

LETTERS OF AGREEMENT 2005-2010 – NUMBERS 1, 2, 3 AND 4

AGREEMENTS CONCLUDED BETWEEN

ON THE ONE HAND:

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

AND

ON THE OTHER HAND:

LE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

C - 6

**ADMINISTRATIVE
Version**

**IN ACCORDANCE WITH THE
PROVISIONS OF THE ACT RESPECTING
THE PROCESS OF NEGOTIATION OF THE
COLLECTIVE AGREEMENTS IN THE
PUBLIC AND PARAPUBLIC SECTORS
(R.S.Q., c. R-8.2)**

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LETTER OF AGREEMENT 2005-2010 - NUMBER 1

AGREEMENT CONCLUDED BETWEEN

ON THE ONE HAND,

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

AND

ON THE OTHER HAND,

LE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

LIST OF ARBITRATORS AND ARBITRATORS-MEDIATORS

WHEREAS the agreement in principle concluded between the Fédération des employées et employés de services publics (FEESP-CSN) and the Comité patronal de négociation des collèges (CPNC) on December 14, 2005.

The provincial parties agree:

1. To replace clause 9-2.07 by the following:

9-2.07

Grievances submitted to arbitration in accordance with the provisions of the collective agreement shall be decided by a single arbitrator, unless the two provincial parties agree to add two (2) assessors appointed by the parties. The arbitrator shall be chosen from among the following:

Ménard, Jean-Guy, first arbitrator	Frumkin, Harvey
Beaulieu, Francine	Hamelin, François
Blouin, Rodrigue	Lavoie, Jean-Marie
Courtemanche, Louis-B.	Plamondon, Marc
Doyon, Louise	Roy, Jean-Guy
Ferland, Gilles	Thellend, Paul-Émile
Fortier, Diane	Tousignant, Lyse
Fortier, François-G.	Tremblay, Denis
Fortin, Pierre-A.	Villaggi, Jean-Pierre

The provincial parties agree to modify this list of arbitrators.

2. To replace clause 9-2.08 by the following:

9-2.08

In the case of a classification grievance, as provided for in article 6-5.00, the arbitrator shall be appointed by the first arbitrator or the chief clerk from among the following:

Ferland, Gilles	Tousignant, Lyse
Lapierre, Raymond C.	Tremblay, Denis

3. To replace clause 9-7.04 by the following:**9-7.04**

The date and location of the arbitration-mediation session and the choice of arbitrator-mediator shall be set in accordance with the provisions of article 9-2.00, subject to the necessary adaptations.

However, the arbitrator-mediator shall be chosen from the following list:


Ferland, Gilles	Thellend, Paul-Émile
Ladouceur, André	Tousignant, Lyse
Lapierre, Raymond C.	


Subject to clause 9-2.28, the provincial parties agree to give priority to grievances concerning classification referred to arbitration-mediation under the provisions of this article when preparing the arbitration roll.

(Reproduction of the signed document)

EN FOI DE QUOI, les parties nationales ont signé ce 1^{er} jour du mois de juin 2006.

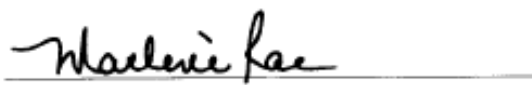
POUR LE COMITÉ PATRONAL DE
NÉGOCIATION DES COLLÈGES (CPNC)



Laval Dubé, président


Alain Lavoie, vice-président

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


Marjolaine Côté,
présidente, Secteur-cégeps


Marlène Rae, vice-présidente


Madjela Poirier, secrétaire


Marlene Ouellet, porte-parole

LETTER OF AGREEMENT 2005-2010 – NUMBER 2

AGREEMENT CONCLUDED BETWEEN

ON THE ONE HAND,

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

AND

ON THE OTHER HAND,

LE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

**CONCERNING THE AGREEMENT ON PAY EQUITY,
THE REPLACEMENT OF ARTICLE 6-9.00 AND APPENDICES “B” AND “C”
AND THE ADDITION OF APPENDIX “O”**

WHEREAS the Agreement concerning the implementation of the Pay Equity Plan for the health and social services and education sectors dated December 21, 2006, established under the Pay Equity Act, the negotiating parties agree to amend the provisions of the collective agreement in the following manner:

1- Article 6-9.00 is replaced by the following:

Article 6-9.00 - Remuneration

6-9.01 Until March 31, 2006

The salary rates and scales in effect on December 15, 2005 shall be maintained¹ until March 31, 2006 inclusively by applying Schedule 1 of the Act respecting conditions of employment in the public sector (S.Q. 2005, c. 43). The rates and salary scales provided for in Appendices "B", "C" and "D" include the salary adjustments made under the Pay Equity Act (R.S.Q., c. E-12.001).

6-9.02 As of April 1, 2006

The salary rates and scales applicable to employees shall be increased¹ by two percent (2%) on April 1 in each of the years 2006, 2007, 2008 and 2009 in accordance with Schedule 1 of the Act respecting conditions of employment in the public sector (S.Q. 2005, c. 43). The rates and salary scales provided for in Appendices "B", "C" and "D" include the salary adjustments made under the Pay Equity Act (R.S.Q., c. E-12.001).

6-9.03

The increase in the salary rates and scales shall be calculated on the basis of the hourly rate.

6-9.04 Applicable salary rates and scales

The rates and salary scales applicable to the periods indicated in the preceding clauses are found in Appendices "B", "C" and "D".

Out-rate or out-scale employees

6-9.05

The employee whose salary rate on the day preceding the date on which the salary scales and rates are increased, is higher than the single rate or the maximum of the salary scale in effect for his class of employment shall benefit, on the date on which the salary scales and rates are increased, from a minimum rate of increase which is equal to half of the percentage of increase applicable on April 1 of the period concerned in relation to the preceding March 31, at the single salary rate or step situated at the maximum of the scale on the preceding March 31, corresponding to his class of employment.

¹ Taking into account, if applicable, harmonized scales, mergers of job titles or employment classes, changes to the structure of certain scales, the creation of new job titles or employment classes and changes to the Classification Plan.

For the out-rate or out-scale employees whose class of employment is found in Section 2 of Appendix "B" or Section 2 of Appendix "C", paragraphs 6 and 7 of Section 1 of Appendix "O" apply.

6-9.06

If the application of the minimum rate of increase determined in clause 6-9.05 has the effect of situating on April 1 an employee who was out-scale or out-rate on March 31 of the preceding year, at a salary which is lower than the maximum step of the scale or single salary rate corresponding to his class of employment, this minimum rate of increase is brought to the percentage necessary to permit the employee to reach this step or the single salary rate.

6-9.07

The difference between, on the one hand, the percentage increase of the maximum salary step or the single salary rate corresponding to the class of employment of the employee and, on the other hand, the minimum rate of increase established in accordance with clauses 6-9.05 and 6-9.06 is paid to him as a lump-sum payment calculated on the basis of his salary rate on March 31.

6-9.08

The lump-sum payment provided for in clause 6-9.07 shall be spread over and paid on each pay period in proportion to the regular hours remunerated for the period concerned.

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

APPENDIX "B" SALARY SCALES

SECTION 1

Section 1 contains the salary scales that have not been revised under Chapter IX of the Pay Equity Act.

SALARY SCALES

CLASS: Audio-visual Technician

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.10	15.40	15.71	16.02	16.34
2	15.72	16.03	16.35	16.68	17.01
3	16.24	16.56	16.89	17.23	17.57
4	16.83	17.17	17.51	17.86	18.22
5	17.44	17.79	18.15	18.51	18.88
6	18.06	18.42	18.79	19.17	19.55
7	18.69	19.06	19.44	19.83	20.23
8	19.41	19.80	20.20	20.60	21.01
9	20.16	20.56	20.97	21.39	21.82
10	20.90	21.32	21.75	22.19	22.63
11	21.63	22.06	22.50	22.95	23.41
12	22.44	22.89	23.35	23.82	24.30

CLASS: Information Technician

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.35	15.66	15.97	16.29	16.62
2	15.97	16.29	16.62	16.95	17.29
3	16.50	16.83	17.17	17.51	17.86
4	17.12	17.46	17.81	18.17	18.53
5	17.73	18.08	18.44	18.81	19.19
6	18.37	18.74	19.11	19.49	19.88
7	18.99	19.37	19.76	20.16	20.56
8	19.74	20.13	20.53	20.94	21.36
9	20.49	20.90	21.32	21.75	22.19
10	21.26	21.69	22.12	22.56	23.01
11	22.00	22.44	22.89	23.35	23.82
12	22.82	23.28	23.75	24.23	24.71

CLASS: Graphic Arts Technician

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.38	15.69	16.00	16.32	16.65
2	15.89	16.21	16.53	16.86	17.20
3	16.55	16.88	17.22	17.56	17.91
4	17.13	17.47	17.82	18.18	18.54
5	17.81	18.17	18.53	18.90	19.28
6	18.43	18.80	19.18	19.56	19.95
7	19.19	19.57	19.96	20.36	20.77
8	19.89	20.29	20.70	21.11	21.53
9	20.63	21.04	21.46	21.89	22.33
10	21.40	21.83	22.27	22.72	23.17
11	22.21	22.65	23.10	23.56	24.03
12	23.07	23.53	24.00	24.48	24.97

CLASSES: **Electronic Technician**
 Mechanical Production Technician
 Building Engineer
 Social Work Technician
 Laboratory Technician

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	16.63	16.96	17.30	17.65	18.00
2	17.14	17.48	17.83	18.19	18.55
3	17.67	18.02	18.38	18.75	19.13
4	18.23	18.59	18.96	19.34	19.73
5	18.81	19.19	19.57	19.96	20.36
6	19.36	19.75	20.15	20.55	20.96
7	19.97	20.37	20.78	21.20	21.62
8	20.59	21.00	21.42	21.85	22.29
9	21.24	21.66	22.09	22.53	22.98
10	21.88	22.32	22.77	23.23	23.69
11	22.57	23.02	23.48	23.95	24.43
12	23.27	23.74	24.21	24.69	25.18

CLASS: **Recreational Activities Technician**

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	17.24	17.58	17.93	18.29	18.66
2	17.76	18.12	18.48	18.85	19.23
3	18.32	18.69	19.06	19.44	19.83
4	18.89	19.27	19.66	20.05	20.45
5	19.50	19.89	20.29	20.70	21.11
6	20.07	20.47	20.88	21.30	21.73
7	20.71	21.12	21.54	21.97	22.41
8	21.36	21.79	22.23	22.67	23.12
9	22.02	22.46	22.91	23.37	23.84
10	22.68	23.13	23.59	24.06	24.54
11	23.41	23.88	24.36	24.85	25.35
12	24.12	24.60	25.09	25.59	26.10

CLASS: Certified Aeronautics Maintenance Technician

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	21.24	21.66	22.09	22.53	22.98
2	21.88	22.32	22.77	23.23	23.69
3	22.57	23.02	23.48	23.95	24.43
4	23.27	23.74	24.21	24.69	25.18

CLASS: Aeronautics Maintenance Technician

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.72	16.03	16.35	16.68	17.01
2	16.18	16.50	16.83	17.17	17.51
3	16.70	17.03	17.37	17.72	18.07
4	17.27	17.62	17.97	18.33	18.70
5	17.88	18.24	18.60	18.97	19.35
6	18.42	18.79	19.17	19.55	19.94
7	19.04	19.42	19.81	20.21	20.61
8	19.68	20.07	20.47	20.88	21.30
9	20.35	20.76	21.18	21.60	22.03
10	20.47	20.88	21.30	21.73	22.16
11	21.07	21.49	21.92	22.36	22.81

**CLASSES: Dental Hygienist
 Data Processing Technician**

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	17.39	17.74	18.09	18.45	18.82
2	17.98	18.34	18.71	19.08	19.46
3	18.53	18.90	19.28	19.67	20.06
4	19.18	19.56	19.95	20.35	20.76
5	19.79	20.19	20.59	21.00	21.42
6	20.42	20.83	21.25	21.68	22.11
7	21.08	21.50	21.93	22.37	22.82
8	21.79	22.23	22.67	23.12	23.58
9	22.51	22.96	23.42	23.89	24.37
10	23.24	23.70	24.17	24.65	25.14
11	23.99	24.47	24.96	25.46	25.97
12	24.78	25.28	25.79	26.31	26.84

CLASS: Data Processing Technician, principal class

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	20.80	21.22	21.64	22.07	22.51
2	21.51	21.94	22.38	22.83	23.29
3	22.21	22.65	23.10	23.56	24.03
4	22.99	23.45	23.92	24.40	24.89
5	23.77	24.25	24.74	25.23	25.73
6	24.56	25.05	25.55	26.06	26.58
7	25.48	25.99	26.51	27.04	27.58
8	26.37	26.90	27.44	27.99	28.55
9	27.30	27.85	28.41	28.98	29.56

Class: Laboratory Attendant

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	14.23	14.51	14.80	15.10	15.40
2	14.58	14.87	15.17	15.47	15.78
3	14.91	15.21	15.51	15.82	16.14
4	15.27	15.58	15.89	16.21	16.53
5	15.62	15.93	16.25	16.58	16.91

Class: Storekeeper, class II

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	14.23	14.51	14.80	15.10	15.40
2	14.58	14.87	15.17	15.47	15.78
3	14.91	15.21	15.51	15.82	16.14
4	15.27	15.58	15.89	16.21	16.53

Class: Storekeeper, class I

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.51	15.82	16.14	16.46	16.79
2	16.05	16.37	16.70	17.03	17.37
3	16.59	16.92	17.26	17.61	17.96
4	17.13	17.47	17.82	18.18	18.54
5	17.70	18.05	18.41	18.78	19.16

Class: Sports Activity Counsellor

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.32	15.63	15.94	16.26	16.59
2	15.77	16.09	16.41	16.74	17.07
3	16.24	16.56	16.89	17.23	17.57
4	16.74	17.07	17.41	17.76	18.12
5	17.22	17.56	17.91	18.27	18.64
6	17.74	18.09	18.45	18.82	19.20
7	18.29	18.66	19.03	19.41	19.80
8	18.83	19.21	19.59	19.98	20.38
9	19.38	19.77	20.17	20.57	20.98
10	19.98	20.38	20.79	21.21	21.63
11	20.57	20.98	21.40	21.83	22.27

Class: Day Camp Counsellor

Step	Rate until 2006-03-31 (\$)	Rate 2006-04-01 to 2007-03-31 (\$)	Rate 2007-04-01 to 2008-03-31 (\$)	Rate 2008-04-01 to 2009-03-31 (\$)	Rate as of 2009-04-01 (\$)
1	14.16	14.44	14.73	15.02	15.32

Class: Offset Duplicator Operator

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	14.23	14.51	14.80	15.10	15.40
2	14.73	15.02	15.32	15.63	15.94
3	15.25	15.56	15.87	16.19	16.51
4	15.77	16.09	16.41	16.74	17.07
5	16.29	16.62	16.95	17.29	17.64
6	16.86	17.20	17.54	17.89	18.25
7	17.44	17.79	18.15	18.51	18.88

Class: Offset Duplicator Operator, principal class

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	16.63	16.96	17.30	17.65	18.00
2	17.16	17.50	17.85	18.21	18.57
3	17.67	18.02	18.38	18.75	19.13
4	18.25	18.62	18.99	19.37	19.76
5	18.84	19.22	19.60	19.99	20.39

Class: Data Processing Operator

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.81	16.13	16.45	16.78	17.12
2	16.37	16.70	17.03	17.37	17.72
3	16.97	17.31	17.66	18.01	18.37
4	17.62	17.97	18.33	18.70	19.07
5	18.26	18.63	19.00	19.38	19.77
6	18.93	19.31	19.70	20.09	20.49

Class: Movie Projector Operator

Step	Rate until 2006-03-31 (\$)	Rate 2006-04-01 to 2007-03-31 (\$)	Rate 2007-04-01 to 2008-03-31 (\$)	Rate 2008-04-01 to 2009-03-31 (\$)	Rate as of 2009-04-01 (\$)
1	18.48	18.85	19.23	19.61	20.00

RATES OF ABOLISHED OR INTEGRATED EMPLOYMENT CLASSES

The following employment classes are no longer part of the Classification Plan:

- Storekeeper, principal class
- Data Processing Operator, principal class
- Executive Secretary

They are 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	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	17.67	18.02	18.38	18.75	19.13
2	18.31	18.68	19.05	19.43	19.82
3	18.92	19.30	19.69	20.08	20.48
4	19.56	19.95	20.35	20.76	21.18
5	20.17	20.57	20.98	21.40	21.83
6	20.85	21.27	21.70	22.13	22.57
7	21.55	21.98	22.42	22.87	23.33

Class: Data Processing Operator, principal class

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	18.93	19.31	19.70	20.09	20.49
2	19.58	19.97	20.37	20.78	21.20
3	20.26	20.67	21.08	21.50	21.93
4	20.91	21.33	21.76	22.20	22.64
5	21.62	22.05	22.49	22.94	23.40
6	22.35	22.80	23.26	23.73	24.20
7	23.11	23.57	24.04	24.52	25.01

Class: Executive Secretary

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.33	15.64	15.95	16.27	16.60
2	15.83	16.15	16.47	16.80	17.14
3	16.35	16.68	17.01	17.35	17.70
4	16.94	17.28	17.63	17.98	18.34
5	17.53	17.88	18.24	18.60	18.97

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	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	15.46	15.77	16.09	16.41	16.74
2	16.09	16.41	16.74	17.07	17.41
3	16.76	17.10	17.44	17.79	18.15
4	17.46	17.81	18.17	18.53	18.90
5	18.16	18.52	18.89	19.27	19.66
6	18.92	19.30	19.69	20.08	20.48

SECTION 2

Section 2 contains the salary scales that have been revised under the Pay Equity Plan established under the Pay Equity Act (R.S.Q., c. E-12.001)

**SALARY SCALES RESULTING FROM THE APPLICATION OF THE PAY EQUITY ACT
(R.S.Q., c. E-12.001)**

Class: Documentation Technician

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
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1	14.55	14.91	15.03	15.33	15.45	15.57
2	15.15	15.53	15.65	15.96	16.08	16.20
3	15.65	16.04	16.16	16.48	16.61	16.74
4	16.22	16.63	16.76	17.10	17.23	17.36
5	16.81	17.23	17.36	17.71	17.85	17.99
6	17.41	17.85	17.99	18.35	18.49	18.63
7	18.01	18.46	18.60	18.97	19.12	19.27
8	18.71	19.18	19.33	19.72	19.87	20.02
9	19.43	19.92	20.07	20.47	20.63	20.79
10	20.14	20.64	20.80	21.22	21.38	21.55
11	20.85	21.37	21.54	21.97	22.14	22.31
12	21.63	22.17	22.34	22.79	22.97	23.15

Step	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
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1	15.69	16.00	16.12	16.44	16.58	16.91	17.25
2	16.33	16.66	16.79	17.13	17.26	17.61	17.96
3	16.87	17.21	17.34	17.69	17.83	18.19	18.55
4	17.49	17.84	17.98	18.34	18.48	18.85	19.23
5	18.13	18.49	18.63	19.00	19.16	19.54	19.93
6	18.77	19.15	19.30	19.69	19.84	20.24	20.64
7	19.42	19.81	19.96	20.36	20.51	20.92	21.34
8	20.18	20.58	20.74	21.15	21.32	21.75	22.19
9	20.95	21.37	21.54	21.97	22.14	22.58	23.03
10	21.72	22.15	22.32	22.77	22.95	23.41	23.88
11	22.48	22.93	23.11	23.57	23.77	24.25	24.74
12	23.33	23.80	23.98	24.46	24.63	25.12	25.62

Class: Administration Technician

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
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1	14.76	15.13	15.19	15.49	15.55	15.61
2	15.26	15.64	15.70	16.01	16.07	16.13
3	15.89	16.29	16.35	16.68	16.74	16.80
4	16.44	16.85	16.91	17.25	17.31	17.37
5	17.09	17.52	17.59	17.94	18.01	18.08
6	17.70	18.14	18.21	18.57	18.64	18.71
7	18.42	18.88	18.95	19.33	19.40	19.47
8	19.09	19.57	19.64	20.03	20.10	20.17
9	19.81	20.31	20.39	20.80	20.88	20.96
10	20.55	21.06	21.14	21.56	21.64	21.72
11	21.32	21.85	21.93	22.37	22.45	22.53
12	22.15	22.70	22.78	23.24	23.33	23.42

Step	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
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1	15.67	15.98	16.04	16.36	16.43	16.76	17.10
2	16.19	16.51	16.57	16.90	16.97	17.31	17.66
3	16.86	17.20	17.26	17.61	17.68	18.03	18.39
4	17.43	17.78	17.85	18.21	18.28	18.65	19.02
5	18.15	18.51	18.58	18.95	19.02	19.40	19.79
6	18.78	19.16	19.23	19.61	19.68	20.07	20.47
7	19.54	19.93	20.00	20.40	20.48	20.89	21.31
8	20.24	20.64	20.72	21.13	21.24	21.66	22.09
9	21.04	21.46	21.54	21.97	22.04	22.48	22.93
10	21.80	22.24	22.32	22.77	22.86	23.32	23.79
11	22.61	23.06	23.15	23.61	23.73	24.20	24.68
12	23.51	23.98	24.07	24.55	24.63	25.12	25.62

Class: Office Agent, class II

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
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1	13.76	14.10	14.25	14.54	14.70	14.86
2	14.09	14.44	14.60	14.89	15.05	15.21
3	14.41	14.77	14.93	15.23	15.39	15.56
4	14.76	15.13	15.29	15.60	15.77	15.94

Step	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
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1	15.02	15.32	15.49	15.80	15.96	16.28	16.61
2	15.37	15.68	15.85	16.17	16.35	16.68	17.01
3	15.73	16.04	16.21	16.53	16.72	17.05	17.39
4	16.11	16.43	16.61	16.94	17.12	17.46	17.81

Class: Office Agent, class I

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
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1	14.72	15.09	15.22	15.52	15.65	15.79
2	15.21	15.59	15.73	16.04	16.18	16.32
3	15.72	16.11	16.25	16.58	16.72	16.87
4	16.27	16.68	16.82	17.16	17.31	17.46
5	16.82	17.24	17.39	17.74	17.89	18.05

Step	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
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1	15.93	16.25	16.39	16.72	16.86	17.20	17.54
2	16.46	16.79	16.94	17.28	17.43	17.78	18.14
3	17.02	17.36	17.51	17.86	18.00	18.36	18.73
4	17.61	17.96	18.12	18.48	18.65	19.02	19.40
5	18.21	18.57	18.73	19.10	19.27	19.66	20.05

Class: Office Agent, principal class

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
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1	17.08	17.51	17.56	17.91	17.96	18.01
2	17.58	18.02	18.07	18.43	18.49	18.55
3	18.15	18.60	18.66	19.03	19.09	19.15
4	18.77	19.24	19.30	19.69	19.75	19.81
5	19.34	19.82	19.88	20.28	20.34	20.40
6	19.87	20.37	20.43	20.84	20.90	20.96

Step	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
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1	18.06	18.42	18.48	18.85	18.91	19.29	19.68
2	18.61	18.98	19.04	19.42	19.47	19.86	20.26
3	19.21	19.59	19.65	20.04	20.10	20.50	20.91
4	19.87	20.27	20.33	20.74	20.79	21.21	21.63
5	20.46	20.87	20.93	21.35	21.41	21.84	22.28
6	21.02	21.44	21.50	21.93	22.00	22.44	22.89

Class: Sport and Swimming Leader

Step	Rate from 2001-11-21 to 2001-12-31 (\$)	Rate from 2002-01-01 to 2002-11-20 (\$)	Rate from 2002-11-21 to 2003-03-31 (\$)	Rate from 2003-04-01 to 2003-11-20 (\$)	Rate from 2003-11-21 to 2004-11-20 (\$)	Rate from 2004-11-21 to 2005-11-19 (\$)
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1	13.91	14.26	14.65	14.94	15.35	15.77
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Step	Rate from 2005-11-20 to 2006-03-31 (\$)	Rate from 2006-04-01 to 2006-11-20 (\$)	Rate from 2006-11-21 to 2007-03-31 (\$)	Rate from 2007-04-01 to 2007-11-20 (\$)	Rate from 2007-11-21 to 2008-03-31 (\$)	Rate from 2008-04-01 to 2009-03-31 (\$)	Rate as of 2009-04-01 (\$)
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1	16.20	16.52	16.97	17.31	17.78	18.14	18.50
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Class: Office Assistant

Step	Rate from 2001-11-21 to 2001-12-31 (\$)	Rate from 2002-01-01 to 2002-11-20 (\$)	Rate from 2002-11-21 to 2003-03-31 (\$)	Rate from 2003-04-01 to 2003-11-20 (\$)	Rate from 2003-11-21 to 2004-11-20 (\$)	Rate from 2004-11-21 to 2005-11-19 (\$)
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1	13.64	13.98	14.09	14.37	14.48	14.59
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Step	Rate from 2005-11-20 to 2006-03-31 (\$)	Rate from 2006-04-01 to 2006-11-20 (\$)	Rate from 2006-11-21 to 2007-03-31 (\$)	Rate from 2007-04-01 to 2007-11-20 (\$)	Rate from 2007-11-21 to 2008-03-31 (\$)	Rate from 2008-04-01 to 2009-03-31 (\$)	Rate as of 2009-04-01 (\$)
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1	14.70	14.99	15.11	15.41	15.54	15.85	16.17
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Class: Secretary, class II

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
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1	13.76	14.10	14.26	14.55	14.71	14.87
2	14.18	14.53	14.69	14.98	15.15	15.32
3	14.57	14.93	15.10	15.40	15.57	15.74
4	15.03	15.41	15.58	15.89	16.07	16.25
5	15.47	15.86	16.04	16.36	16.54	16.72
6	15.91	16.31	16.49	16.82	17.01	17.20

Step	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
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1	15.03	15.33	15.50	15.81	15.99	16.31	16.64
2	15.49	15.80	15.97	16.29	16.47	16.80	17.14
3	15.91	16.23	16.41	16.74	16.93	17.27	17.62
4	16.43	16.76	16.95	17.29	17.47	17.82	18.18
5	16.91	17.25	17.44	17.79	17.98	18.34	18.71
6	17.39	17.74	17.94	18.30	18.50	18.87	19.25

Class: Secretary, class I

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
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1	16.05	16.45	16.59	16.92	17.06	17.21
2	16.53	16.94	17.08	17.42	17.57	17.72
3	17.04	17.47	17.62	17.97	18.12	18.27
4	17.58	18.02	18.17	18.53	18.69	18.85

Step	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
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1	17.36	17.71	17.86	18.22	18.37	18.74	19.11
2	17.87	18.23	18.39	18.76	18.93	19.31	19.70
3	18.43	18.80	18.96	19.34	19.52	19.91	20.31
4	19.01	19.39	19.56	19.95	20.12	20.52	20.93

Class: Swimming Pool Supervisor

Step	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
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1	13.68	14.02	14.10	14.38	14.46	14.54
2	14.10	14.45	14.53	14.82	14.90	14.98
3	14.49	14.85	14.93	15.23	15.31	15.39
4	14.95	15.32	15.40	15.71	15.79	15.87
5	15.38	15.76	15.84	16.16	16.25	16.34
6	15.82	16.22	16.31	16.64	16.73	16.82

Step	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
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1	14.62	14.91	14.99	15.29	15.37	15.68	15.99
2	15.06	15.36	15.44	15.75	15.82	16.14	16.46
3	15.47	15.78	15.86	16.18	16.27	16.60	16.93
4	15.95	16.27	16.36	16.69	16.80	17.14	17.48
5	16.43	16.76	16.85	17.19	17.28	17.63	17.98
6	16.91	17.25	17.34	17.69	17.78	18.14	18.50

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

APPENDIX "C" SALARY RATES

SECTION 1

Section 1 contains the salary rates that were not revised under Chapter IX of the Pay Equity Act.

SALARY RATES

CLASSES	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
Trades Helper	15.62	15.93	16.25	16.58	16.91
Chief electrician	21.07	21.49	21.92	22.36	22.81
Residence Caretaker	16.27	16.60	16.93	17.27	17.62
Light Vehicle Driver	15.27	15.58	15.89	16.21	16.53
Heavy Vehicle Driver	17.44	17.79	18.15	18.51	18.88
Cook, class I	18.96	19.34	19.73	20.12	20.52
Cook, class II	18.23	18.59	18.96	19.34	19.73
Cabinetmaker	19.82	20.22	20.62	21.03	21.45
Electrician	19.82	20.22	20.62	21.03	21.45
Gardener	16.45	16.78	17.12	17.46	17.81
Labourer	14.91	15.21	15.51	15.82	16.14
Millwright	19.82	20.22	20.62	21.03	21.45
Carpenter	18.96	19.34	19.73	20.12	20.52
Certified Maintenance Worker	18.96	19.34	19.73	20.12	20.52
Painter	17.58	17.93	18.29	18.66	19.03
Pipe Mechanic	19.82	20.22	20.62	21.03	21.45

CLASS: Stationary Engineer

Classes	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
I	22.77	23.23	23.69	24.16	24.64
II	21.70	22.13	22.57	23.02	23.48
III	21.70	22.13	22.57	23.02	23.48
IV	20.68	21.09	21.51	21.94	22.38
V	20.68	21.09	21.51	21.94	22.38
VI	20.68	21.09	21.51	21.94	22.38
VII	19.76	20.16	20.56	20.97	21.39
VIII	19.76	20.16	20.56	20.97	21.39
IX	19.76	20.16	20.56	20.97	21.39
X	18.86	19.24	19.62	20.01	20.41
XI	18.86	19.24	19.62	20.01	20.41
XII	18.86	19.24	19.62	20.01	20.41
XIII	17.94	18.30	18.67	19.04	19.42
XIV	17.53	17.88	18.24	18.60	18.97
XV	17.53	17.88	18.24	18.60	18.97
XVI	16.73	17.06	17.40	17.75	18.11
XVII	16.73	17.06	17.40	17.75	18.11
XVIII	16.33	16.66	16.99	17.33	17.68
XIX	16.33	16.66	16.99	17.33	17.68
XX ⁽¹⁾	15.62	15.93	16.25	16.58	16.91

⁽¹⁾ Reserved for Mechanics Helpers

Class: Security Attendant

Step	Rates until 2006-03-31 (\$)	Rates 2006-04-01 to 2007-03-31 (\$)	Rates 2007-04-01 to 2008-03-31 (\$)	Rates 2008-04-01 to 2009-03-31 (\$)	Rates as of 2009-04-01 (\$)
1	14.23	14.51	14.80	15.10	15.40
2	14.58	14.87	15.17	15.47	15.78
3	14.91	15.21	15.51	15.82	16.14
4	15.27	15.58	15.89	16.21	16.53
5	15.62	15.93	16.25	16.58	16.91

SECTION 2

Section 2 contains the salary rates that were revised under the Pay Equity Plan established under the Pay Equity Act (R.S.Q., c. E-12.001)

SALARY RATES RESULTING FROM THE PAY EQUITY ACT (R.S.Q., c. E-12.001)

CLASSES	Rates from 2001-11-21 to 2001-12-31 (\$)	Rates from 2002-01-01 to 2002-11-20 (\$)	Rates from 2002-11-21 to 2003-03-31 (\$)	Rates from 2003-04-01 to 2003-11-20 (\$)	Rates from 2003-11-21 to 2004-11-20 (\$)	Rates from 2004-11-21 to 2005-11-19 (\$)
Trades Helper	13.64	13.98	14.09	14.37	14.48	14.59
General Helper or Kitchen General Helper	14.05	14.40	14.51	14.80	14.91	15.02
Cook, class III	15.89	16.29	16.42	16.75	16.88	17.01

CLASSES	Rates from 2005-11-20 to 2006-03-31 (\$)	Rates from 2006-04-01 to 2006-11-20 (\$)	Rates from 2006-11-21 to 2007-03-31 (\$)	Rates from 2007-04-01 to 2007-11-20 (\$)	Rates from 2007-11-21 to 2008-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)	Rates from 2008-04-01 to 2009-03-31 (\$)
Domestic Helper	14.70	14.99	15.11	15.41	15.54	15.85	16.17
General Helper or Kitchen General Helper	15.13	15.43	15.55	15.86	15.99	16.31	16.64
Cook, class III	17.15	17.49	17.63	17.98	18.13	18.49	18.86

4- The following Appendix "O" is added to the agreement:

APPENDIX "O"

IMPLEMENTATION OF THE PAY EQUITY PLAN ESTABLISHED UNDER THE PAY EQUITY ACT (R.S.Q., c. E-12.001)

Excerpts applicable to the collective agreement of the:

Agreement concerning the implementation of the Pay Equity Plan applicable to the health and social services and education sectors established under the Pay Equity Act

concluded between

The Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS)

The Centrale des syndicats démocratiques (CSD)

The Centrale des syndicats du Québec (CSQ)

The Confédération des syndicats nationaux (CSN)

The Québec Federation of Labour (QFL)

The Fédération interprofessionnelle de la santé du Québec (FIQ)

The Fédération indépendante des syndicats autonomes (FISA)

representing employees covered by a collective agreement negotiated with

The Comité patronal de négociation du secteur de la santé et des services sociaux,

The Comité patronal de négociation pour les commissions scolaires francophones,

The Management Negotiating Committee for English-language School Boards,

The Management Negotiating Committee for the Cree School Board,

The Management Negotiating Committee for the Kativik School Board,

The Comité patronal de négociation des collèges

and the Conseil du trésor dated December 21, 2006

Agreement concerning the implementation of the Pay Equity Plan applicable to the health and social services and education sectors established under the Pay Equity Act

Whereas the salary adjustments apply under the Pay Equity Plan for the categories of employment in the health and social services and education sectors;

Whereas sections 71 and 74 of the Pay Equity Act;

The parties to this agreement agree that:

SECTION I GENERAL PROVISIONS FOR THE EDUCATION AND HEALTH AND SOCIAL SERVICES AND EDUCATION SECTORS

1. The salary scales and rates resulting from this agreement were determined under the Pay Equity Plan which was the subject of a notice following the second posting signed by the members of the committee on December 14, 2006.
2. For the health and social services sector, from November 21, 2001 to December 15, 2005 or on November 20, 2006, as the case may be, and for the education sector, the salary rates and scales found in appendices 1, 2 and 4 replace the salary rates and scales of the collective agreements or anything in lieu thereof, for the titles or groups of employment concerned and apply as of the date specified.

The remainder of paragraph 2 of the agreement does not apply.

3. *This paragraph does not apply.*
4. Within 60 days of December 21, 2006, the salary rates and scales in effect for the titles or groups of employment affected by a pay equity adjustment are modified in accordance with this agreement.
5. An employee shall be entitled to a retroactive payment, based on the duration of his service, equal to the difference between:
 - the salary he or she received for the period between November 21, 2001 and the date of the coming into force of the revised salary rates and scales found in appendices 1, 2 and 4;
 - and
 - the salary he or she should have received for the same period by applying the new salary scales and rates.

Except for employees referred to in paragraph 5 of Section III, the amounts owing shall be paid no later than April 30, 2007.

6. An employee whose salary rate, on the day preceding the date on which the salary scales and rates are revised, is greater than the single rate or maximum rate of the salary scale in effect for his employment title or group and equal or greater than the new single rate or maximum rate of the salary scale shall not receive any adjustment.
7. The salary rate of the employee whose salary rate, on the day preceding the date on which the salary scales and rates are revised, is equal to or greater than the single rate or maximum rate of the salary scale in effect for his employment title or group and less than the new single rate or maximum rate of the salary scale shall be increased to the new single rate or maximum step of the salary scale.

However, the adjustment shall be equal to the difference between the revised rate and the rate applicable on the day preceding the adjustment from which shall be deducted the lump-sum, if any, paid to him as an out-scale or out-rate employee.

SECTION II

This section does not apply.

SECTION III OTHER PROVISIONS

1. The rights and benefits associated with remuneration and prescribed in the collective agreements under the fiscal responsibility of the employer shall be adjusted retroactively as of November 21, 2001, as if the salary rates and scales had been applied on the dates on which they should have been.
2. Within 60 days of December 21, 2006, the union bodies, through the insurer, shall forward to the employer the rate or rates prescribed under the life and long-term salary insurance plans, to be applied, where applicable, to the amounts owing under paragraph 5 of Section I and for which the union bodies are responsible financially⁽¹⁾.
3. Measures were put in place to allow an employee to receive the amounts to which he or she is entitled.
4. Within 90 days of the amendments prescribed in paragraph 10 of this section, the employer shall provide the union with the list of employees who have left their jobs since November 21, 2001 and their last known address.
5. The employees whose employment ended between November 21, 2001 and the payment of retroactivity, may submit a request to his former employer for payment of the amounts owing.

Upon an employee's written request, in accordance with the preceding provisions, the employer shall pay the amounts owing on or before April 30, 2007 or within 30 days of the request, if it is made after April 1, 2007.

If the employer no longer exists, the request may be made to the successor employer if the latter is affected by these provisions or, failing this, to the ministry concerned.

⁽¹⁾ The premiums applicable to the retroactive payment are: (extract from Communiqué of the La Capitale dated February 14, 2007)

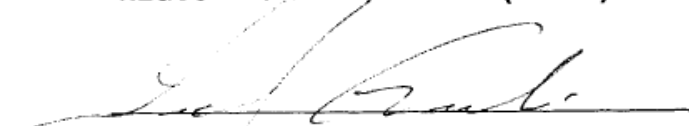
- For persons with guaranteed life insurance
 - Basic life insurance: 1.00%
 - Insurance in the event of accidental dismemberment or death: 0.06%
- For persons with guaranteed long-term disability insurance: 1.264%

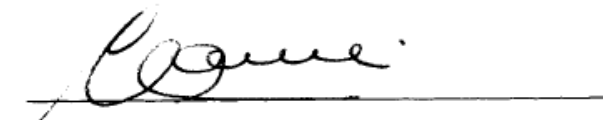
6. The amounts owing to an employee under this agreement may be requested, where applicable, by his heirs and assigns.
7. The amounts determined under this agreement shall bear interest at the legal rate in accordance with the Pay Equity Act.
8. Subject to this agreement, all the other provisions of the collective agreements continue to apply.
9. *This paragraph does not apply.*
10. The parties shall adopt the necessary measures so that the collective agreements or anything in lieu thereof are amended, with the necessary changes, in accordance with this agreement, as soon as possible, no later than March 31, 2007.

(Reproduction of the signed document)

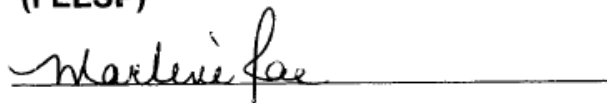
EN FOI DE QUOI, les parties nationales ont signé à, Montréal ce 29^e jour du mois de Mars 2007.

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


Laval Dubé, président

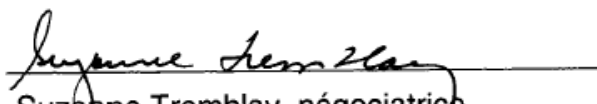

Alain Lavoie, vice-président

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


Marlène Rae, présidente Secteur soutien
cégeps


Marlene Ouellet, conseillère syndicale


Linda Christofferson-Dugré, négociatrice


Suzanne Tremblay, négociatrice

LETTER OF AGREEMENT 2005-2010 - NUMBER 3

AGREEMENT CONCLUDED BETWEEN

ON THE ONE HAND:

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

AND

ON THE OTHER HAND:

LE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

**CONCERNING THE APPOINTMENT OF A MEDIATOR UNDER THE ARBITRATION-MEDIATION PROCEDURE
PRESCRIBED IN ARTICLE 9-4.00**

WHEREAS an agreement in principle was concluded between the Fédération des employées et employés de services publics Inc. (FEESP-CSN) and the Comité patronal de négociation des collèges (CPNC) on December 14, 2005;

WHEREAS the provincial parties intend to modify the method for designating a mediator under the arbitration-mediation procedure prescribed in article 9-4.00;

the provincial parties agree:

1. to replace clause 9-4.02 with the following:

9-4.02

The records office shall choose, according to the procedure provided for in article 9-2.00, a mediator from the following list:

Beaulieu, Francine

Thellend, Paul-Émile

Ferland, Gilles


Tousignant, Lyse

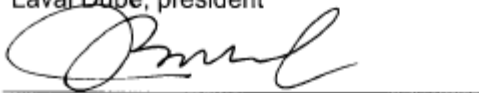
Hamelin, François

(Reproduction of the signed document)

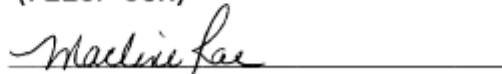
EN FOI DE QUOI, les parties nationales ont signé à Montréal ce 1^{er} jour
du mois de juin 2007.


POUR LE COMITÉ PATRONAL DE
NÉGOCIATION DES COLLÈGES (CPNC)

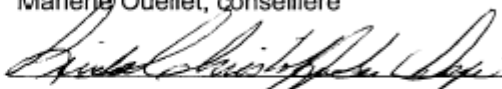

Laval Dubé, président

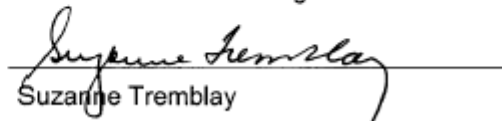

Jean Beauchesne, vice-président

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


Marlène Rae, présidente Secteur soutien
cégeps


Marlene Ouellet, conseillère


Linda Christofferson-Dugré


Suzanne Tremblay

LETTER OF AGREEMENT 2005-2010 - NUMBER 4

AGREEMENT CONCLUDED BETWEEN

ON THE ONE HAND:

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

AND

ON THE OTHER HAND:

LE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

**CONCERNING THE DAY ON WHICH A NUMBER OF COPIES OF THE OFFICIAL FRENCH TEXT AND THE
ENGLISH TRANSLATION OF THE COLLECTIVE AGREEMENT ARE DISTRIBUTED**

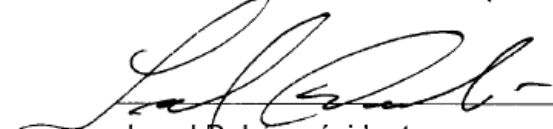
For the purposes of applying the last paragraph of clause 9-1.03, the provincial parties agree that the day on which the College provides the Union, for distribution as provided for in clause 10-3.01, with a number of copies of the official French text of the collective agreement, shall be the first day of the month of November 2006.

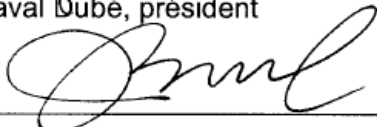
However, the English version of the collective agreement shall be forwarded to Champlain College (Lennoxville and Saint-Lambert) and Heritage College on the first day of the month of June 2007.

(Reproduction of the signed document)

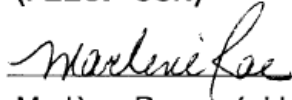
EN FOI DE QUOI, les parties nationales ont signé à Montréal ce 1^e jour
du mois de juin 2007.

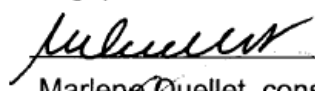
POUR LE COMITÉ PATRONAL DE
NÉGOCIATION DES COLLÈGES (CPNC)

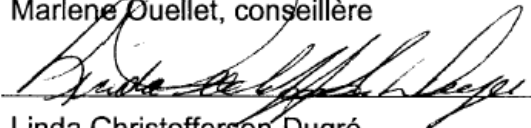

Laval Dubé, président

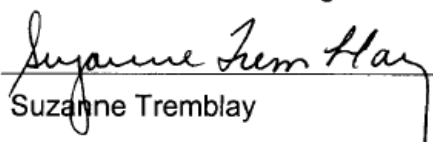

Jean Beauchesne, vice-président

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


Marlène Rae, présidente Secteur soutien
cégeps


Marlene Duell, conseillère


Linda Christofferson-Dugré


Suzanne Tremblay

