

**LETTERS OF AGREEMENT 2005-2010 – NUMBERS 4 AND 5**

**AGREEMENTS CONCLUDED BETWEEN**

**ON THE ONE HAND:**

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

**AND**

**ON THE OTHER HAND:**

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

**C - 7**

**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 4**

**AGREEMENT CONCLUDED 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 (FPSES-CSQ)**

**AND**

**ON THE OTHER HAND,**

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

**CONCERNING THE ABOLITION OF THE CLASS OF EMPLOYMENT OF PROJECTIONIST  
AND THE AMENDMENT TO APPENDIX "16"**

**WHEREAS** the Memorandum of Agreement concluded between the Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ) and the Comité patronal de négociation des collègues (CPNC) on December 15, 2005;

**WHEREAS** there is no employee holding a position in the class of employment of projectionist.

**WHEREAS** the June 2007 edition of the Classification Plan.

**The national parties agree on the following provisions applicable as of June 30, 2007:**

1- Appendix "2" – **Salary scales**, Section 1 is amended by the withdrawal of the following class and rates:

**CLASS: Projectionist**

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

2- Appendix "4" – **Salary Scales** of the student employee is amended by the withdrawal from the list of the following class:

**Projectionist**

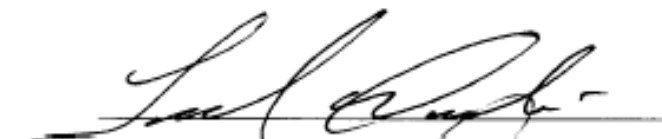
- 3- Appendix "16" – **Classification Plan** is amended and replaced by the following text: "2007 Edition and all ulterior amendments." It is also amended by the withdrawal from the class of employment list in the collective agreement of the college support personnel of the CSQ colleges of the following class:

**C-718 - Projectionist**

(Reproduction of the signed document)

EN FOI DE QUOI, les parties nationales ont signé à Montreal ce 3<sup>e</sup> jour du mois de Octobre 2007.

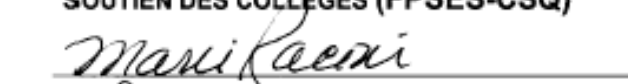
POUR LE COMITÉ PATRONAL DE  
NÉGOCIATION DES COLLÈGES (CPNC)



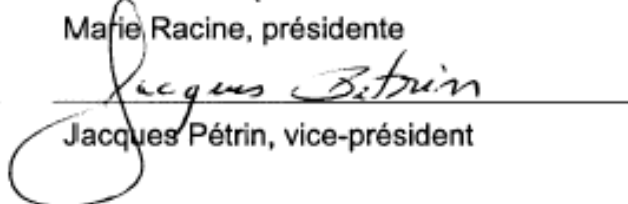
\_\_\_\_\_  
Laval Dubé, président

\_\_\_\_\_  
Jean Beauchesne, vice-président

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



\_\_\_\_\_  
Marie Racine, présidente



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Jacques Pétrin, vice-président

**LETTER OF AGREEMENT 2005-2010 – NUMBER 5**

**AGREEMENT CONCLUDED 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 (FPSES-CSQ)**

**AND**

**ON THE OTHER HAND,**

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

**CONCERNING THE COMPLEMENTARY AGREEMENT ON PAY EQUITY OF NOVEMBER 27, 2007  
AND AMENDING THE LETTER OF AGREEMENT 2005-2010 – NUMBER 2**



WHEREAS the Complementary Agreement on the Pay Equity Plan for the health and social services and education sectors dated November 27, 2007, established in accordance with the provisions of the *Pay Equity Act*,

the negotiating parties agree to amend the provisions of the **Agreement Letter 2005-2010 – Number 2** concluded on March 19, 2007, in the following manner:

**1- Section 1 of Appendix “2” – Salary Scales is amended as follows:**

The salary rates and scales of the classes of employment for *Day Camp Counsellor* and *Social Work Technician* included in Section 1 of Appendix “2” are abrogated.

**2- Section 2 of Appendix “2” – Salary Scales is amended as follows:**

The following salary rates and scales of the classes of employment for *Day Camp Counsellor* and *Social Work Technician* are integrated in Section 2 of Appendix “2”.

**CLASS: Day Camp Counsellor**

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: Social Work Technician**

<b>Step</b>	<b>Rate from 2001-11-21 to 2001-12-31 (\$)</b>	<b>Rate from 2002-01-01 to 2002-11-20 (\$)</b>	<b>Rate from 2002-11-21 to 2003-03-31 (\$)</b>	<b>Rate from 2003-04-01 to 2003-11-20 (\$)</b>	<b>Rate from 2003-11-21 to 2004-11-20 (\$)</b>	<b>Rate from 2004-11-21 to 2005-11-19 (\$)</b>
1	16.22	16.63	16.97	17.31	17.66	18.02
2	16.72	17.14	17.49	17.84	18.20	18.57
3	17.24	17.67	18.03	18.39	18.76	19.14
4	17.78	18.22	18.59	18.96	19.34	19.73
5	18.36	18.82	19.20	19.58	19.98	20.39
6	18.90	19.37	19.76	20.16	20.57	20.99
7	19.49	19.98	20.39	20.80	21.22	21.65
8	20.10	20.60	21.02	21.44	21.88	22.32
9	20.72	21.24	21.67	22.10	22.55	23.01
10	21.35	21.88	22.32	22.77	23.23	23.70
11	22.03	22.58	23.04	23.50	23.98	24.47
12	22.70	23.27	23.74	24.21	24.70	25.20

<b>Step</b>	<b>Rate from 2005-11-20 to 2006-03-31 (\$)</b>	<b>Rate from 2006-04-01 to 2006-11-20 (\$)</b>	<b>Rate from 2006-11-21 to 2007-03-31 (\$)</b>	<b>Rate from 2007-04-01 to 2007-11-20 (\$)</b>	<b>Rate from 2007-11-21 to 2008-03-31 (\$)</b>	<b>Rate from 2008-04-01 to 2009-03-31 (\$)</b>	<b>Rate as of 2009-04-01 (\$)</b>
1	18.39	18.76	19.14	19.52	19.91	20.31	20.72
2	18.95	19.33	19.72	20.11	20.51	20.92	21.34
3	19.53	19.92	20.32	20.73	21.17	21.59	22.02
4	20.13	20.53	20.95	21.37	21.82	22.26	22.71
5	20.80	21.22	21.65	22.08	22.52	22.97	23.43
6	21.42	21.85	22.29	22.74	23.19	23.65	24.12
7	22.09	22.53	22.99	23.45	23.91	24.39	24.88
8	22.77	23.23	23.70	24.17	24.65	25.14	25.64
9	23.48	23.95	24.44	24.93	25.43	25.94	26.46
10	24.18	24.66	25.16	25.66	26.19	26.71	27.24
11	24.97	25.47	25.99	26.51	27.03	27.57	28.12
12	25.71	26.22	26.75	27.29	27.87	28.43	29.00

### 3- Implementation of the present agreement

The parties to the present agreement agree that:

1. The salary scales and rates resulting from the present agreement were determined in accordance with the Pay Equity Plan.
2. The salary rates and scales included in Article 2 replace the salary rates and scales of the collective agreement, or anything in lieu thereof, for the classes of employment concerned and come into force as of the dates specified.
3. Within 60 days following the signature of the present agreement, the salary rates and scales in effect for the classes of employment concerned are amended in accordance with the present agreement.
4. The employee shall be entitled, retroactively and according to the duration of his or her services, to a payment in money 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 Article 2;
  - and
  - the salary he or she should have received for the same period by applying the new salary scales and rates.

The amounts owing are paid within 60 days following the signature of the present agreement.

5. 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 or her class of employment and equal or greater than the new single rate or maximum rate of the salary scale, shall not receive any adjustment.
6. An employee whose salary rate, on the day preceding the date on which the salary scales and rates are revised, is equal or greater than the single rate or maximum rate of the salary scale in effect for his or her class of employment 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 or her as an out-scale or out-rate employee.

7. The rights and benefits associated with the salary and prescribed in the collective agreement under the fiscal responsibility of the Collège 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.
8. Within 90 days of the signature of the present agreement, the Collège shall provide the Union with the list of employees concerned by the present agreement who have left their jobs since November 21, 2001 and their last known address.
9. An employee whose employment ended between November 21, 2001 and the payment of retroactivity, may submit a request in writing to his or her former Collège for payment of the amounts owing.

Within 60 days of receiving the written request, the Collège shall pay the amounts owing.

If a college 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 ministère de l'Éducation, des Loisirs et du Sport.

10. The amounts owing to an employee under this agreement may be requested, where applicable, by his or her heirs and assigns.
11. The amounts determined under this agreement shall bear interest at the legal rate in accordance with the *Pay Equity Act*.
12. Subject to this agreement, all the other provisions of the collective agreement continue to apply.

(Reproduction of the signed document)

EN FOI DE QUOI, les parties nationales ont signé à, Montreal ce 25 jour  
du mois de juin 2008.

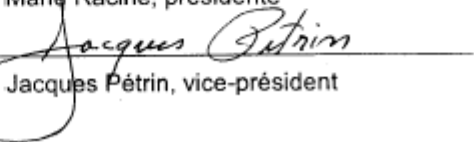
POUR LE COMITÉ PATRONAL DE  
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POUR LA FÉDÉRATION DU PERSONNEL DE  
SOUTIEN DE L'ENSEIGNEMENT SUPÉRIEUR, AU  
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