

**LETTER OF AGREEMENT 2005-2010 – NUMBER 06**

**BETWEEN**

ON THE ONE HAND,

**THE FÉDÉRATION NATIONALE DES ENSEIGNANTES ET DES ENSEIGNANTS DU QUÉBEC  
(FNEEQ (CSN))**

**AND**

ON THE OTHER HAND,

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

**CONCERNING THE SALARY RATES AND SCALES OF PROFESSORS OF CEGEPS  
AS OF THE 2003-2004 CONTRACT YEAR**

**In accordance with the application of Appendix VI – 3 dealing with the salary structure and salary scales, the provincial parties agree to amend the 2005-2010 collective agreement in the following manner:**

- 01.** The salary scales and hourly rates found in Tables A and B of Appendix VI - 1 are repealed and replaced by the following Tables A-1 and B-1:

**TABLE A-1**

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

Step <sup>(1)</sup>	Rates <sup>(4)</sup>	Rates	Rates	Rates	Rates	Rates	Rates <sup>(6)</sup>	Rates
	until 2005-11-19	2005-11-20 to 2006-11-20	2006-11-21 to 2006-11-30	2006-12-01 to 2007-09-30	2007-10-01 to 2007-11-20	2007-11-21 until <sup>(5)</sup>	2009-05-31 until	as of 2009-06-01
1	33 695	33 695	33 695	34 369	35 056	35 056	35 757	36 472
2	34 945	34 945	34 945	35 644	36 357	36 357	37 084	37 826
3	36 196	36 196	36 196	36 920	37 658	37 658	38 411	39 179
4	37 644	37 646	37 648	38 401	39 169	39 171	39 954	40 753
5	39 206	39 225	39 244	40 029	40 830	40 850	41 667	42 500
6	40 837	40 875	40 913	41 732	42 567	42 606	43 458	44 327
7	42 533	42 591	42 649	43 502	44 372	44 432	45 321	46 227
8	44 303	44 382	44 461	45 351	46 258	46 341	47 268	48 213
9	46 141	46 243	46 345	47 272	48 217	48 324	49 290	50 276
10	48 059	48 186	48 314	49 280	50 266	50 399	51 407	52 435
11	50 056	50 210	50 364	51 371	52 398	52 559	53 610	54 682
12	52 136	52 319	52 502	53 552	54 623	54 815	55 911	57 029
13	54 302	54 516	54 731	55 825	56 942	57 166	58 309	59 475
14	56 554	56 801	57 049	58 190	59 354	59 613	60 805	62 021
15	58 907	59 190	59 474	60 664	61 877	62 174	63 417	64 685
16	61 354	61 675	61 998	63 238	64 503	64 840	66 137	67 460
17	63 904	64 267	64 632	65 924	67 242	67 621	68 973	70 352
18 <sup>(2-3)</sup>	65 310	65 557	65 805	67 121	68 463	68 720	70 094	71 496
19 <sup>(3)</sup>	66 747	66 873	67 000	68 340	69 707	69 837	71 234	72 659
20 <sup>(3)</sup>	68 216	68 216	68 216	69 580	70 972	70 972	72 391	73 839

- (1) The professor shall be assigned the step corresponding to his or her experience, increased by:
- 2 steps in the case of the professors whose schooling is evaluated at 17 years;
  - 4 steps in the case of the professors whose schooling is evaluated at 18 years;
  - 6 steps in the case of the professors whose schooling is evaluated at 19 years;
  - 8 steps in the case of the professors whose schooling is evaluated at 19 years or more and who has a doctorate.
- (2) Step 18 is accessible to professors with a master's degree in the subject taught or in a related subject useful to the subject indicated in their contract.
- (3) Steps 18, 19 and 20 are accessible to professors who have 19 years of schooling or more and a doctorate.
- (4) As of the first day of the 2005-2006 contract year
- (5) Until the last day of the 2007-2008 contract year
- (6) As of the first day of the 2008-2009 contract year

**TABLE B-1**  
**HOURLY RATES OF HOURLY PAID PROFESSORS**

<u>Period</u>	<u>16 years or less</u>	<u>17 years and 18 years</u>	<u>19 years or more</u>
from Nov. 20, 2005 to Sept. 30, 2006	\$55.13	\$63.99	\$76.95
from October 1, 2006 to Nov. 20, 2006	\$56.23	\$65.27	\$78.49
from Nov. 21, 2006 to July 31, 2007	\$56.33	\$65.47	\$78.87
from Aug. 1, 2007 to Nov. 20, 2007	\$57.46	\$66.78	\$80.45
from Nov. 21, 2007 to June 14, 2008	\$57.56	\$66.98	\$80.84
from June 15, 2008 to March 31, 2009	\$58.71	\$68.32	\$82.46
as of April 1, 2009	\$59.88	\$69.69	\$84.11

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

02. The salary scales found in Table D of Appendix III - 1 are repealed and replaced by the following Table D-1:

**TABLE D-1**  
**ANNUAL SALARY SCALES OF**  
**AERONAUTICS INSTRUCTORS<sup>(1-2-3)</sup>**

Class	Step	Rates	Rates	Rates	Rates	Rates	Rates
		2006-10-01 to 2006-11-20	2006-11-21 to 2007-07-31	2007-08-01 to 2007-11-20	2007-11-21 to 2008-06-14	2008-06-15 to 2009-03-31	2009-04-01 as of
I	1	42907	43114	43976	44188	45072	45973
I	2	43855	44067	44948	45165	46068	46989
I	3	44928	45145	46048	46270	47195	48139
I	4	46013	46235	47160	47388	48336	49303
I	5	47176	47404	48352	48585	49557	50548
I	6	48392	48626	49599	49839	50836	51853
I	7	49626	49866	50863	51109	52131	53174
II	1	50169	50411	51419	51667	52700	53754
II	2	51138	51385	52413	52666	53719	54793
II	3	52214	52466	53515	53773	54848	55945
II	4	53319	53576	54648	54912	56010	57130
II	5	54464	54727	55822	56092	57214	58358
II	6	55675	55944	57063	57339	58486	59656
II	7	56950	57225	58370	58652	59825	61022
III	1	57417	57694	58848	59132	60315	61521
III	2	58445	58727	59902	60191	61395	62623
III	3	59502	59789	60985	61279	62505	63755
III	4	60649	60942	62161	62461	63710	64984
III	5	61812	62110	63352	63658	64931	66230
III	6	63062	63367	64634	64946	66245	67570
III	7	64676	64988	66288	66608	67940	69299
IV	1	65145	65460	66769	67091	68433	69802
IV	2	65627	65944	67263	67588	68940	70319
IV	3	66100	66419	67747	68074	69435	70824
IV	4	66668	66990	68330	68660	70033	71434
IV	5	67293	67618	68970	69303	70689	72103

1. Classes I and II shall apply to the position of dispatcher, and advancement shall be uninterrupted up to Class II, Step 7.
2. Classes I, II and III shall apply to ground instructors, flight instructors and simulator instructors, and advancement shall be uninterrupted up to Class III, Step 7.
3. Classes II, III and IV shall apply to helicopter flight instructors, and advancement shall be uninterrupted up to Class IV, Step 5.

**03.** Numbers 5. and 6. of article 07. of Appendix III – 1 are repealed and replaced by the following:

5. When a professor is required to work overtime or as a substitute at the College's request, he/she shall be remunerated, according to his/her choice, in one of the following ways:

Class	Rates					
	Rates 2006-10-01 to 2006-11-20	Rates 2006-11-21 to 2007-07-31	Rates 2007-08-01 to 2007-11-20	Rates 2007-11-21 to 2008-06-14	Rates 2008-06-15 to 2009-03-31	Rates as of 2009-04-01
I	\$35.23	\$35.40	\$36.11	\$36.28	\$37.01	\$37.75
II	\$41.18	\$41.38	\$42.21	\$42.41	\$43.26	\$44.13
III	\$47.99	\$48.22	\$49.18	\$49.42	\$50.41	\$51.42
IV	\$52.53	\$52.78	\$53.84	\$54.10	\$55.18	\$56.28

or

the equivalent in time off upon agreement between the College and the professor. This rate shall also be applicable to hourly paid professors.

6. Professors in continuing education shall be remunerated as follows:

Class	Rates					
	Rates 2006-10-01 to 2006-11-20	Rates 2006-11-21 to 2007-07-31	Rates 2007-08-01 to 2007-11-20	Rates 2007-11-21 to 2008-06-14	Rates 2008-06-15 to 2009-03-31	Rates as of 2009-04-01
I	\$52.31	\$52.56	\$53.61	\$53.87	\$54.95	\$56.05
II	\$59.85	\$60.14	\$61.34	\$61.64	\$62.87	\$64.13
III	\$59.85	\$60.14	\$61.34	\$61.64	\$62.87	\$64.13
IV	\$71.44	\$71.78	\$73.22	\$73.57	\$75.04	\$76.54

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

**TABLE C**

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

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

Steps	Scale 17 years or less <sup>(1)</sup>	Scale 17 years or less with a master's <sup>(2)</sup>	Scale 18 years <sup>(3)</sup>	Scale 18 years with a master's <sup>(4)</sup>	Scale 19 years <sup>(5)</sup>	Scale 19 years with a master's <sup>(6)</sup>	Scale 19 years or more with a doctorate <sup>(7)</sup>
1	33 695	33 695	38 964	38 964	41 982	41 982	46 510
2	34 945	34 945	40 272	40 272	43 361	43 361	47 742
3	36 196	36 196	41 624	41 624	44 775	44 775	49 142
4	37 452	37 452	43 020	43 020	46 254	46 254	50 673
5	38 778	38 778	44 463	44 463	47 813	47 813	52 283
6	40 155	40 155	45 956	45 956	49 389	49 389	53 912
7	41 578	41 578	47 497	47 497	51 039	51 039	55 617
8	43 054	43 054	49 092	49 092	52 733	52 733	57 368
9	44 581	44 581	50 739	50 739	54 516	54 516	59 208
10	46 162	46 162	52 442	52 442	56 343	56 343	60 896
11	47 799	47 799	54 201	54 201	58 249	58 249	62 656
12	49 494	49 494	56 020	56 020	59 418	60 001	64 443
13	51 249	51 249	57 900	57 900	60 650	61 246	65 680
14	53 065	53 065	59 069	59 649	61 896	62 504	66 932
15	54 948	54 948	60 264	60 856	63 527	63 795	68 216
16	56 896	56 896					
17	58 915	58 915					
18		59 493					

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

**TABLE E**  
**HOURLY RATES**  
**OF HOURLY PAID PROFESSORS**

<b>Class</b>	<b>Rates</b>	<b>Rates</b>	<b>Rates</b>	<b>Rates</b>	<b>Rates</b>	<b>Rates</b>
	<b>2003-07-01</b> <b>to</b> <b>2003-11-20</b>	<b>2003-11-21</b> <b>to</b> <b>2004-06-30</b>	<b>2004-07-01</b> <b>to</b> <b>2004-11-20</b>	<b>2004-11-21</b> <b>to</b> <b>2005-06-30</b>	<b>2005-07-01</b> <b>to</b> <b>2005-11-19</b>	<b>2005-11-20</b> <b>to</b> <b>2006-09-30</b>
16 years or less	\$53.48	\$53.58	\$54.25	\$54.35	\$55.03	\$55.13
17 years and 18 years	\$60.67	\$60.75	\$62.00	\$62.54	\$63.80	\$63.99
19 years or more	\$71.50	\$71.50	\$73.29	\$73.29	\$76.58	\$76.95

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

06. Appendix III-1 of the 2005-2010 collective agreement is also amended by adding the salary scales applicable to aeronautics instructors as of the first day of the 2003-2004 year up to those applicable as of November 20, 2005, found in the following Table F:

**TABLE F**  
**ANNUAL SALARY SCALES OF AERONAUTICS INSTRUCTORS**<sup>(1-2-3)</sup>

Class	Step	Rates (4)	Rates	Rates	Rates	Rates	Rates
			2003-11-21 to 2004-06-30	2004-07-01 to 2004-11-20	2004-11-21 to 2005-06-30	2005-07-01 to 2005-11-19	2005-11-20 to 2006-09-30
I	1	40 311	40 506	41 081	41 279	41 864	42 066
I	2	41 199	41 398	41 986	42 189	42 788	42 995
I	3	42 208	42 412	43 014	43 222	43 835	44 047
I	4	43 227	43 436	44 053	44 266	44 894	45 111
I	5	44 320	44 534	45 166	45 384	46 029	46 251
I	6	45 462	45 682	46 331	46 555	47 215	47 443
I	7	46 623	46 848	47 513	47 742	48 419	48 653
II	1	47 132	47 360	48 033	48 265	48 949	49 185
II	2	48 042	48 274	48 959	49 195	49 894	50 135
II	3	49 053	49 290	49 990	50 231	50 944	51 190
II	4	50 091	50 333	51 048	51 295	52 023	52 274
II	5	51 165	51 412	52 142	52 394	53 139	53 396
II	6	52 305	52 558	53 304	53 561	54 321	54 583
II	7	53 502	53 760	54 524	54 787	55 565	55 833
III	1	53 941	54 201	54 971	55 236	56 020	56 291
III	2	54 907	55 172	55 955	56 225	57 024	57 299
III	3	55 900	56 170	56 968	57 243	58 055	58 335
III	4	56 978	57 253	58 066	58 346	59 174	59 460
III	5	58 070	58 350	59 179	59 465	60 309	60 600
III	6	59 244	59 530	60 375	60 667	61 528	61 825
III	7	60 761	61 054	61 921	62 220	63 103	63 408
IV	1	61 202	61 498	62 371	62 672	63 561	63 868
IV	2	61 654	61 952	62 832	63 135	64 031	64 340
IV	3	62 098	62 398	63 284	63 590	64 493	64 804
IV	4	62 633	62 935	63 828	64 136	65 047	65 361
IV	5	63 220	63 525	64 427	64 738	65 657	65 974

1. Classes I and II shall apply to the position of dispatcher, and advancement shall be uninterrupted up to Class II, Step 7.
2. Classes I, II and III shall apply to ground instructors, flight instructors and simulator instructors, and advancement shall be uninterrupted up to Class III, Step 7.
3. Classes II, III and IV shall apply to helicopter flight instructors, and advancement shall be uninterrupted up to Class IV, Step 5.
4. As of the first day of the 2003-2004 contract year

The Appendix is also amended by adding the hourly rates applicable to aeronautics instructors as of July 1, 2003 up to those applicable as of November 20, 2005.

**AERONAUTICS INSTRUCTORS  
AERONAUTICS INSTRUCTORS – OVERTIME AND SUBSTITUTION**

Class	Rates	Rates	Rates	Rates	Rates	Rates
	2003-07-01 to 2003-11-20	2003-11-21 to 2004-06-30	2004-07-01 to 2004-11-20	2004-11-21 to 2005-06-30	2005-07-01 to 2005-11-19	2005-11-20 to 2006-09-30
I	\$33.09	\$33.25	\$33.73	\$33.89	\$34.37	\$34.54
II	\$38.69	\$38.88	\$39.43	\$39.62	\$40.18	\$40.37
III	\$45.08	\$45.30	\$45.94	\$46.16	\$46.82	\$47.05
IV	\$49.35	\$49.59	\$50.29	\$50.53	\$51.25	\$51.50

**AERONAUTICS INSTRUCTORS – CONTINUING EDUCATION**

Class	Rates	Rates	Rates	Rates	Rates	Rates
	2003-07-01 to 2003-11-20	2003-11-21 to 2004-06-30	2004-07-01 to 2004-11-20	2004-11-21 to 2005-06-30	2005-07-01 to 2005-11-19	2005-11-20 to 2006-09-30
I	\$49.14	\$49.38	\$50.08	\$50.32	\$51.03	\$51.28
II	\$56.23	\$56.50	\$57.31	\$57.59	\$58.40	\$58.68
III	\$56.23	\$56.50	\$57.31	\$57.59	\$58.40	\$58.68
IV	\$67.11	\$67.43	\$68.39	\$68.72	\$69.70	\$70.04

**07. Salary adjustments and retroactive amounts owing:**


For the periods covered by this agreement, the salary adjustments, including the adjustments relating to any form of benefit, and the retroactive amounts based on the salary scales found in **Tables A-1, B-1, C, D-1, E and F** of this agreement shall be paid by the College within sixty (60) working days of the signing of this agreement to all professors in the employ of the College on the date on which this agreement is signed.

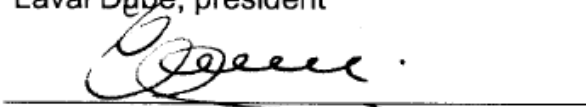
These provisions also apply to the professors in the employ of the College between *July 1, 2003* and the date on which this agreement is signed.

(Reproduction of the signed document)

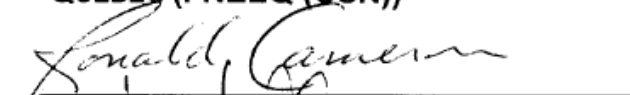
EN FOI DE QUOI, les parties nationales ont signé à Québec, ce 22<sup>e</sup> jour du mois de février 2007.

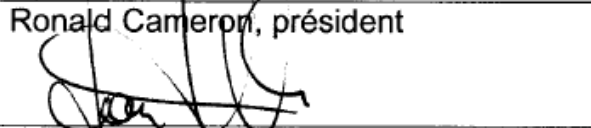
**POUR LE COMITÉ PATRONAL DE  
NÉGOCIATION DES COLLÈGES (CPNC)**

  
Laval Dubé, président

  
Alain Lavoie, vice-président

**POUR LA FÉDÉRATION NATIONALE DES  
ENSEIGNANTES ET DES ENSEIGNANTS DU  
QUÉBEC (FNEEQ (CSN))**

  
Ronald Cameron, président

  
Jean Trudelle, 2<sup>e</sup> vice-président