

LETTER OF AGREEMENT 2010-2015 – NUMBER 06

BETWEEN, ON THE ONE HAND:

THE FÉDÉRATION DU PERSONNEL DE SOUTIEN DE L'ENSEIGNEMENT SUPÉRIEUR, ON BEHALF OF  
THE UNIONS REPRESENTING THE COLLEGE SUPPORT PERSONNEL (FPSÉS-CSQ)

AND

ON THE OTHER HAND,

LE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

CONCERNING THE INCREASE TO SALARY RATES AND SCALES AND TO PREMIUMS  
AND THE REPLACEMENT OF APPENDICES “2”, “3” AND “4”  
AND MODIFICATIONS TO APPENDICES “13”, “21” AND “25”

**WHEREAS** the publication, on November 19, 2012, of the Statistics Canada data regarding Québec's nominal gross domestic product (GDP) for the year 2011;

**WHEREAS** the data, in accordance with the second paragraph of clause 6-7.03, provide for an increase of 0.5% of the salary rates and scales in effect on April 1<sup>st</sup>, 2012;

**WHEREAS** the data provide for an increase of 0.5% of the premiums in effect on April 1<sup>st</sup>, 2012;

**The provincial parties agree on the following provisions:**

- 1) In accordance with the second paragraph of clause 6-7.03, an increase of 0.5% shall be made to the salary rates and scales in effect on April 1<sup>st</sup>, 2012.

This increase shall be applied on the salary of employees within sixty (60) days following November 19, 2012, the publication date of Statistics Canada data on Québec's nominal GDP for the year 2011.

- 2) In accordance with the agreement, an increase of 0.5% shall be made to the premiums as of the same date and according to the same terms of payment than those provided for in paragraph 1) of the present Letter of Agreement. This increase shall not lead to an increase of the premium rates provided for in clauses 6-6.02 and 6-6.04.

- 3) Appendix "30" of the collective agreement shall apply by making the necessary adjustments.

4) Appendix “2” – Salary Scales – shall be replaced by the following:

**APPENDIX “2”**

**SALARY SCALES**

Administration Technician .....	4
Administrative Secretary .....	19
Administrative Support Agent, class I .....	14
Administrative Support Agent, class II .....	14
Administrative Support Agent, principal class .....	15
Aeronautics Maintenance Technician .....	8
Attendant for Disabled Students .....	20
Audio-visual Technician .....	5
Building Services Technician .....	7
Certified Aeronautics Maintenance Technician .....	8
Data Processing Operator .....	19
Data Processing Technician .....	10
Data Processing Technician, principal class .....	10
Day Camp Counsellor .....	17
Dental Hygienist .....	10
Documentation Technician .....	6
Electronics Technician .....	7
Graphic Arts Technician .....	4
Information Technician .....	9
Interpreter .....	13
Laboratory Attendant .....	16
Laboratory Technician .....	7
Mechanical Production Technician .....	7
Offset Duplicator Operator .....	18
Offset Duplicator Operator, principal class .....	18
Recreational Activities Technician .....	11
Social Work Technician .....	12
Sociocultural or Sports Activities Counsellor .....	17
Sociocultural or Sports Activities Leader .....	15
Special Education Technician .....	12
Storekeeper, class I .....	17
Storekeeper, class II .....	16
Swimming Pool Supervisor .....	20
Test Bed Technician .....	5
Rates of employment classes abolished or integrated	
Storekeeper, principal class .....	21
Electronic Phototypesetter Operator .....	22

**CLASS: Administration Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	17.58	17.89	18.25
2	17.75	17.88	18.15	18.47	18.84
3	18.48	18.62	18.90	19.23	19.61
4	19.12	19.26	19.55	19.89	20.29
5	19.89	20.04	20.34	20.70	21.11
6	20.57	20.72	21.03	21.40	21.83
7	21.42	21.58	21.90	22.28	22.73
8	22.20	22.37	22.71	23.11	23.57
9	23.04	23.21	23.56	23.97	24.45
10	23.91	24.09	24.45	24.88	25.38
11	24.80	24.99	25.36	25.80	26.32
12	25.75	25.94	26.33	26.79	27.33

**CLASS: Graphic Arts Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	17.11	17.41	17.76
2	17.29	17.42	17.68	17.99	18.35
3	18.00	18.14	18.41	18.73	19.10
4	18.63	18.77	19.05	19.38	19.77
5	19.38	19.53	19.82	20.17	20.57
6	20.05	20.20	20.50	20.86	21.28
7	20.87	21.03	21.35	21.72	22.15
8	21.64	21.80	22.13	22.52	22.97
9	22.44	22.61	22.95	23.35	23.82
10	23.29	23.46	23.81	24.23	24.71
11	24.15	24.33	24.69	25.12	25.62
12	25.09	25.28	25.66	26.11	26.63

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**CLASS: Audio-visual Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	16.79	17.08	17.42
2	17.10	17.23	17.49	17.80	18.16
3	17.66	17.79	18.06	18.38	18.75
4	18.31	18.45	18.73	19.06	19.44
5	18.97	19.11	19.40	19.74	20.13
6	19.65	19.80	20.10	20.45	20.86
7	20.33	20.48	20.79	21.15	21.57
8	21.12	21.28	21.60	21.98	22.42
9	21.93	22.09	22.42	22.81	23.27
10	22.74	22.91	23.25	23.66	24.13
11	23.53	23.71	24.07	24.49	24.98
12	24.42	24.60	24.97	25.41	25.92

**CLASS: Test Bed Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	22.11	22.50	22.95
2	22.27	22.44	22.78	23.18	23.64
3	22.92	23.09	23.44	23.85	24.33
4	23.61	23.79	24.15	24.57	25.06
5	24.33	24.51	24.88	25.32	25.83
6	25.04	25.23	25.61	26.06	26.58
7	25.80	25.99	26.38	26.84	27.38
8	26.58	26.78	27.18	27.66	28.21
9	27.36	27.57	27.98	28.47	29.04
10	28.20	28.41	28.84	29.34	29.93

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**CLASS: Documentation Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	17.73	18.04	18.40
2	18.05	18.19	18.46	18.78	19.16
3	18.64	18.78	19.06	19.39	19.78
4	19.33	19.47	19.76	20.11	20.51
5	20.03	20.18	20.48	20.84	21.26
6	20.74	20.90	21.21	21.58	22.01
7	21.45	21.61	21.93	22.31	22.76
8	22.30	22.47	22.81	23.21	23.67
9	23.15	23.32	23.67	24.08	24.56
10	24.00	24.18	24.54	24.97	25.47
11	24.86	25.05	25.43	25.88	26.40
12	25.75	25.94	26.33	26.79	27.33

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

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

Step	Rate	Rate	Rate	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	18.09	18.23	18.50	18.82	19.20
2	18.64	18.78	19.06	19.39	19.78
3	19.23	19.37	19.66	20.00	20.40
4	19.83	19.98	20.28	20.63	21.04
5	20.46	20.61	20.92	21.29	21.72
6	21.06	21.22	21.54	21.92	22.36
7	21.73	21.89	22.22	22.61	23.06
8	22.40	22.57	22.91	23.31	23.78
9	23.09	23.26	23.61	24.02	24.50
10	23.81	23.99	24.35	24.78	25.28
11	24.55	24.73	25.10	25.54	26.05
12	25.31	25.50	25.88	26.33	26.86

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**Class: Aeronautics Maintenance Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	17.49	17.80	18.16
2	17.60	17.73	18.00	18.32	18.69
3	18.16	18.30	18.57	18.89	19.27
4	18.79	18.93	19.21	19.55	19.94
5	19.45	19.60	19.89	20.24	20.64
6	20.04	20.19	20.49	20.85	21.27
7	20.71	20.87	21.18	21.55	21.98
8	21.41	21.57	21.89	22.27	22.72
9	22.14	22.31	22.64	23.04	23.50
10	22.27	22.44	22.78	23.18	23.64
11	22.92	23.09	23.44	23.85	24.33

**CLASS: Certified Aeronautics Maintenance Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	23.61	24.02	24.50
2	23.81	23.99	24.35	24.78	25.28
3	24.55	24.73	25.10	25.54	26.05
4	25.31	25.50	25.88	26.33	26.86

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.



**CLASS: Information Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	17.08	17.38	17.73
2	17.38	17.51	17.77	18.08	18.44
3	17.95	18.08	18.35	18.67	19.04
4	18.62	18.76	19.04	19.37	19.76
5	19.29	19.43	19.72	20.07	20.47
6	19.98	20.13	20.43	20.79	21.21
7	20.66	20.81	21.12	21.49	21.92
8	21.47	21.63	21.95	22.33	22.78
9	22.30	22.47	22.81	23.21	23.67
10	23.13	23.30	23.65	24.06	24.54
11	23.94	24.12	24.48	24.91	25.41
12	24.83	25.02	25.40	25.84	26.36

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**CLASSES: Dental Hygienist  
Data Processing Technician**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	19.34	19.68	20.07
2	19.56	19.71	20.01	20.36	20.77
3	20.16	20.31	20.61	20.97	21.39
4	20.86	21.02	21.34	21.71	22.14
5	21.53	21.69	22.02	22.41	22.86
6	22.22	22.39	22.73	23.13	23.59
7	22.93	23.10	23.45	23.86	24.34
8	23.70	23.88	24.24	24.66	25.15
9	24.49	24.67	25.04	25.48	25.99
10	25.27	25.46	25.84	26.29	26.82
11	26.10	26.30	26.69	27.16	27.70
12	26.97	27.17	27.58	28.06	28.62

**CLASS: Data Processing Technician, principal class**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	23.13	23.53	24.00
2	23.41	23.59	23.94	24.36	24.85
3	24.15	24.33	24.69	25.12	25.62
4	25.01	25.20	25.58	26.03	26.55
5	25.86	26.05	26.44	26.90	27.44
6	26.71	26.91	27.31	27.79	28.35
7	27.72	27.93	28.35	28.85	29.43
8	28.69	28.91	29.34	29.85	30.45
9	29.71	29.93	30.38	30.91	31.53

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 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 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	19.17	19.51	19.90
2	19.33	19.47	19.76	20.11	20.51
3	19.93	20.08	20.38	20.74	21.15
4	20.55	20.70	21.01	21.38	21.81
5	21.22	21.38	21.70	22.08	22.52
6	21.84	22.00	22.33	22.72	23.17
7	22.52	22.69	23.03	23.43	23.90
8	23.24	23.41	23.76	24.18	24.66
9	23.96	24.14	24.50	24.93	25.43
10	24.66	24.84	25.21	25.65	26.16
11	25.48	25.67	26.06	26.52	27.05
12	26.23	26.43	26.83	27.30	27.85

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**CLASS: 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 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	21.29	21.66	22.09
2	21.45	21.61	21.93	22.31	22.76
3	22.13	22.30	22.63	23.03	23.49
4	22.82	22.99	23.33	23.74	24.21
5	23.55	23.73	24.09	24.51	25.00
6	24.24	24.42	24.79	25.22	25.72
7	25.00	25.19	25.57	26.02	26.54
8	25.77	25.96	26.35	26.81	27.35
9	26.59	26.79	27.19	27.67	28.22
10	27.38	27.59	28.00	28.49	29.06
11	28.26	28.47	28.90	29.41	30.00
12	29.15	29.37	29.81	30.33	30.94

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

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

**CLASS: Interpreter**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	19.94	20.29	20.70
2	20.15	20.30	20.60	20.96	21.38
3	20.78	20.94	21.25	21.62	22.05
4	21.50	21.66	21.98	22.36	22.81
5	22.19	22.36	22.70	23.10	23.56
6	22.88	23.05	23.40	23.81	24.29
7	23.63	23.81	24.17	24.59	25.08
8	24.43	24.61	24.98	25.42	25.93
9	25.21	25.40	25.78	26.23	26.75
10	26.05	26.25	26.64	27.11	27.65
11	26.87	27.07	27.48	27.96	28.52
12	27.77	27.98	28.40	28.90	29.48

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

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

Step	Rate to 2010-04-01 (\$)	Rate to 2010-12-31 (\$)	Rate to 2011-04-01 (\$)	Rate 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	17.17	17.47	17.82
2	17.10	17.20	17.33	17.59	17.90	18.26
3	17.48	17.59	17.72	17.99	18.30	18.67
4	17.90	18.01	18.15	18.42	18.74	19.11

**Class: Administrative Support Agent, class I**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate to 2011-04-01 to 2012-03-31 (\$)	Rate to 2012-04-01 to 2013-03-31 (\$)	Rate <sup>1</sup> to 2013-04-01 to 2014-03-31 (\$)	Rate <sup>1</sup> as of 2014-04-01 (\$)
1	17.63	17.76	18.03	18.35	18.72
2	18.23	18.37	18.65	18.98	19.36
3	18.82	18.96	19.24	19.58	19.97
4	19.50	19.65	19.94	20.29	20.70
5	20.15	20.30	20.60	20.96	21.38

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**Class: Administrative Support Agent, principal class**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	20.23	20.58	20.99
2	20.36	20.51	20.82	21.18	21.60
3	21.01	21.17	21.49	21.87	22.31
4	21.74	21.90	22.23	22.62	23.07
5	22.39	22.56	22.90	23.30	23.77
6	23.00	23.17	23.52	23.93	24.41

**CLASS: Sociocultural or Sports Activities Leader**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	17.05	17.35	17.70
2	17.16	17.29	17.55	17.86	18.22
3	17.66	17.79	18.06	18.38	18.75
4	18.21	18.35	18.63	18.96	19.34
5	18.73	18.87	19.15	19.49	19.88
6	19.30	19.44	19.73	20.08	20.48
7	19.90	20.05	20.35	20.71	21.12
8	20.48	20.63	20.94	21.31	21.74
9	21.08	21.24	21.56	21.94	22.38
10	21.74	21.90	22.23	22.62	23.07
11	22.38	22.55	22.89	23.29	23.76

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**CLASS: Laboratory Attendant**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	15.83	16.11	16.43
2	15.86	15.98	16.22	16.50	16.83
3	16.22	16.34	16.59	16.88	17.22
4	16.61	16.73	16.98	17.28	17.63
5	16.99	17.12	17.38	17.68	18.03

**CLASS: Storekeeper, class II**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	15.83	16.11	16.43
2	15.86	15.98	16.22	16.50	16.83
3	16.22	16.34	16.59	16.88	17.22
4	16.61	16.73	16.98	17.28	17.63

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.



**CLASS: Storekeeper, class I**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	17.26	17.56	17.91
2	17.46	17.59	17.85	18.16	18.52
3	18.05	18.19	18.46	18.78	19.16
4	18.63	18.77	19.05	19.38	19.77
5	19.26	19.40	19.69	20.03	20.43

**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 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	19.01	19.34	19.73

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 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 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	15.83	16.11	16.43
2	16.02	16.14	16.38	16.67	17.00
3	16.59	16.71	16.96	17.26	17.61
4	17.16	17.29	17.55	17.86	18.22
5	17.73	17.86	18.13	18.45	18.82
6	18.34	18.48	18.76	19.09	19.47
7	18.97	19.11	19.40	19.74	20.13

**CLASS: Offset Duplicator Operator, principal class**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	18.50	18.82	19.20
2	18.66	18.80	19.08	19.41	19.80
3	19.23	19.37	19.66	20.00	20.40
4	19.86	20.01	20.31	20.67	21.08
5	20.49	20.64	20.95	21.32	21.75

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**CLASS: Data Processing Operator**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	17.60	17.91	18.27
2	17.81	17.94	18.21	18.53	18.90
3	18.46	18.60	18.88	19.21	19.59
4	19.17	19.31	19.60	19.94	20.34
5	19.87	20.02	20.32	20.68	21.09
6	20.59	20.74	21.05	21.42	21.85

**CLASS: Administrative Secretary**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	19.64	19.98	20.38
2	19.80	19.95	20.25	20.60	21.01
3	20.41	20.56	20.87	21.24	21.66
4	21.03	21.19	21.51	21.89	22.33

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the 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 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	16.46	16.75	17.09
2	16.54	16.57	16.69	16.94	17.24	17.58
3	17.01	17.04	17.17	17.43	17.74	18.09
4	17.57	17.60	17.73	18.00	18.32	18.69
5	18.07	18.10	18.24	18.51	18.83	19.21
6	18.59	18.62	18.76	19.04	19.37	19.76

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

<sup>2</sup> These annual rates apply exclusively to the Swimming Pool Supervisor.

**RATES OF ABOLISHED OR INTEGRATED EMPLOYMENT CLASSES**

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

- Storekeeper, principal class

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

**CLASS: Storekeeper, principal class**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	19.66	20.00	20.40
2	19.92	20.07	20.37	20.73	21.14
3	20.58	20.73	21.04	21.41	21.84
4	21.29	21.45	21.77	22.15	22.59
5	21.94	22.10	22.43	22.82	23.28
6	22.68	22.85	23.19	23.60	24.07
7	23.45	23.63	23.98	24.40	24.89

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the 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/her salary progression for as long as he/she 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 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	17.20	17.51	17.86
2	17.50	17.63	17.89	18.21	18.57
3	18.24	18.38	18.66	18.98	19.36
4	18.99	19.13	19.42	19.76	20.15
5	19.76	19.91	20.21	20.56	20.97
6	20.58	20.73	21.04	21.41	21.84

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

5) Appendix “3” – Salary Rates – shall be replaced by the following:

**APPENDIX “3”**

**SALARY RATES**

<u>Classes</u>	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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 (\$)
Trades Helper	16.99	17.12	17.38	17.68	18.03
Residence Caretaker	17.71	17.84	18.11	18.43	18.80
Light Vehicle Driver	16.61	16.73	16.98	17.28	17.63
Heavy Vehicle Driver	18.97	19.11	19.40	19.74	20.13
Cook, class I	20.62	20.77	21.08	21.45	21.88
Cook, class II	19.83	19.98	20.28	20.63	21.04
Cook, class III	18.95	19.09	19.38	19.72	20.11
Cabinetmaker	21.56	21.72	22.05	22.44	22.89
Electrician	21.56	21.72	22.05	22.44	22.89
Electrician, principal class	22.92	23.09	23.44	23.85	24.33
Gardener	17.90	18.03	18.30	18.62	18.99
Labourer	16.22	16.34	16.59	16.88	17.22
Equipment Maintenance Mechanic	21.56	21.72	22.05	22.44	22.89
Carpenter	20.62	20.77	21.08	21.45	21.88
Certified Maintenance Worker	20.62	20.77	21.08	21.45	21.88
Painter	19.13	19.27	19.56	19.90	20.30
Pipe Fitter	21.56	21.72	22.05	22.44	22.89

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**SALARY RATES (CONTINUED)**

<u>Classes</u>	Rate to 2010-04-01 (\$)	Rate to 2010-12-31 (\$)	Rate to 2011-04-01 (\$)	Rate 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	17.02	17.32	17.67
Kitchen General Helper	16.72	17.00	17.13	17.39	17.69	18.04

**CLASS: Prevention and Security Officer**

Step	Rate 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	17.01	17.31	17.66
2	17.58	17.89	18.25
3	18.12	18.44	18.81
4	18.67	19.00	19.38
5	19.23	19.57	19.96
6	19.83	20.18	20.58
7	20.40	20.76	21.18
8	21.02	21.39	21.82
9	21.70	22.08	22.52
10	22.33	22.72	23.17

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.



**CLASS: Stationary Engineer**

<u>Classes</u>	Rate	Rate	Rate	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	25.32	25.76	26.28
II	23.60	23.78	24.14	24.56	25.05
III	23.60	23.78	24.14	24.56	25.05
IV	22.49	22.66	23.00	23.40	23.87
V	22.49	22.66	23.00	23.40	23.87
VI	22.49	22.66	23.00	23.40	23.87
VII	21.50	21.66	21.98	22.36	22.81
VIII	21.50	21.66	21.98	22.36	22.81
IX	21.50	21.66	21.98	22.36	22.81
X	20.51	20.66	20.97	21.34	21.77
XI	20.51	20.66	20.97	21.34	21.77
XII	20.51	20.66	20.97	21.34	21.77
XIII	19.52	19.67	19.97	20.32	20.73
XIV	19.06	19.20	19.49	19.83	20.23
XV	19.06	19.20	19.49	19.83	20.23
XVI	18.20	18.34	18.62	18.95	19.33
XVII	18.20	18.34	18.62	18.95	19.33
XVIII	17.77	17.90	18.17	18.49	18.86
XIX	17.77	17.90	18.17	18.49	18.86
XX <sup>2</sup>	16.99	17.12	17.38	17.68	18.03

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

<sup>2</sup> Reserved for mechanics helper.

**CLASS: Security Attendant**

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	15.83	16.11	16.43
2	15.86	15.98	16.22	16.50	16.83
3	16.22	16.34	16.59	16.88	17.22
4	16.61	16.73	16.98	17.28	17.63
5	16.99	17.12	17.38	17.68	18.03

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

- 6) Appendix "4" – Salary Rate for the Student Employee – shall be replaced by the following:

**APPENDIX "4"**

**SALARY RATES FOR THE STUDENT EMPLOYEE**

The salary rate of the student employee shall be determined in accordance with the employment class that includes his/her 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 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	16.79	17.08	17.42

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

**CLASSES:**        **Attendant for Disabled Students**  
**Laboratory Attendant**  
**Offset Duplicator Operator**  
**Offset Duplicator Operator, principal class**  
**Data Processing Operator**

Rate	Rate	Rate	Rate <sup>1</sup>	Rate <sup>1</sup>
2010-04-01	2011-04-01	2012-04-01	2013-04-01	as of
to	to	to	to	
2011-03-31	2012-03-31	2013-03-31	2014-03-31	2014-04-01
(\$)	(\$)	(\$)	(\$)	(\$)
15.40	15.52	15.75	16.03	16.35

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

Rate	Rate	Rate	Rate <sup>1</sup>	Rate <sup>1</sup>
2010-04-01	2011-04-01	2012-04-01	2013-04-01	as of
to	to	to	to	
2011-03-31	2012-03-31	2013-03-31	2014-03-31	2014-04-01
(\$)	(\$)	(\$)	(\$)	(\$)
15.40	15.52	15.75	16.03	16.35

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the 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 2012-04-01 to 2013-03-31 (\$)	Rate <sup>11</sup> 2013-04-01 to 2014-03-31 (\$)	Rate <sup>1</sup> as of 2014-04-01 (\$)
16.67	16.80	17.05	17.35	17.70

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

<sup>2</sup> The provincial 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.

**CLASSES:**

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

Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 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	16.22	16.50	16.83

<sup>1</sup> The rates and amounts shown represent a minimum; these may be higher following the application of increases provided for in clauses 6-7.04 and 6-7.05 of the agreement.

- 7) Clause 6-6.06 – Split-shift Premium – shall be replaced by the following:

**6-6.06 Split-shift premium**

The employee whose work schedule as set by the College exceeds eight and one-half (8 ½) hours from the beginning to the end of his/her workday shall receive:

Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 2012-04-01 to 2013-03-31 (\$)	Rate 2013-04-01 to 2014-03-31 (\$)	Rate as of 2014-04-01 (\$)
\$3.51/day	\$3.54/day	\$3.59/day	\$3.65/day	\$3.72/day

- 8) Paragraph 3 of 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 – shall be replaced by the following:

3. Article 7-9.00 is 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 and 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 2012-04-01 to 2013-03-31 (\$)	Rate 2013-04-01 to 2014-03-31 (\$)	Rate as of 2014-04-01 (\$)
\$124/year	\$125/year	\$127/year	\$129/year	\$132/year

This allowance shall be 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 6-7.04 and 6-7.05 and in clause 6-7.06 of the agreement.

- 9) Paragraph 1 of Appendix “21” – Certified aeronautics maintenance technician employed by Collège Édouard-Montpetit – shall be replaced by the following:
1. The certified aeronautics maintenance technician employed by Collège Édouard-Montpetit shall receive the following annual premium:

Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate 2012-04-01 to 2013-03-31 (\$)	Rate 2013-04-01 to 2014-03-31 (\$)	Rate as of 2014-04-01 (\$)
3,497	3,523	3,576	3,639	3,712

This allowance shall be 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 6-7.04 and 6-7.05 and in clause 6-7.06 of the agreement.

- 10) Paragraph 7 of Appendix “25” – Appendix relating to the working conditions applicable to the swimming pool supervisors, sports and swimming leaders and sports activity counsellors of the Cégep de Sherbrooke Sports Centre – shall be replaced by the following:

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 2012-04-01 to 2013-03-31 (\$)	Rate 2013-04-01 to 2014-03-31 (\$)	Rate as of 2014-04-01 (\$)
\$124/year	\$125/year	\$127/year	\$129/year	\$132/year

This allowance shall be 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.



EN FOI DE QUOI, les parties nationales ont signé à Québec, ce 22<sup>e</sup> jour  
du mois de février 2013.

POUR LE COMITÉ PATRONAL DE  
NÉGOCIATION DES COLLÈGES (CPNC)

POUR LA FÉDÉRATION DU PERSONNEL DE  
SOUTIEN DE L'ENSEIGNEMENT SUPÉRIEUR  
AU NOM DES SYNDICATS DU PERSONNEL DE  
SOUTIEN DES COLLÈGES (FPSES-CSQ)



Brigitte Langellier, présidente



Marie Racine, présidente



Éric Bergeron, vice-président



Alain Sauvageau, vice-président aux  
affaires administratives