

**AGREEMENT PURSUANT TO CLAUSE 2-2.03
OF THE 2005-2010 PROVISIONS**

BETWEEN

ON THE ONE HAND

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

AND

ON THE OTHER HAND

**THE CENTRALE DES SYNDICATS DU QUÉBEC (CSQ),
REPRESENTED BY ITS BARGAINING AGENT,
THE FÉDÉRATION DU PERSONNEL DE SOUTIEN SCOLAIRE (FPSS)**

Subject: Replacement of Appendix

Appendix I Hourly Salary Scales and Rates

Addition of Appendix

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

Replacement of clause 6-8.01

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

The provincial negotiating parties agree, in accordance with clause 2-2.03 of the 2005-2010 provisions, 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 2002-01-01 to 2002-11-20;
- from 2002-11-21 to 2003-03-31;
- from 2003-04-01 to 2003-11-20;
- from 2003-11-21 to 2004-11-20;
- from 2004-11-21 to 2005-11-19;
- from 2005-11-20 to 2006-03-31;
- from 2006-04-01 to 2006-11-20;
- from 2006-11-21 to 2007-03-31;
- from 2007-04-01 to 2007-11-20;
- from 2007-11-21 to 2008-03-31;
- from 2008-04-01 to 2009-03-31;
- as of 2009-04-01.

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
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 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	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 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	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

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
13.64	13.98	14.09	14.37	14.48	14.59	14.70

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	
14.99	15.11	15.41	15.54	15.85	16.17	"

- 2) Appendix XXVII is added:

**"APPENDIX XXVII 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 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 or she would have been entitled, taking into account his or her active service or the number of hours remunerated during the periods covered by Section 2 of Appendix I of the agreement and under articles 5-3.00, 5-4.00, 6-1.00, 6-2.00, 6-3.00, 6-4.00, 6-7.00, 6-8.00, 6-9.00, 7-4.00, 8-3.00, 10-1.00 and 10-2.00 of the agreement as well as article 10-3.00 of a previous 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 or her class of employment and equal to or higher than the new single salary rate or the new maximum salary scale for his or her 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 or her class of employment, and lower than the new single salary rate or the new maximum salary scale for his or her class of employment, shall have his or her rate brought up to the new single salary rate or the new maximum rate of the salary scale in effect for his or her 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 or she 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 or her 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)."

3) Clause 6-8.01 is replaced by the following:

"6-8.01

For the purpose of this article, the following expressions mean:

A) Dependent

The spouse and dependent child¹ and any other dependent as defined in the Taxation Act provided that the latter resides with the employee. However, for the purpose of this article, the income earned from a job by the employee's spouse shall not nullify the latter's status as dependent.

The fact that a child attends a secondary school declared to be of public interest situated elsewhere than in the employee's place of residence shall not nullify his or her status as dependent if no public secondary school is accessible where the employee lives.

Moreover, the fact that a child attends preschool or elementary school, recognized of public interest, in a locality other than the employee's place of residence shall not remove his or her status of dependent when no school recognized of public interest, preschool or elementary, as the case may be, is accessible in the child's language of instruction (French or English) in the locality where the employee lives.

A child aged twenty-five (25) or younger is also considered as having the status of dependent, provided he meets the following three (3) conditions:

- the child attends, on a full-time basis, a post-secondary institution recognized of public interest elsewhere than in the place of residence of the employee working in a locality situated in sector III;
- the child had dependent status according to the aforementioned definition;
- the employee provided supporting documents to prove that the child is pursuing, on a full-time basis, a post-secondary education program, namely, proof of registration at the beginning of the term and proof of attendance at the end of the term.

The recognition of dependent status defined in the preceding paragraph enables an employee to retain his or her isolation and remoteness premium and the dependent child to benefit from the provisions related to outings.

However, the transportation costs allocated to a dependent child under other programs shall be deducted from the benefits related to outings to which the dependent child is entitled.

The details contained in the fourth paragraph do not apply to the provisions concerning food transportation and housing.

¹ Dependent child means a child of an employee, of an employee's spouse or of both or a child living with the employee and for whom adoption procedures have been undertaken, who is unmarried or not joined in civil union and living or domiciled in Canada, who depends on the employee for support and who is under eighteen (18) years of age; also any child who is twenty-five (25) years of age or less, who is a duly registered full-time student attending a recognized educational institution or a child of any age who became totally disabled prior to his or her eighteenth (18th) birthday or twenty-fifth (25th) birthday, if he or she was a full-time student attending a recognized educational institution and has remained continuously disabled since that time.

Point of Departure

Domicile in the legal sense of the word upon engagement insofar as the domicile is situated in one of the localities of Québec. This point of departure may be modified by an agreement between the board and the employee subject to it being situated in one of the localities of Québec.

The fact that an employee already covered by this article changes board shall not modify his or her point of departure.

B) Sectors**Sector I**

- Localities of Chapais and Chibougamau
- Locality of Témiscaming
- Locality of Matagami

Sector II

- Locality of Fermont
- Localities of the Îles-de-la-Madeleine

Sector III

- Territory located north of the 51° of latitude including Kawawachikamach and Schefferville, except the locality of Fermont."

IN WITNESS WHEREOF, the parties have signed in Montréal on this 26th day of April 2007.

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

**FOR THE CENTRALE DES SYNDICATS DU
QUÉBEC (CSQ), REPRESENTED BY ITS
BARGAINING AGENT, THE FÉDÉRATION DU
PERSONNEL DE SOUTIEN SCOLAIRE (FPSS)**

(signed) Bernard Huot

(signed) Diane Cinq-Mars

Bernard Huot
President, CPNCA

Diane Cinq-Mars
President, FPSS

(signed) Alain Lavoie

(signed) Joanne Quévillon

Alain Lavoie
Vice-president, CPNCA

Joanne Quévillon
Vice-president, FPSS

(signed) Melody Bell

(signed) Guy Bazin

Melody Bell
Negotiator, QESBA

Guy Bazin
Vice-president, FPSS

(signed) Richard DuChemin

(signed) Alain Gingras

Richard DuChemin
Negotiator, MELS

Alain Gingras
Negotiator, FPSS-CSQ

(signed) Michael Palumbo

Michael Palumbo
Spokesperson, FPSS-CSQ