultural or Sports Activities Leader  
Sociocultural or Sports Activities Counsellor  
Day Camp Counsellor  
Swimming Pool Supervisor

**CATEGORY E:** Interpreter

- 3.5. Appendix “13” – Appendix Relating to the Working Conditions Applicable to the Swimming Pool Supervisors, Sports and Swimming Leaders and Sports Activity Counsellors of the Collège Édouard-Montpetit Sports Centre – is replaced by the following:

**APPENDIX “13”**

**APPENDIX RELATING TO THE WORKING CONDITIONS APPLICABLE TO SWIMMING POOL SUPERVISORS, OR SOCIOCULTURAL OR SPORTS ACTIVITIES LEADERS, OR SOCIOCULTURAL OR SPORTS ACTIVITIES COUNSELLORS OF THE COLLÈGE ÉDOUARD-MONTPETIT**

This appendix shall modify some of the provisions of the collective agreement when applicable to the Swimming Pool Supervisors, Sports and Swimming Leaders and Sports Activity Counsellors of the Collège Édouard-Montpetit Sports Centre.

The national parties agree on the following modifications:

1. Clause 1-1.21 shall be replaced by the following:

**1-1.21 – Part-time Employee**

Employee whose average number of working hours per week on an annual basis is equal to or less than the number of hours provided for in clause 7-1.01. The duties may be carried out in more than one of the employment classes aforementioned. The salary is based on the number of hours worked in each of these employment classes.



2. Clause 6-6.02 shall be replaced by the following:

**6-6.02 – Evening Shift Premium**

An employee who works between 6 p.m. and midnight shall be entitled, for each hour actually worked, provided that the hours worked are not paid at the overtime rate, to the evening shift premium whose rates, increased according to the provisions of clause 6-6.01, are as follows:

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 (\$)
\$0.64 / h	\$0.64 / h	\$0.65 / h	\$0.66 / h	\$0.67 / h

3. Article 7-2.00 shall be replaced by the following:

**7-2.01**

The regular workweek shall consist of five (5) consecutive working days followed by two (2) consecutive days off.

**7-2.02**

The College shall determine or change the working schedules. The schedule shall be established for at least one term.

During the term, the schedules may be modified for unusual reasons after consulting the employee concerned at least five (5) days in advance. During the application of modifications to the work schedule for unusual reasons, the employee assuming family responsibilities within the meaning of the *Act respecting Labour Standards* (R.S.Q., c.N-1.1) may argue on this ground in order to circumvent a work schedule modification for unusual reasons. In such cases, the employee shall provide to the College, upon request, a document attesting to these responsibilities.

Notwithstanding the preceding paragraph, if the need cannot be met by modifying the work schedule for unusual reasons of another employee, the College may modify the work schedule of the employee(s) who assume family responsibilities.

**7-2.03**

The College may not schedule split shifts without having first reached an agreement with the employee(s) concerned and the Union.

<sup>1</sup> The rates 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 collective agreement.

**7-2.04**

A minimum of twelve (12) elapsed hours between the end and the beginning of a normal working day is required.

**7-2.05**

Subject to the qualifications and other requirements of the College, before offering any work hours to an occasional employee or student employee, the College shall raise to thirty-five (35) hours the week of the part-time employee covered by clause 1-1.21 of this appendix who is willing to complete his regular workweek. The same shall apply during the semester, when individual work schedules so allow.

**7-2.06**

For the purpose of applying article 7-2.00 of this appendix, the terms shall correspond to those of the schedule of activities of the Sports Centre.

4. Article 7-9.00 Apparel and Uniforms shall be replaced by the following:

**Article 7-9.00 – Apparel and Uniforms****7-9.01**

The College shall pay the employee referred to in clause 1-1.21 of this appendix an annual allowance for the apparel and uniforms required for the performance of their duties. This allowance shall be set according to the following amounts:

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 (\$)
\$124 / year	\$125 / year	\$126 / year	\$128 / year	\$131 / year

This allowance is increased as of the same date and at the same percentage as determined in the 2<sup>nd</sup> and 3<sup>rd</sup> paragraphs of clauses 6-7.03 to 6-7.05, and clause 6-7.06 of the agreement.

5. The parties may agree by local agreement to modify this appendix, with the exception of the provisions regarding premiums and quanta of working hours.

<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 collective agreement.

3.6. Appendix “16” – Classification Plan of the Support Personnel of the General and Vocational Colleges – is replaced by the following:

**APPENDIX “16”**

**CLASSIFICATION PLAN <sup>1</sup> OF THE SUPPORT PERSONNEL OF THE GENERAL AND VOCATIONAL COLLEGES**

2012 edition and all subsequent amendments.

List of employment classes included in the collective agreement of the Colleges support personnel (CSQ).

C-746	Attendant for Disabled Students
C-910	Prevention and Security Officer
C-505	Administrative Support Agent, class I
C-506	Administrative Support Agent, class II
C-503	Administrative Support Agent, principal class
C-911	Trades Helper
C-902	Domestic Helper
C-903	Kitchen General Helper
C-431	Sociocultural or Sports Activities Leader
C-701	Laboratory Attendant
C-905	Residence Caretaker
C-925	Light Vehicle Driver
C-926	Heavy Vehicle Driver
C-915	Cook, class I
C-916	Cook, class II
C-917	Cook, class III
C-716	Cabinetmaker
C-702	Electrician
C-704	Electrician, principal class
C-417	Dental Hygienist
C-421	Interpreter
C-907	Gardener
C-620	Storekeeper, class I
C-621	Storekeeper, class II
C-934	Labourer
C-719	Equipment Maintenance Mechanic
C-726 to 745	Stationary Engineer
C-707	Carpenter
C-432	Sociocultural or Sports Activities Counsellor
C-430	Day Camp Counsellor

<sup>1</sup> The contents of the Classification Plan, which is issued by the national employer party, are part of a separate document.

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C-703	Offset Duplicator Operator
C-700	Offset Duplicator Operator, principal class
C-755	Data Processing Operator
C-708	Certified Maintenance Worker
C-709	Painter
C-908	Security Attendant
C-606	Administrative Assistant
C-753	Swimming Pool Supervisor
C-840	Certified Aeronautics Maintenance Technician
C-419	Test Bed Technician
C-830	Aeronautics Maintenance Technician
C-405	Administration Technician
C-409	Graphic Arts Technician
C-406	Audio-visual Technician
C-413	Building Services Technician
C-401	Documentation Technician
C-424	Special Education Technician
C-411	Electronics Technician
C-416	Mechanical Production Technician
C-414	Information Technician
C-403	Data Processing Technician
C-402	Data Processing Technician, principal class
C-407	Recreational Activities Technician
C-418	Social Work Technician
C-404	Laboratory Technician
C-706	Pipe Fitter

- 3.7. Appendix "25" – Appendix Relating to the Working Conditions Applicable to the Swimming Pool Supervisors, Sports and Swimming Leaders and Sports Activity Counsellors of the Collège de Sherbrooke Sports Centre – is replaced with the following:

**APPENDIX "25"**

**APPENDIX RELATING TO THE WORKING CONDITIONS APPLICABLE TO  
SOCIOCULTURAL OR SPORTS ACTIVITIES LEADERS, OR SOCIOCULTURAL OR  
SPORTS ACTIVITIES COUNSELLORS OF THE COLLÈGE DE SHERBROOKE  
SPORTS CENTRE**

This appendix shall modify some of the provisions of the collective agreement when applicable to the Sociocultural or Sports Activities Leaders and Sociocultural or Sports Activities Counsellors of the Collège de Sherbrooke Sports Centre.

The national parties agree on the following modifications:

1. Clause 1-1.20 is replaced by the following:

**1-1.20 Full-time Employee**

Employee who works the number of hours provided for in clause 7-1.01 for his class or classes of employment. The duties may be carried out in more than one of the aforementioned employment classes. The salary is based on the number of hours worked in each of these employment classes.

2. Clause 1-1.21 shall be replaced by the following:

**1-1.21 Part-time Employee**

Employee who works regularly each week a number of hours less than the normal hours provided for in clause 7-1.01 for his class of employment. If, in exceptional cases, this employee works the total number of hours provided for in clause 7-1.01 for his class of employment, he, nevertheless, maintains his status as a part-time employee. The duties may be carried out in more than one of the aforementioned employment classes. The salary is based on the number of hours worked in each of these employment classes.

3. Clause 4-1.09 shall be added as follows:

**4-1.09**

The College shall post, no later than May 15 of each year, the list, by field of activity, of hours worked by or paid to occasional employees or students of the Sports Centre. The list will cover the period from May 1 of the previous year to April 30 of the current year.

The list shall be forwarded to the Union.

4. Article 5-1.00 shall be modified with the addition of clause 5-1.18 as follows:

**5-1.18 Hiring of an Employee not Targeted in Clause 1-1.24**

Before each semester at the Sports Centre, as of the beginning of the period of registration, the College shall post the job offers for a period of ten (10) working days.

A copy of these job offers shall be forwarded to the Union.

An employee may apply in writing for a position no later than the last working day of the posting.

The College shall choose the employee with the greatest number of hours worked or paid as an occasional employee or student during the twelve (12) months prior to the posting and whose qualifications satisfy the requirements of the activity. However, the College may withdraw the privilege provided for in this paragraph from an incumbent by giving its motives in writing, with a copy to the Union.

5. Clause 6-6.02 shall be replaced by the following:

**6-6.02 Evening Shift Premium**

An employee who works between 8 P.M. and midnight shall be entitled, for each hour actually worked, provided that the hours worked are not paid at the overtime rate, to the evening shift premium which provides increased rates according to the provisions of clause 6-6.01 as follows:

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 (\$)
\$0.64 / h	\$0.64 / h	\$0.65 / h	\$0.66 / h	\$0.67 / h

<sup>1</sup> The rates 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 collective agreement.

6. Article 7-2.00 shall be replaced by the following:

**7-2.01**

The regular workweek shall consist of five (5) consecutive working days followed by two (2) consecutive days off.

**7-2.02**

The College shall determine or change the work schedules. The schedule shall be established for at least one semester.

During the semester, the schedules may be modified for unusual reasons after consulting the employee concerned at least seven (7) days in advance. During the application of ad hoc work schedule modifications, the employee assuming family responsibilities within the meaning of the *Act respecting Labour Standards* (R.S.Q., c.N-1.1) may argue on this ground in order to circumvent an ad hoc work schedule modification. In such cases, the employee shall provide the College, upon request, with a document attesting to these responsibilities.

Notwithstanding the preceding paragraph, if the need cannot be met by modifying the work schedule of another employee on an ad hoc basis, the College may modify the work schedule of the employee(s) who assumes family responsibilities.

**7-2.03**

The College may not schedule split shifts without having first reached an agreement with the employee(s) concerned. In such cases, a copy of the agreement shall be forwarded to the Union.

**7-2.04**

A minimum of twelve (12) hours is required between the end of a normal working day and the beginning of the next normal working day.

**7-2.05**

Subject to the qualifications and other requirements of the College, before offering any work hours to an occasional employee or student employee, the College shall raise to thirty-five (35) hours the week of the part-time employee who is willing to complete his regular workweek. The same shall apply during the semester, when the employee's work schedule so allows.

**7-2.06**

For the purpose of applying article 7-2.00 of this appendix, the semesters shall correspond to those of the schedule of activities of the Sports Centre.

7. Article 7-9.00 shall be replaced by the following:

**Article 7-9.00 Apparel and Uniforms**

**7-9.01**

The College shall pay the employee referred to in clause 1-1.24 of this appendix an annual allowance for the apparel and uniforms required for the performance of their duties. This allowance shall be set according to the following amounts:

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
\$124 / year	\$125 / year	\$126 / year	\$128 / year	\$131 / year

This indemnity is increased as of the same date and at the same percentage as determined in clauses 6-7.01 to 6-7.06 of the agreement.

8. The parties may agree by local agreement to modify this appendix, with the exception of the provisions regarding premiums.

<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 collective agreement.



- 3.8. Appendix “28” – Integration Mechanisms in Case of a Modification to the Classification Plan For College Support Personnel, 2007 Edition – is replaced by the following:

**APPENDIX “28”**

**INTEGRATION MECHANISMS IN CASE OF A MODIFICATION TO THE  
CLASSIFICATION PLAN FOR COLLEGE SUPPORT PERSONNEL, 2012 EDITION**

In the event of a modification to the Classification Plan, the national parties shall meet to agree on integration mechanisms, if necessary, for employment classes that are modified, created or abolished.

4. Clause 1-1.26

- 4.1. Clause 1-1.26 of the collective agreement shall be replaced by the following:

**1-1.26 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* (2012 Edition and all subsequent amendments) as it appears in Appendix “16”.

## 5. Coming into Force

This letter of agreement shall apply upon the coming into force of the 2012 Classification Plan.

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

(Reproduction of the signed document)

**EN FOI DE QUOI**, les parties nationales ont signé à Québec ce 24<sup>e</sup> jour du mois de Mai 2012.

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

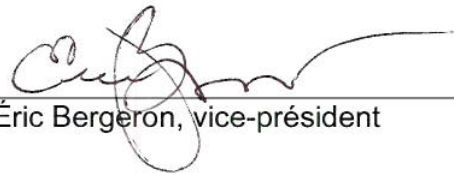


Gilles Lapointe, président par intérim

**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



Éric Bergeron, vice-président



Christian Champagne, vice-président  
aux affaires administratives