

**AGREEMENT PURSUANT TO CLAUSE 2-2.04**

**CONCLUDED**

**BETWEEN**

**ON THE ONE HAND**

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

**AND**

**ON THE OTHER HAND**

**THE UNION DES EMPLOYÉS ET EMPLOYÉES  
DE SERVICE, SECTION LOCALE 800  
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 A Implementation of the Pay Equity Plan Established Under the Pay  
Equity Act (R.S.Q., c. E-12.001)

69-8274A (1)

Produced by the Management Negotiating Committee  
for English-language School Boards (CPNCA)  
October 2008

The provincial negotiating parties agree, in accordance with clause 2-2.04 of the agreement, as follows:

- 1) Appendix I is replaced by the following:

**"APPENDIX I                      HOURLY SALARY SCALES AND RATES**

**Section 1      Hourly Salary Scales and Rates:**

- until 2006-03-31;
- from 2006-04-01 to 2007-03-31;
- from 2007-04-01 to 2008-03-31;
- from 2008-04-01 to 2009-03-31;
- as of 2009-04-01.

**Section 2      Hourly Salary Rates and Scales Resulting from the Application of the Pay Equity Act (R.S.Q., c. E-12.001):**

- |                                  |                                  |
|----------------------------------|----------------------------------|
| - from 2001-11-21 to 2001-12-31; | - from 2006-04-01 to 2006-11-20; |
| - from 2002-01-01 to 2002-11-20; | - from 2006-11-21 to 2007-03-31; |
| - from 2002-11-21 to 2003-03-31; | - from 2007-04-01 to 2007-11-20; |
| - from 2003-04-01 to 2003-11-20; | - from 2007-11-21 to 2008-03-31; |
| - from 2003-11-21 to 2004-11-20; | - from 2008-04-01 to 2009-03-31; |
| - from 2004-11-21 to 2005-11-19; | - as of 2009-04-01.              |
| - from 2005-11-20 to 2006-03-31; |                                  |

## 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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</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>
	17.81	18.17	18.53	18.90	19.28

**1.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS**Class of employment: **Buyer**

Week: 35 hours

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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

<b>Steps</b>	<b>Rates until 2006-03-31</b>	<b>Rates 2006-04-01 to 2007-03-31</b>	<b>Rates 2007-04-01 to 2008-03-31</b>	<b>Rates 2008-04-01 to 2009-03-31</b>	<b>Rates as of 2009-04-01</b>
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 \$
<b>Trade Apprentice</b>					
1 <sup>st</sup> year	14.16	14.44	14.73	15.02	15.32
2 <sup>nd</sup> year	14.61	14.90	15.20	15.50	15.81
3 <sup>rd</sup> year	15.11	15.41	15.72	16.03	16.35
4 <sup>th</sup> year	15.62	15.93	16.25	16.58	16.91
<b>Cabinetmaker</b>	19.82	20.22	20.62	21.03	21.45
<b>Electrician</b>	19.82	20.22	20.62	21.03	21.45
<b>Electrician, principal class</b>	21.07	21.49	21.92	22.36	22.81
<b>Master Pipe Mechanic</b>	21.07	21.49	21.92	22.36	22.81
<b>Mechanic, class II</b>	18.43	18.80	19.18	19.56	19.95
<b>Mechanic, class I</b>	19.82	20.22	20.62	21.03	21.45
<b>Stationary Engineer</b>					
<b>Class 4</b>	16.45	16.78	17.12	17.46	17.81
<b>Class 3</b>	18.23	18.59	18.96	19.34	19.73
<b>Class 2</b>	20.03	20.43	20.84	21.26	21.69
<b>Class 1</b>	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 \$
<b>Carpenter</b>	18.96	19.34	19.73	20.12	20.52
<b>Certified Maintenance Workman</b>	18.96	19.34	19.73	20.12	20.52
<b>Painter</b>	17.58	17.93	18.29	18.66	19.03
<b>Locksmith</b>	18.03	18.39	18.76	19.14	19.52
<b>Welder</b>	19.82	20.22	20.62	21.03	21.45
<b>Specialized Shop Mechanic</b>	19.82	20.22	20.62	21.03	21.45
<b>Pipe Fitter</b>	19.82	20.22	20.62	21.03	21.45
<b>Glazier-Installer- Mechanic</b>	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 \$
<b>Heavy Vehicle Driver Assistant</b>	15.27	15.58	15.89	16.21	16.53
<b>Trades Helper</b>	15.62	15.93	16.25	16.58	16.91
<b>Laundryman</b>	15.08	15.38	15.69	16.00	16.32
<b>Caretaker (9 275 m<sup>2</sup> or more)</b>	17.93	18.29	18.66	19.03	19.41
<b>Caretaker (less than 9 275 m<sup>2</sup>)</b>	16.27	16.60	16.93	17.27	17.62
<b>Night Caretaker (9 275 m<sup>2</sup> or more)</b>	17.27	17.62	17.97	18.33	18.70
<b>Night Caretaker (less than 9 275 m<sup>2</sup>)</b>	15.86	16.18	16.50	16.83	17.17
<b>Light Vehicle Driver</b>	15.27	15.58	15.89	16.21	16.53
<b>Heavy Vehicle Driver</b>	17.44	17.79	18.15	18.51	18.88
<b>Cook, class II</b>	18.23	18.59	18.96	19.34	19.73
<b>Cook, class I</b>	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 \$
<b>Guard</b>	14.58	14.87	15.17	15.47	15.78
<b>Gardener</b>	16.45	16.78	17.12	17.46	17.81
<b>Maintenance Workman, class II (Assistant Caretaker, Labourer)</b>	14.91	15.21	15.51	15.82	16.14
<b>Maintenance Workman, class I (Window Installer, Tile Setter, Sander)</b>	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
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 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	13.76	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 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	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 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	14.72	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 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	16.25	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

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

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

- 2) The following appendix is added:

**"APPENDIX A** **IMPLEMENTATION OF THE PAY EQUITY PLAN ESTABLISHED UNDER THE PAY EQUITY ACT (R.S.Q., C. E-12.001)**

In accordance with the Pay Equity Plan and paragraph 10 of Section III of the agreement on its implementation, concluded with the union bodies on December 21, 2006, the provincial negotiating parties agree to amend the agreement as follows:

**1) Modification of Hourly Salary Scales and Rates**

Within sixty (60) days of December 21, 2006, the hourly salary scales and rates in effect for the classes of employment covered by a pay equity salary adjustment shall be modified as indicated in Section 2 of Appendix I of the agreement.

**2) Retroactivity**

- A) An employee who is in the employ of the board between November 21, 2001 and the date on which the hourly salary scales and rates are modified under article 1, and who is in a class of employment found in Section 2 of Appendix I of the agreement, is entitled to a retroactive payment equal to the difference, if positive, between the salary or, as the case may be, the amount to which he would have been entitled, taking into account his active service or the number of hours remunerated during the periods covered by Section 2 of Appendix I of the agreement and according to the provisions of articles 5-3.00, 5-4.00, 5-9.00, 6-1.00, 6-2.00, 6-3.00, 6-5.00, 6-6.00, 6-8.00, 8-3.00, 10-1.00 and 10-2.00 of the agreement;

and

the amounts already paid by the board to this effect between November 21, 2001 and the date when the hourly salary scales and rates were modified under article 1.

- B) The employee whose hourly salary rate, on the day preceding the date on which the hourly salary scales and rates are adjusted, is higher than the single salary rate or the maximum rate of the scale in effect for his class of employment and equal to or higher than the new single salary rate or the new maximum salary scale for his class of employment, shall receive no adjustment.
- C) The employee whose hourly salary rate, on the day preceding the date on which the hourly salary scales and rates are adjusted, is equal to or higher than the single salary rate or the maximum rate of the scale in effect for his class of employment, and lower than the new single salary rate or the new maximum salary scale for his class of employment, shall have his rate brought up to the new single salary rate or the new maximum rate of the salary scale in effect for his class of employment.

However, this adjustment shall be equal to the difference between the adjusted rate and the rate applicable on the day preceding the date of the adjustment from which shall be deducted the lump sum, where applicable, which he is paid as an overrate or overscale employee.

**3) Other Provisions**

- A) Within ninety (90) days of the coming into force of this appendix, the board shall provide the union with the list of employees who have left their job since November 21, 2001 together with their last known address.
- B) An employee whose employment ceased between November 21, 2001 and the payment of retroactivity may apply to the board to be paid the amount owing.

On receiving a written request from an employee to that effect, the board shall pay the amount owing no later than April 30, 2007 or within thirty (30) days of receiving the request if it is sent after April 1, 2007.

- 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 2<sup>nd</sup> day of March 2007.

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

**FOR THE UNION DES EMPLOYÉS ET  
EMPLOYÉES DE SERVICE, SECTION  
LOCALE 800 AFFILIATED WITH THE QUÉBEC  
FEDERATION OF LABOUR (QFL)**

(signed) Bernard Huot

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Bernard Huot  
President, CPNCA

(signed) Alain Lavoie

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Alain Lavoie  
Vice-president, CPNCA

(signed) Melody Bell

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Melody Bell  
Negotiator, QESBA

(signed) Wayne Kendall

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Wayne Kendall  
Negotiator

(signed) Richard DuChemin

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Richard DuChemin  
Negotiator, MELS

(signed) Rita Plamondon

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Rita Plamondon  
Spokesperson

