

**AGREEMENT PURSUANT TO CLAUSE 2-2.04
OF THE 2005-2010 COLLECTIVE AGREEMENT**

BETWEEN

ON THE ONE HAND

**THE MANAGEMENT NEGOTIATING COMMITTEE FOR
ENGLISH-LANGUAGE SCHOOL BOARDS (CPNCA)**

AND

ON THE OTHER HAND

**THE SYNDICAT DES EMPLOYÉES ET EMPLOYÉS PROFESSIONNELS-LES
ET DE BUREAU (SEPB-QUÉBEC)
AFFILIATED WITH THE QUÉBEC FEDERATION OF LABOUR (QFL)
ON BEHALF OF THE UNIONS REPRESENTING SUPPORT STAFF
OF ENGLISH-LANGUAGE SCHOOL BOARDS OF QUÉBEC**

Subject: Replacement of Appendix

Appendix I Hourly Salary Scales and Rates

Addition of Appendix

Appendix XXI Implementation of the Pay Equity Plan Established Under the Pay
Equity Act (R.S.Q., c. E-12.001)

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HOURLY SALARY SCALES AND RATES

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Section 1 HOURLY SALARY SCALES AND RATES

1.1 CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS

1.1.1 Subcategory of Technical Support Positions

Class of employment: **Braille Technician**

Week: 35 hours

Steps	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
01	15.35	15.66	15.97	16.29	16.62
02	15.97	16.29	16.62	16.95	17.29
03	16.50	16.83	17.17	17.51	17.86
04	17.12	17.46	17.81	18.17	18.53
05	17.73	18.08	18.44	18.81	19.19
06	18.37	18.74	19.11	19.49	19.88
07	18.99	19.37	19.76	20.16	20.56
08	19.74	20.13	20.53	20.94	21.36
09	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

Classes of employment: **Audiovisual Technician
Recreational Activities Technician**

Week: 35 hours

Steps	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
01	15.10	15.40	15.71	16.02	16.34
02	15.72	16.03	16.35	16.68	17.01
03	16.24	16.56	16.89	17.23	17.57
04	16.83	17.17	17.51	17.86	18.22
05	17.44	17.79	18.15	18.51	18.88
06	18.06	18.42	18.79	19.17	19.55
07	18.69	19.06	19.44	19.83	20.23
08	19.41	19.80	20.20	20.60	21.01
09	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

Classes of employment: **Graphic Arts Technician**
School Transportation Technician

Week: 35 hours

Steps	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
01	15.38	15.69	16.00	16.32	16.65
02	15.89	16.21	16.53	16.86	17.20
03	16.55	16.88	17.22	17.56	17.91
04	17.13	17.47	17.82	18.18	18.54
05	17.81	18.17	18.53	18.90	19.28
06	18.43	18.80	19.18	19.56	19.95
07	19.19	19.57	19.96	20.36	20.77
08	19.89	20.29	20.70	21.11	21.53
09	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

Class of employment: **Food Management Technician**

Week: 35 hours

Steps	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
01	17.63	17.98	18.34	18.71	19.08
02	18.18	18.54	18.91	19.29	19.68
03	18.71	19.08	19.46	19.85	20.25
04	19.21	19.59	19.98	20.38	20.79
05	19.78	20.18	20.58	20.99	21.41
06	20.37	20.78	21.20	21.62	22.05
07	20.91	21.33	21.76	22.20	22.64
08	21.47	21.90	22.34	22.79	23.25
09	22.13	22.57	23.02	23.48	23.95
10	22.74	23.19	23.65	24.12	24.60
11	23.48	23.95	24.43	24.92	25.42
12	24.12	24.60	25.09	25.59	26.10

Class of employment: **School Organization Technician**

Week: 35 hours

Steps	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
01	17.24	17.58	17.93	18.29	18.66
02	17.76	18.12	18.48	18.85	19.23
03	18.32	18.69	19.06	19.44	19.83
04	18.89	19.27	19.66	20.05	20.45
05	19.50	19.89	20.29	20.70	21.11
06	20.07	20.47	20.88	21.30	21.73
07	20.71	21.12	21.54	21.97	22.41
08	21.36	21.79	22.23	22.67	23.12
09	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

Classes of employment: **Laboratory Technician
Building Technician
Electronics Technician
Vocational Training Technician**

Week: 35 hours

Steps	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
01	16.63	16.96	17.30	17.65	18.00
02	17.14	17.48	17.83	18.19	18.55
03	17.67	18.02	18.38	18.75	19.13
04	18.23	18.59	18.96	19.34	19.73
05	18.81	19.19	19.57	19.96	20.36
06	19.36	19.75	20.15	20.55	20.96
07	19.97	20.37	20.78	21.20	21.62
08	20.59	21.00	21.42	21.85	22.29
09	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 of employment: **Data Processing Technician**

Week: 35 hours

Steps	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
01	17.39	17.74	18.09	18.45	18.82
02	17.98	18.34	18.71	19.08	19.46
03	18.53	18.90	19.28	19.67	20.06
04	19.18	19.56	19.95	20.35	20.76
05	19.79	20.19	20.59	21.00	21.42
06	20.42	20.83	21.25	21.68	22.11
07	21.08	21.50	21.93	22.37	22.82
08	21.79	22.23	22.67	23.12	23.58
09	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 of employment: **Data Processing Technician, principal class**

Week: 35 hours

Steps	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
01	20.80	21.22	21.64	22.07	22.51
02	21.51	21.94	22.38	22.83	23.29
03	22.21	22.65	23.10	23.56	24.03
04	22.99	23.45	23.92	24.40	24.89
05	23.77	24.25	24.74	25.23	25.73
06	24.56	25.05	25.55	26.06	26.58
07	25.48	25.99	26.51	27.04	27.58
08	26.37	26.90	27.44	27.99	28.55
09	27.30	27.85	28.41	28.98	29.56

1.1.2 Subcategory of Paratechnical Support Positions

Class of employment: **Laboratory Attendant**

Week: 35 hours

Steps	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
01	14.23	14.51	14.80	15.10	15.40
02	14.58	14.87	15.17	15.47	15.78
03	14.91	15.21	15.51	15.82	16.14
04	15.27	15.58	15.89	16.21	16.53
05	15.62	15.93	16.25	16.58	16.91

Class of employment: **School Transportation Inspector**

Week: 35 hours

Steps	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
01	14.98	15.28	15.59	15.90	16.22
02	15.44	15.75	16.07	16.39	16.72
03	15.88	16.20	16.52	16.85	17.19
04	16.37	16.70	17.03	17.37	17.72
05	16.86	17.20	17.54	17.89	18.25
06	17.37	17.72	18.07	18.43	18.80
07	17.89	18.25	18.62	18.99	19.37
08	18.41	18.78	19.16	19.54	19.93
09	18.96	19.34	19.73	20.12	20.52

Class of employment: **Printing Operator**

Week: 35 hours

Steps	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
01	14.23	14.51	14.80	15.10	15.40
02	14.70	14.99	15.29	15.60	15.91
03	15.13	15.43	15.74	16.05	16.37
04	15.70	16.01	16.33	16.66	16.99
05	16.12	16.44	16.77	17.11	17.45
06	16.63	16.96	17.30	17.65	18.00
07	17.13	17.47	17.82	18.18	18.54

Class of employment: **Printing Operator, principal class**

Week: 35 hours

Steps	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
01	16.63	16.96	17.30	17.65	18.00
02	17.16	17.50	17.85	18.21	18.57
03	17.67	18.02	18.38	18.75	19.13
04	18.25	18.62	18.99	19.37	19.76
05	18.84	19.22	19.60	19.99	20.39

Class of employment: **Data Processing Operator, class I**

Week: 35 hours

Steps	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
01	15.81	16.13	16.45	16.78	17.12
02	16.37	16.70	17.03	17.37	17.72
03	16.97	17.31	17.66	18.01	18.37
04	17.62	17.97	18.33	18.70	19.07
05	18.26	18.63	19.00	19.38	19.77
06	18.93	19.31	19.70	20.09	20.49

Class of employment: **Data Processing Operator, principal class**

Week: 35 hours

Steps	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
01	18.93	19.31	19.70	20.09	20.49
02	19.58	19.97	20.37	20.78	21.20
03	20.26	20.67	21.08	21.50	21.93
04	20.91	21.33	21.76	22.20	22.64
05	21.62	22.05	22.49	22.94	23.40
06	22.35	22.80	23.26	23.73	24.20
07	23.11	23.57	24.04	24.52	25.01

Class of employment: **Binder**

Week: 35 hours

Steps	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
	17.81	18.17	18.53	18.90	19.28

1.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONSClass of employment: **Buyer**

Week: 35 hours

Steps	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
01	17.81	18.17	18.53	18.90	19.28
02	18.33	18.70	19.07	19.45	19.84
03	18.92	19.30	19.69	20.08	20.48
04	19.56	19.95	20.35	20.76	21.18
05	20.16	20.56	20.97	21.39	21.82
06	20.72	21.13	21.55	21.98	22.42

Class of employment: **Storekeeper, class II**

Week: 35 hours

Steps	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
01	14.23	14.51	14.80	15.10	15.40
02	14.58	14.87	15.17	15.47	15.78
03	14.91	15.21	15.51	15.82	16.14
04	15.27	15.58	15.89	16.21	16.53

Class of employment: **Storekeeper, class I**

Week: 35 hours

Steps	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
01	15.51	15.82	16.14	16.46	16.79
02	16.05	16.37	16.70	17.03	17.37
03	16.59	16.92	17.26	17.61	17.96
04	17.13	17.47	17.82	18.18	18.54
05	17.70	18.05	18.41	18.78	19.16

Class of employment: **Storekeeper, principal class**

Week: 35 hours

Steps	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
01	17.67	18.02	18.38	18.75	19.13
02	18.31	18.68	19.05	19.43	19.82
03	18.92	19.30	19.69	20.08	20.48
04	19.56	19.95	20.35	20.76	21.18
05	20.17	20.57	20.98	21.40	21.83
06	20.85	21.27	21.70	22.13	22.57
07	21.55	21.98	22.42	22.87	23.33

Class of employment: **Reprography Operator**

Week: 35 hours

Steps	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
01	14.23	14.51	14.80	15.10	15.40
02	14.58	14.87	15.17	15.47	15.78
03	14.91	15.21	15.51	15.82	16.14
04	15.27	15.58	15.89	16.21	16.53

Class of employment: **Reprography Operator, principal class**

Week: 35 hours

Steps	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
01	14.23	14.51	14.80	15.10	15.40
02	14.73	15.02	15.32	15.63	15.94
03	15.25	15.56	15.87	16.19	16.51
04	15.77	16.09	16.41	16.74	17.07
05	16.29	16.62	16.95	17.29	17.64
06	16.86	17.20	17.54	17.89	18.25
07	17.44	17.79	18.15	18.51	18.88

Class of employment: **School or Centre Secretary**

Week: 35 hours

Steps	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
01	16.21	16.53	16.86	17.20	17.54
02	16.71	17.04	17.38	17.73	18.08
03	17.21	17.55	17.90	18.26	18.63
04	17.72	18.07	18.43	18.80	19.18
05	18.26	18.63	19.00	19.38	19.77
06	18.79	19.17	19.55	19.94	20.34
07	19.35	19.74	20.13	20.53	20.94

1.3 CATEGORY OF LABOUR SUPPORT POSITIONS

1.3.1 Subcategory of Qualified Workman Positions

Week: 38.75 hours

Classes of employment	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 \$
Trade Apprentice					
1 st year	14.16	14.44	14.73	15.02	15.32
2 nd year	14.61	14.90	15.20	15.50	15.81
3 rd year	15.11	15.41	15.72	16.03	16.35
4 th year	15.62	15.93	16.25	16.58	16.91
Cabinetmaker	19.82	20.22	20.62	21.03	21.45
Electrician	19.82	20.22	20.62	21.03	21.45
Electrician, principal class	21.07	21.49	21.92	22.36	22.81
Master Pipe Mechanic	21.07	21.49	21.92	22.36	22.81
Mechanic, class II	18.43	18.80	19.18	19.56	19.95
Mechanic, class I	19.82	20.22	20.62	21.03	21.45
Stationary Engineer					
Class 4	16.45	16.78	17.12	17.46	17.81
Class 3	18.23	18.59	18.96	19.34	19.73
Class 2	20.03	20.43	20.84	21.26	21.69
Class 1	20.68	21.09	21.51	21.94	22.38

Classes of employment	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 \$
Carpenter	18.96	19.34	19.73	20.12	20.52
Certified Maintenance Workman	18.96	19.34	19.73	20.12	20.52
Painter	17.58	17.93	18.29	18.66	19.03
Locksmith	18.03	18.39	18.76	19.14	19.52
Welder	19.82	20.22	20.62	21.03	21.45
Specialized Shop Mechanic	19.82	20.22	20.62	21.03	21.45
Pipe Fitter	19.82	20.22	20.62	21.03	21.45
Glazier-Installer- Mechanic	18.23	18.59	18.96	19.34	19.73

1.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

Classes of employment	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 \$
Heavy Vehicle Driver Assistant	15.27	15.58	15.89	16.21	16.53
Trades Helper	15.62	15.93	16.25	16.58	16.91
Laundryman	15.08	15.38	15.69	16.00	16.32
Caretaker (9 275 m² or more)	17.93	18.29	18.66	19.03	19.41
Caretaker (less than 9 275 m²)	16.27	16.60	16.93	17.27	17.62
Night Caretaker (9 275 m² or more)	17.27	17.62	17.97	18.33	18.70
Night Caretaker (less than 9 275 m²)	15.86	16.18	16.50	16.83	17.17
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 II	18.23	18.59	18.96	19.34	19.73
Cook, class I	18.96	19.34	19.73	20.12	20.52

Classes of employment	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 \$
Guard	14.58	14.87	15.17	15.47	15.78
Gardener	16.45	16.78	17.12	17.46	17.81
Maintenance Workman, class II (Assistant Caretaker, Labourer)	14.91	15.21	15.51	15.82	16.14
Maintenance Workman, class I (Window Installer, Tile Setter, Sander)	16.27	16.60	16.93	17.27	17.62

Section 2 HOURLY SALARY SCALES AND RATES RESULTING FROM THE APPLICATION OF THE PAY EQUITY ACT (R.S.Q., c. E-12.001)

2.1 CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS

2.1.1 Subcategory of Technical Support Positions

Class of employment: **Nurse**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21 to 2001-12-31	2002-01-01 to 2002-11-20	2002-11-21 to 2003-03-31	2003-04-01 to 2003-11-20	2003-11-21 to 2004-11-20	2004-11-21 to 2005-11-19	2005-11-20 to 2006-03-31
01	17.36	17.79	18.05	18.41	18.68	18.95	19.22
02	17.99	18.44	18.71	19.08	19.36	19.64	19.92
03	18.67	19.14	19.42	19.81	20.10	20.39	20.68
04	19.35	19.83	20.12	20.52	20.82	21.12	21.42
05	20.06	20.56	20.86	21.28	21.59	21.90	22.22
06	20.81	21.33	21.64	22.07	22.39	22.71	23.04
07	21.58	22.12	22.44	22.89	23.22	23.56	23.90
08	22.36	22.92	23.25	23.72	24.06	24.41	24.76
09	23.19	23.77	24.11	24.59	24.94	25.30	25.67
10	24.04	24.64	25.00	25.50	25.87	26.24	26.62
11	24.94	25.56	25.93	26.45	26.83	27.22	27.61
12	25.86	26.51	26.89	27.43	27.83	28.23	28.64

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01 to 2006-11-20	2006-11-21 to 2007-03-31	2007-04-01 to 2007-11-20	2007-11-21 to 2008-03-31	2008-04-01 to 2009-03-31	2009-04-01 as of
01	19.60	19.88	20.28	20.58	20.99	21.41
02	20.32	20.61	21.02	21.32	21.75	22.19
03	21.09	21.39	21.82	22.13	22.57	23.02
04	21.85	22.17	22.61	22.93	23.39	23.86
05	22.66	22.99	23.45	23.79	24.27	24.76
06	23.50	23.84	24.32	24.65	25.14	25.64
07	24.38	24.73	25.22	25.57	26.08	26.60
08	25.26	25.62	26.13	26.51	27.04	27.58
09	26.18	26.56	27.09	27.49	28.04	28.60
10	27.15	27.54	28.09	28.51	29.08	29.66
11	28.16	28.57	29.14	29.57	30.16	30.76
12	29.21	29.63	30.22	30.65	31.26	31.89

Classes of employment: **Documentation Technician**
Psychometry Technician
Day Care Service Technician

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21 to 2001-12-31	2002-01-01 to 2002-11-20	2002-11-21 to 2003-03-31	2003-04-01 to 2003-11-20	2003-11-21 to 2004-11-20	2004-11-21 to 2005-11-19	2005-11-20 to 2006-03-31
01	14.55	14.91	15.03	15.33	15.45	15.57	15.69
02	15.15	15.53	15.65	15.96	16.08	16.20	16.33
03	15.65	16.04	16.16	16.48	16.61	16.74	16.87
04	16.22	16.63	16.76	17.10	17.23	17.36	17.49
05	16.81	17.23	17.36	17.71	17.85	17.99	18.13
06	17.41	17.85	17.99	18.35	18.49	18.63	18.77
07	18.01	18.46	18.60	18.97	19.12	19.27	19.42
08	18.71	19.18	19.33	19.72	19.87	20.02	20.18
09	19.43	19.92	20.07	20.47	20.63	20.79	20.95
10	20.14	20.64	20.80	21.22	21.38	21.55	21.72
11	20.85	21.37	21.54	21.97	22.14	22.31	22.48
12	21.63	22.17	22.34	22.79	22.97	23.15	23.33

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01 to 2006-11-20	2006-11-21 to 2007-03-31	2007-04-01 to 2007-11-20	2007-11-21 to 2008-03-31	2008-04-01 to 2009-03-31	2009-04-01 as of
01	16.00	16.12	16.44	16.58	16.91	17.25
02	16.66	16.79	17.13	17.26	17.61	17.96
03	17.21	17.34	17.69	17.83	18.19	18.55
04	17.84	17.98	18.34	18.48	18.85	19.23
05	18.49	18.63	19.00	19.16	19.54	19.93
06	19.15	19.30	19.69	19.84	20.24	20.64
07	19.81	19.96	20.36	20.51	20.92	21.34
08	20.58	20.74	21.15	21.32	21.75	22.19
09	21.37	21.54	21.97	22.14	22.58	23.03
10	22.15	22.32	22.77	22.95	23.41	23.88
11	22.93	23.11	23.57	23.77	24.25	24.74
12	23.80	23.98	24.46	24.63	25.12	25.62

Class of employment: **Administration Technician**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21 to 2001-12-31	2002-01-01 to 2002-11-20	2002-11-21 to 2003-03-31	2003-04-01 to 2003-11-20	2003-11-21 to 2004-11-20	2004-11-21 to 2005-11-19	2005-11-20 to 2006-03-31
01	14.76	15.13	15.19	15.49	15.55	15.61	15.67
02	15.26	15.64	15.70	16.01	16.07	16.13	16.19
03	15.89	16.29	16.35	16.68	16.74	16.80	16.86
04	16.44	16.85	16.91	17.25	17.31	17.37	17.43
05	17.09	17.52	17.59	17.94	18.01	18.08	18.15
06	17.70	18.14	18.21	18.57	18.64	18.71	18.78
07	18.42	18.88	18.95	19.33	19.40	19.47	19.54
08	19.09	19.57	19.64	20.03	20.10	20.17	20.24
09	19.81	20.31	20.39	20.80	20.88	20.96	21.04
10	20.55	21.06	21.14	21.56	21.64	21.72	21.80
11	21.32	21.85	21.93	22.37	22.45	22.53	22.61
12	22.15	22.70	22.78	23.24	23.33	23.42	23.51

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01 to 2006-11-20	2006-11-21 to 2007-03-31	2007-04-01 to 2007-11-20	2007-11-21 to 2008-03-31	2008-04-01 to 2009-03-31	2009-04-01 as of 2009-04-01
01	15.98	16.04	16.36	16.43	16.76	17.10
02	16.51	16.57	16.90	16.97	17.31	17.66
03	17.20	17.26	17.61	17.68	18.03	18.39
04	17.78	17.85	18.21	18.28	18.65	19.02
05	18.51	18.58	18.95	19.02	19.40	19.79
06	19.16	19.23	19.61	19.68	20.07	20.47
07	19.93	20.00	20.40	20.48	20.89	21.31
08	20.64	20.72	21.13	21.24	21.66	22.09
09	21.46	21.54	21.97	22.04	22.48	22.93
10	22.24	22.32	22.77	22.86	23.32	23.79
11	23.06	23.15	23.61	23.73	24.20	24.68
12	23.98	24.07	24.55	24.63	25.12	25.62

Classes of employment: **Social Work Technician**
Special Education Technician

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	16.22	16.63	16.97	17.31	17.66	18.02	18.39
02	16.72	17.14	17.49	17.84	18.20	18.57	18.95
03	17.24	17.67	18.03	18.39	18.76	19.14	19.53
04	17.78	18.22	18.59	18.96	19.34	19.73	20.13
05	18.36	18.82	19.20	19.58	19.98	20.39	20.80
06	18.90	19.37	19.76	20.16	20.57	20.99	21.42
07	19.49	19.98	20.39	20.80	21.22	21.65	22.09
08	20.10	20.60	21.02	21.44	21.88	22.32	22.77
09	20.72	21.24	21.67	22.10	22.55	23.01	23.48
10	21.35	21.88	22.32	22.77	23.23	23.70	24.18
11	22.03	22.58	23.04	23.50	23.98	24.47	24.97
12	22.70	23.27	23.74	24.21	24.70	25.20	25.71

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
	to	to	to	to	to	
	2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
01	18.76	19.14	19.52	19.91	20.31	20.72
02	19.33	19.72	20.11	20.51	20.92	21.34
03	19.92	20.32	20.73	21.17	21.59	22.02
04	20.53	20.95	21.37	21.82	22.26	22.71
05	21.22	21.65	22.08	22.52	22.97	23.43
06	21.85	22.29	22.74	23.19	23.65	24.12
07	22.53	22.99	23.45	23.91	24.39	24.88
08	23.23	23.70	24.17	24.65	25.14	25.64
09	23.95	24.44	24.93	25.43	25.94	26.46
10	24.66	25.16	25.66	26.19	26.71	27.24
11	25.47	25.99	26.51	27.03	27.57	28.12
12	26.22	26.75	27.29	27.87	28.43	29.00

Class of employment: **Interpreter-Technician**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	16.73	17.15	17.25	17.60	17.70	17.80	17.89
02	17.30	17.73	17.83	18.19	18.29	18.40	18.50
03	17.83	18.28	18.39	18.76	18.87	18.98	19.08
04	18.45	18.91	19.02	19.40	19.51	19.62	19.73
05	19.04	19.52	19.63	20.02	20.14	20.26	20.37
06	19.64	20.13	20.25	20.66	20.78	20.90	21.01
07	20.29	20.80	20.92	21.34	21.46	21.58	21.71
08	20.96	21.48	21.60	22.03	22.16	22.29	22.43
09	21.65	22.19	22.32	22.77	22.90	23.03	23.16
10	22.35	22.91	23.04	23.50	23.64	23.78	23.91
11	23.08	23.66	23.80	24.28	24.42	24.56	24.69
12	23.84	24.44	24.58	25.07	25.21	25.36	25.50

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
	to	to	to	to	to	
	2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
01	18.25	18.25	18.62	18.65	19.02	19.40
02	18.87	18.87	19.25	19.27	19.66	20.05
03	19.46	19.46	19.85	19.87	20.27	20.68
04	20.12	20.12	20.52	20.56	20.97	21.39
05	20.78	20.78	21.20	21.23	21.65	22.08
06	21.43	21.43	21.86	21.88	22.32	22.77
07	22.14	22.14	22.58	22.60	23.05	23.51
08	22.88	22.88	23.34	23.36	23.83	24.31
09	23.62	23.62	24.09	24.11	24.59	25.08
10	24.39	24.39	24.88	24.91	25.41	25.92
11	25.18	25.18	25.68	25.71	26.22	26.74
12	26.01	26.01	26.53	26.56	27.09	27.63

2.1.2 Subcategory of Paratechnical Support Positions

Class of employment: **Day Care Service Educator**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21 to 2001-12-31	2002-01-01 to 2002-11-20	2002-11-21 to 2003-03-31	2003-04-01 to 2003-11-20	2003-11-21 to 2004-11-20	2004-11-21 to 2005-11-19	2005-11-20 to 2006-03-31
01	13.81	14.16	14.37	14.66	14.88	15.10	15.33
02	14.30	14.66	14.88	15.18	15.41	15.64	15.87
03	14.81	15.18	15.41	15.72	15.95	16.19	16.43
04	15.30	15.68	15.91	16.23	16.47	16.72	16.97
05	15.81	16.21	16.45	16.78	17.03	17.28	17.54
06	16.37	16.78	17.03	17.37	17.63	17.89	18.16
07	16.93	17.35	17.61	17.96	18.23	18.50	18.78

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01 to 2006-11-20	2006-11-21 to 2007-03-31	2007-04-01 to 2007-11-20	2007-11-21 to 2008-03-31	2008-04-01 to 2009-03-31	as of 2009-04-01
01	15.64	15.87	16.19	16.42	16.75	17.09
02	16.19	16.43	16.76	17.00	17.34	17.69
03	16.76	17.01	17.35	17.60	17.95	18.31
04	17.31	17.57	17.92	18.20	18.56	18.93
05	17.89	18.16	18.52	18.79	19.17	19.55
06	18.52	18.80	19.18	19.46	19.85	20.25
07	19.16	19.45	19.84	20.12	20.52	20.93

Class of employment: **Nursing Assistant (or those possessing a Diploma in Health, Assistance and Nursing Care)**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21 to 2001-12-31	2002-01-01 to 2002-11-20	2002-11-21 to 2003-03-31	2003-04-01 to 2003-11-20	2003-11-21 to 2004-11-20	2004-11-21 to 2005-11-19	2005-11-20 to 2006-03-31
01	13.69	14.03	14.05	14.33	14.35	14.37	14.39
02	14.08	14.43	14.45	14.74	14.76	14.78	14.80
03	14.54	14.90	14.92	15.22	15.24	15.26	15.28
04	15.06	15.44	15.46	15.77	15.79	15.81	15.83
05	15.49	15.88	15.90	16.22	16.25	16.28	16.31
06	15.99	16.39	16.42	16.75	16.78	16.81	16.84
07	16.54	16.95	16.98	17.32	17.35	17.38	17.41
08	17.08	17.51	17.54	17.89	17.92	17.95	17.98
09	17.66	18.10	18.13	18.49	18.52	18.55	18.58
10	18.33	18.79	18.82	19.20	19.23	19.26	19.29

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01 to 2006-11-20	2006-11-21 to 2007-03-31	2007-04-01 to 2007-11-20	2007-11-21 to 2008-03-31	2008-04-01 to 2009-03-31	as of 2009-04-01
01	14.68	14.70	14.99	15.03	15.33	15.64
02	15.10	15.12	15.42	15.46	15.77	16.09
03	15.59	15.61	15.92	15.97	16.29	16.62
04	16.15	16.18	16.50	16.53	16.86	17.20
05	16.64	16.67	17.00	17.01	17.35	17.70
06	17.18	17.21	17.55	17.55	17.90	18.26
07	17.76	17.79	18.15	18.16	18.52	18.89
08	18.34	18.37	18.74	18.75	19.13	19.51
09	18.95	18.98	19.36	19.39	19.78	20.18
10	19.68	19.71	20.10	20.12	20.52	20.93

Classes of employment: **Attendant for Handicapped Students
Swimming Pool Supervisor**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21 to 2001-12-31	2002-01-01 to 2002-11-20	2002-11-21 to 2003-03-31	2003-04-01 to 2003-11-20	2003-11-21 to 2004-11-20	2004-11-21 to 2005-11-19	2005-11-20 to 2006-03-31
01	13.68	14.02	14.10	14.38	14.46	14.54	14.62
02	14.10	14.45	14.53	14.82	14.90	14.98	15.06
03	14.49	14.85	14.93	15.23	15.31	15.39	15.47
04	14.95	15.32	15.40	15.71	15.79	15.87	15.95
05	15.38	15.76	15.84	16.16	16.25	16.34	16.43
06	15.82	16.22	16.31	16.64	16.73	16.82	16.91

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01 to 2006-11-20	2006-11-21 to 2007-03-31	2007-04-01 to 2007-11-20	2007-11-21 to 2008-03-31	2008-04-01 to 2009-03-31	as of 2009-04-01
01	14.91	14.99	15.29	15.37	15.68	15.99
02	15.36	15.44	15.75	15.82	16.14	16.46
03	15.78	15.86	16.18	16.27	16.60	16.93
04	16.27	16.36	16.69	16.80	17.14	17.48
05	16.76	16.85	17.19	17.28	17.63	17.98
06	17.25	17.34	17.69	17.78	18.14	18.50

Class of employment: **Student Supervisor**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21 to 2001-12-31	2002-01-01 to 2002-11-20	2002-11-21 to 2003-03-31	2003-04-01 to 2003-11-20	2003-11-21 to 2004-11-20	2004-11-21 to 2005-11-19	2005-11-20 to 2006-03-31
01	13.79	14.13	14.31	14.60	14.79	14.98	15.17
02	14.12	14.47	14.66	14.95	15.14	15.33	15.53
03	14.44	14.80	14.99	15.29	15.49	15.69	15.89
04	14.79	15.16	15.36	15.67	15.87	16.07	16.28
05	15.13	15.51	15.71	16.02	16.23	16.44	16.65

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01 to 2006-11-20	2006-11-21 to 2007-03-31	2007-04-01 to 2007-11-20	2007-11-21 to 2008-03-31	2008-04-01 to 2009-03-31	as of 2009-04-01
01	15.47	15.67	15.98	16.20	16.52	16.85
02	15.84	16.04	16.36	16.59	16.92	17.26
03	16.21	16.42	16.75	16.97	17.31	17.66
04	16.61	16.82	17.16	17.37	17.72	18.07
05	16.98	17.20	17.54	17.78	18.14	18.50

2.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

Class of employment: **Office Agent, class II**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	13.76	14.10	14.25	14.54	14.70	14.86	15.02
02	14.09	14.44	14.60	14.89	15.05	15.21	15.37
03	14.41	14.77	14.93	15.23	15.39	15.56	15.73
04	14.76	15.13	15.29	15.60	15.77	15.94	16.11

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
	to	to	to	to	to	
	2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
01	15.32	15.49	15.80	15.96	16.28	16.61
02	15.68	15.85	16.17	16.35	16.68	17.01
03	16.04	16.21	16.53	16.72	17.05	17.39
04	16.43	16.61	16.94	17.12	17.46	17.81

Class of employment: **Office Agent, class I**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	14.72	15.09	15.22	15.52	15.65	15.79	15.93
02	15.21	15.59	15.73	16.04	16.18	16.32	16.46
03	15.72	16.11	16.25	16.58	16.72	16.87	17.02
04	16.27	16.68	16.82	17.16	17.31	17.46	17.61
05	16.82	17.24	17.39	17.74	17.89	18.05	18.21

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
	to	to	to	to	to	
	2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
01	16.25	16.39	16.72	16.86	17.20	17.54
02	16.79	16.94	17.28	17.43	17.78	18.14
03	17.36	17.51	17.86	18.00	18.36	18.73
04	17.96	18.12	18.48	18.65	19.02	19.40
05	18.57	18.73	19.10	19.27	19.66	20.05

Class of employment: **Office Agent, principal class**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	17.08	17.51	17.56	17.91	17.96	18.01	18.06
02	17.58	18.02	18.07	18.43	18.49	18.55	18.61
03	18.15	18.60	18.66	19.03	19.09	19.15	19.21
04	18.77	19.24	19.30	19.69	19.75	19.81	19.87
05	19.34	19.82	19.88	20.28	20.34	20.40	20.46
06	19.87	20.37	20.43	20.84	20.90	20.96	21.02

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
	to	to	to	to	to	
	2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
01	18.42	18.48	18.85	18.91	19.29	19.68
02	18.98	19.04	19.42	19.47	19.86	20.26
03	19.59	19.65	20.04	20.10	20.50	20.91
04	20.27	20.33	20.74	20.79	21.21	21.63
05	20.87	20.93	21.35	21.41	21.84	22.28
06	21.44	21.50	21.93	22.00	22.44	22.89

Class of employment: **Office Assistant**

Week: 35 hours

Step	Rate	Rate	Rate	Rate	Rate	Rate	Rate
	2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	13.64	13.98	14.09	14.37	14.48	14.59	14.70

Step	Rate	Rate	Rate	Rate	Rate	Rate
	2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
	to	to	to	to	to	
	2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
01	14.99	15.11	15.41	15.54	15.85	16.17

Class of employment: **Secretary**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	13.76	14.10	14.26	14.55	14.71	14.87	15.03
02	14.18	14.53	14.69	14.98	15.15	15.32	15.49
03	14.57	14.93	15.10	15.40	15.57	15.74	15.91
04	15.03	15.41	15.58	15.89	16.07	16.25	16.43
05	15.47	15.86	16.04	16.36	16.54	16.72	16.91
06	15.91	16.31	16.49	16.82	17.01	17.20	17.39

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
	to	to	to	to	to	
	2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
01	15.33	15.50	15.81	15.99	16.31	16.64
02	15.80	15.97	16.29	16.47	16.80	17.14
03	16.23	16.41	16.74	16.93	17.27	17.62
04	16.76	16.95	17.29	17.47	17.82	18.18
05	17.25	17.44	17.79	17.98	18.34	18.71
06	17.74	17.94	18.30	18.50	18.87	19.25

Class of employment: **Executive Secretary**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	16.05	16.45	16.59	16.92	17.06	17.21	17.36
02	16.53	16.94	17.08	17.42	17.57	17.72	17.87
03	17.04	17.47	17.62	17.97	18.12	18.27	18.43
04	17.58	18.02	18.17	18.53	18.69	18.85	19.01

Steps	Rates	Rates	Rates	Rates	Rates	Rates
	2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
	to	to	to	to	to	
	2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
01	17.71	17.86	18.22	18.37	18.74	19.11
02	18.23	18.39	18.76	18.93	19.31	19.70
03	18.80	18.96	19.34	19.52	19.91	20.31
04	19.39	19.56	19.95	20.12	20.52	20.93

Class of employment: **Telephone Operator**

Week: 35 hours

Steps	Rates	Rates	Rates	Rates	Rates	Rates	Rates
	2001-11-21 to 2001-12-31	2002-01-01 to 2002-11-20	2002-11-21 to 2003-03-31	2003-04-01 to 2003-11-20	2003-11-21 to 2004-11-20	2004-11-21 to 2005-11-19	2005-11-20 to 2006-01-31
01	13.74	14.08	14.21	14.49	14.62	14.76	14.90
02	14.07	14.42	14.55	14.84	14.98	15.12	15.26
03	14.39	14.75	14.89	15.19	15.33	15.47	15.61

2.3 CATEGORY OF LABOUR SUPPORT POSITIONS

2.3.1 Subcategory of Maintenance and Service Positions

Class of employment: **General Kitchen Helper**

Week: 38.75 hours

Rate 2001-11-21 to 2001-12-31	Rate 2002-01-01 to 2002-11-20	Rate 2002-11-21 to 2003-03-31	Rate 2003-04-01 to 2003-11-20	Rate 2003-11-21 to 2004-11-20	Rate 2004-11-21 to 2005-11-19	Rate 2005-11-20 to 2006-03-31
14.05	14.40	14.51	14.80	14.91	15.02	15.13

Rate 2006-04-01 to 2006-11-20	Rate 2006-11-21 to 2007-03-31	Rate 2007-04-01 to 2007-11-20	Rate 2007-11-21 to 2008-03-31	Rate 2008-04-01 to 2009-03-31	Rate as of 2009-04-01
15.43	15.55	15.86	15.99	16.31	16.64

Class of employment: **Cook, class III**

Week: 38.75 hours

Rate 2001-11-21 to 2001-12-31	Rate 2002-01-01 to 2002-11-20	Rate 2002-11-21 to 2003-03-31	Rate 2003-04-01 to 2003-11-20	Rate 2003-11-21 to 2004-11-20	Rate 2004-11-21 to 2005-11-19	Rate 2005-11-20 to 2006-03-31
15.89	16.29	16.42	16.75	16.88	17.01	17.15

Rate 2006-04-01 to 2006-11-20	Rate 2006-11-21 to 2007-03-31	Rate 2007-04-01 to 2007-11-20	Rate 2007-11-21 to 2008-03-31	Rate 2008-04-01 to 2009-03-31	Rate as of 2009-04-01
17.49	17.63	17.98	18.13	18.49	18.86

Class of employment: **Maintenance Workman, class III**

Week: 38.75 hours

Rate	Rate	Rate	Rate	Rate	Rate	Rate
2001-11-21	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
to	to	to	to	to	to	to
2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
13.64	13.98	14.09	14.37	14.48	14.59	14.70

Rate	Rate	Rate	Rate	Rate	Rate
2006-04-01	2006-11-21	2007-04-01	2007-11-21	2008-04-01	as of
to	to	to	to	to	
2006-11-20	2007-03-31	2007-11-20	2008-03-31	2009-03-31	2009-04-01
14.99	15.11	15.41	15.54	15.85	16.17

"

- C) The amount owed to an employee under this appendix may be requested, where applicable, by his legal heirs.
- D) The amounts calculated for each of the periods covered by this appendix shall bear interest at the legal rate in accordance with the Pay Equity Act (R.S.Q., c. E-12.001)."

IN WITNESS WHEREOF, the parties have signed in Montréal on this 2nd day of May 2007.

**FOR THE MANAGEMENT NEGOTIATING
COMMITTEE FOR ENGLISH-LANGUAGE
SCHOOL BOARDS (CPNCA)**

**FOR THE SYNDICAT DES EMPLOYÉES ET
EMPLOYÉS PROFESSIONNELS-LES ET DE
BUREAU (SEP-B-QUÉBEC) AFFILIATED WITH
THE QUÉBEC FEDERATION OF LABOUR (QFL)**

(signed) Bernard Huot

(signed) Lise Audet

Bernard Huot
President, CPNCA

Lise Audet
President, CNSS

(signed) Alain Lavoie

(signed) Ruby Mace

Alain Lavoie
Vice-president, CPNCA

Ruby Mace
Negotiator

(signed) Richard DuChemin

(signed) Jack Fitch

Richard DuChemin
Negotiator, MELS

Jack Fitch
Negotiator

(signed) Melody Bell

(signed) Pierre Gagnon

Melody Bell
Negotiator, QESBA

Pierre Gagnon
Spokesperson

