

**Agreement pursuant to clause 2-2.04**

**The purpose of this agreement is to amend the entente concluded**

**between**

**the Management Negotiating Committee for  
English-Language School Boards (CPNCA)**

**and**

**the Fédération des employées et employés de services publics Inc.  
(FEESP-CSN)  
on behalf of the unions of support staff of English-language school  
boards of Québec that it represents**

- Subject:**
- Replacement of Appendix 1, Hourly Salary Scales and Rates
  - Modification of clauses 2-1.01, 5-3.10, 5-4.25, 5-4.45 and 5-4.49 and replacement of Appendix 18, List of bodies whose employees are subject to conditions of employment or salary scales and standards which, by law, are determined on September 1, 2011 by the government or according to the conditions defined by the government

**CONSIDERING** the completion of the work by the Secrétariat du Conseil du trésor to maintain pay equity, the parties hereby agree as follows without any admission of the results of the work related to pay equity conducted solely by the employer group.

- 1- Appendix 1 is replaced by the following:

**APPENDIX 1                      HOURLY SALARY SCALES AND RATES<sup>1</sup>**

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

- **2010-04-01 to 2011-03-31**
- **2011-04-01 to 2012-03-31**
- **2012-04-01 to 2013-03-31**
- **2013-04-01 to 2014-03-31**
- **as of 2014-04-01**

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

- **2010-04-01 to 2010-12-30**
- **2010-12-31 to 2011-03-31**
- **2011-04-01 to 2012-03-31**
- **2012-04-01 to 2013-03-31**
- **2013-04-01 to 2014-03-31**
- **as of 2014-04-01**

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<sup>1</sup> The hourly salary scales and rates may be increased in accordance with the second paragraph of clauses 6-3.04 to 6-3.06.

## HOURLY SALARY SCALES AND RATES

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## HOURLY SALARY SCALES AND RATES

### Section 1 HOURLY SALARY SCALES AND RATES

#### 1.1 CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS

##### 1.1.1 Subcategory of Technical Support Positions

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	20.82	20.98	21.19	21.56	21.99
2	21.45	21.61	21.83	22.21	22.65
3	22.13	22.30	22.52	22.91	23.37
4	22.82	22.99	23.22	23.63	24.10
5	23.55	23.73	23.97	24.39	24.88
6	24.24	24.42	24.66	25.09	25.59
7	25.00	25.19	25.44	25.89	26.41
8	25.77	25.96	26.22	26.68	27.21
9	26.59	26.79	27.06	27.53	28.08
10	27.38	27.59	27.87	28.36	28.93
11	28.26	28.47	28.75	29.25	29.84
12	29.15	29.37	29.66	30.18	30.78

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	18.09	18.23	18.41	18.73	19.10
2	18.64	18.78	18.97	19.30	19.69
3	19.23	19.37	19.56	19.90	20.30
4	19.83	19.98	20.18	20.53	20.94
5	20.46	20.61	20.82	21.18	21.60
6	21.06	21.22	21.43	21.81	22.25
7	21.73	21.89	22.11	22.50	22.95
8	22.40	22.57	22.80	23.20	23.66
9	23.09	23.26	23.49	23.90	24.38
10	23.81	23.99	24.23	24.65	25.14
11	24.55	24.73	24.98	25.42	25.93
12	25.31	25.50	25.76	26.21	26.73

Class of employment: **Administration Technician**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.19	17.32	17.49	17.80	18.16
2	17.75	17.88	18.06	18.38	18.75
3	18.48	18.62	18.81	19.14	19.52
4	19.12	19.26	19.45	19.79	20.19
5	19.89	20.04	20.24	20.59	21.00
6	20.57	20.72	20.93	21.30	21.73
7	21.42	21.58	21.80	22.18	22.62
8	22.20	22.37	22.59	22.99	23.45
9	23.04	23.21	23.44	23.85	24.33
10	23.91	24.09	24.33	24.76	25.26
11	24.80	24.99	25.24	25.68	26.19
12	25.75	25.94	26.20	26.66	27.19

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	16.73	16.86	17.03	17.33	17.68
2	17.29	17.42	17.59	17.90	18.26
3	18.00	18.14	18.32	18.64	19.01
4	18.63	18.77	18.96	19.29	19.68
5	19.38	19.53	19.73	20.08	20.48
6	20.05	20.20	20.40	20.76	21.18
7	20.87	21.03	21.24	21.61	22.04
8	21.64	21.80	22.02	22.41	22.86
9	22.44	22.61	22.84	23.24	23.70
10	23.29	23.46	23.69	24.10	24.58
11	24.15	24.33	24.57	25.00	25.50
12	25.09	25.28	25.53	25.98	26.50

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	16.42	16.54	16.71	17.00	17.34
2	17.10	17.23	17.40	17.70	18.05
3	17.66	17.79	17.97	18.28	18.65
4	18.31	18.45	18.63	18.96	19.34
5	18.97	19.11	19.30	19.64	20.03
6	19.65	19.80	20.00	20.35	20.76
7	20.33	20.48	20.68	21.04	21.46
8	21.12	21.28	21.49	21.87	22.31
9	21.93	22.09	22.31	22.70	23.15
10	22.74	22.91	23.14	23.54	24.01
11	23.53	23.71	23.95	24.37	24.86
12	24.42	24.60	24.85	25.28	25.79

Classes of employment: **Documentation Technician**  
**Psychometry Technician**  
**Special Education Technician**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.34	17.47	17.64	17.95	18.31
2	18.05	18.19	18.37	18.69	19.06
3	18.64	18.78	18.97	19.30	19.69
4	19.33	19.47	19.66	20.00	20.40
5	20.03	20.18	20.38	20.74	21.15
6	20.74	20.90	21.11	21.48	21.91
7	21.45	21.61	21.83	22.21	22.65
8	22.30	22.47	22.69	23.09	23.55
9	23.15	23.32	23.55	23.96	24.44
10	24.00	24.18	24.42	24.85	25.35
11	24.86	25.05	25.30	25.74	26.25
12	25.75	25.94	26.20	26.66	27.19

Class of employment: **Braille Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.70	16.83	17.00	17.30	17.65
2	17.38	17.51	17.69	18.00	18.36
3	17.95	18.08	18.26	18.58	18.95
4	18.62	18.76	18.95	19.28	19.67
5	19.29	19.43	19.62	19.96	20.36
6	19.98	20.13	20.33	20.69	21.10
7	20.66	20.81	21.02	21.39	21.82
8	21.47	21.63	21.85	22.23	22.67
9	22.30	22.47	22.69	23.09	23.55
10	23.13	23.30	23.53	23.94	24.42
11	23.94	24.12	24.36	24.79	25.29
12	24.83	25.02	25.27	25.71	26.22

Class of employment: **Food Management Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.18	19.32	19.51	19.85	20.25
2	19.78	19.93	20.13	20.48	20.89
3	20.35	20.50	20.71	21.07	21.49
4	20.89	21.05	21.26	21.63	22.06
5	21.52	21.68	21.90	22.28	22.73
6	22.16	22.33	22.55	22.94	23.40
7	22.75	22.92	23.15	23.56	24.03
8	23.37	23.55	23.79	24.21	24.69
9	24.07	24.25	24.49	24.92	25.42
10	24.72	24.91	25.16	25.60	26.11
11	25.55	25.74	26.00	26.46	26.99
12	26.23	26.43	26.69	27.16	27.70

Class of employment: **Data Processing Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	18.91	19.05	19.24	19.58	19.97
2	19.56	19.71	19.91	20.26	20.67
3	20.16	20.31	20.51	20.87	21.29
4	20.86	21.02	21.23	21.60	22.03
5	21.53	21.69	21.91	22.29	22.74
6	22.22	22.39	22.61	23.01	23.47
7	22.93	23.10	23.33	23.74	24.21
8	23.70	23.88	24.12	24.54	25.03
9	24.49	24.67	24.92	25.36	25.87
10	25.27	25.46	25.71	26.16	26.68
11	26.10	26.30	26.56	27.02	27.56
12	26.97	27.17	27.44	27.92	28.48



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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	22.62	22.79	23.02	23.42	23.89
2	23.41	23.59	23.83	24.25	24.74
3	24.15	24.33	24.57	25.00	25.50
4	25.01	25.20	25.45	25.90	26.42
5	25.86	26.05	26.31	26.77	27.31
6	26.71	26.91	27.18	27.66	28.21
7	27.72	27.93	28.21	28.70	29.27
8	28.69	28.91	29.20	29.71	30.30
9	29.71	29.93	30.23	30.76	31.38

Class of employment: **School Organization Technician**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	18.75	18.89	19.08	19.41	19.80
2	19.33	19.47	19.66	20.00	20.40
3	19.93	20.08	20.28	20.63	21.04
4	20.55	20.70	20.91	21.28	21.71
5	21.22	21.38	21.59	21.97	22.41
6	21.84	22.00	22.22	22.61	23.06
7	22.52	22.69	22.92	23.32	23.79
8	23.24	23.41	23.64	24.05	24.53
9	23.96	24.14	24.38	24.81	25.31
10	24.66	24.84	25.09	25.53	26.04
11	25.48	25.67	25.93	26.38	26.91
12	26.23	26.43	26.69	27.16	27.70

Class of employment: **Interpreter-Technician**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	19.50	19.65	19.85	20.20	20.60
2	20.15	20.30	20.50	20.86	21.28
3	20.78	20.94	21.15	21.52	21.95
4	21.50	21.66	21.88	22.26	22.71
5	22.19	22.36	22.58	22.98	23.44
6	22.88	23.05	23.28	23.69	24.16
7	23.63	23.81	24.05	24.47	24.96
8	24.43	24.61	24.86	25.30	25.81
9	25.21	25.40	25.65	26.10	26.62
10	26.05	26.25	26.51	26.97	27.51
11	26.87	27.07	27.34	27.82	28.38
12	27.77	27.98	28.26	28.75	29.33

## 1.1.2 Subcategory of Paratechnical Support Positions

Class of employment: **Laboratory Attendant**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	15.60	15.76	16.04	16.36
2	15.86	15.98	16.14	16.42	16.75
3	16.22	16.34	16.50	16.79	17.13
4	16.61	16.73	16.90	17.20	17.54
5	16.99	17.12	17.29	17.59	17.94

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.18	17.31	17.48	17.79	18.15
2	17.78	17.91	18.09	18.41	18.78
3	18.40	18.54	18.73	19.06	19.44
4	19.02	19.16	19.35	19.69	20.08
5	19.65	19.80	20.00	20.35	20.76
6	20.35	20.50	20.71	21.07	21.49
7	21.03	21.19	21.40	21.77	22.21

Class of employment: **Day Care Service Educator, principal class**

Week: 35 hours

<b>Steps</b>	<b>Rates 2011-07-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	20.61	20.82	21.18	21.60
2	21.22	21.43	21.81	22.25
3	21.86	22.08	22.47	22.92
4	22.52	22.75	23.15	23.61
5	23.17	23.40	23.81	24.29

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.72	15.84	16.00	16.28	16.61
2	16.17	16.29	16.45	16.74	17.07
3	16.70	16.83	17.00	17.30	17.65
4	17.29	17.42	17.59	17.90	18.26
5	17.79	17.92	18.10	18.42	18.79
6	18.35	18.49	18.67	19.00	19.38
7	18.98	19.12	19.31	19.65	20.04
8	19.61	19.76	19.96	20.31	20.72
9	20.28	20.43	20.63	20.99	21.41
10	21.03	21.19	21.40	21.77	22.21

Class of employment: **School Transportation Inspector**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	16.30	16.42	16.58	16.87	17.21
2	16.80	16.93	17.10	17.40	17.75
3	17.28	17.41	17.58	17.89	18.25
4	17.81	17.94	18.12	18.44	18.81
5	18.34	18.48	18.66	18.99	19.37
6	18.89	19.03	19.22	19.56	19.95
7	19.47	19.62	19.82	20.17	20.57
8	20.03	20.18	20.38	20.74	21.15
9	20.62	20.77	20.98	21.35	21.78

Class of employment: **Printing Operator**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	15.60	15.76	16.04	16.36
2	15.99	16.11	16.27	16.55	16.88
3	16.45	16.57	16.74	17.03	17.37
4	17.07	17.20	17.37	17.67	18.02
5	17.54	17.67	17.85	18.16	18.52
6	18.09	18.23	18.41	18.73	19.10
7	18.63	18.77	18.96	19.29	19.68

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	18.09	18.23	18.41	18.73	19.10
2	18.66	18.80	18.99	19.32	19.71
3	19.23	19.37	19.56	19.90	20.30
4	19.86	20.01	20.21	20.56	20.97
5	20.49	20.64	20.85	21.21	21.63

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.21	17.34	17.51	17.82	18.18
2	17.81	17.94	18.12	18.44	18.81
3	18.46	18.60	18.79	19.12	19.50
4	19.17	19.31	19.50	19.84	20.24
5	19.87	20.02	20.22	20.57	20.98
6	20.59	20.74	20.95	21.32	21.75

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	20.59	20.74	20.95	21.32	21.75
2	21.31	21.47	21.68	22.06	22.50
3	22.04	22.21	22.43	22.82	23.28
4	22.75	22.92	23.15	23.56	24.03
5	23.52	23.70	23.94	24.36	24.85
6	24.32	24.50	24.75	25.18	25.68
7	25.14	25.33	25.58	26.03	26.55

Class of employment: **Binder**

Week: 35 hours

<b>Step</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
	19.38	19.53	19.73	20.08	20.48

## 1.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

Class of employment: **Buyer**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.38	19.53	19.73	20.08	20.48
2	19.94	20.09	20.29	20.65	21.06
3	20.58	20.73	20.94	21.31	21.74
4	21.29	21.45	21.66	22.04	22.48
5	21.93	22.09	22.31	22.70	23.15
6	22.53	22.70	22.93	23.33	23.80

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	17.63	17.76	17.94	18.25	18.62
2	18.23	18.37	18.55	18.87	19.25
3	18.82	18.96	19.15	19.49	19.88
4	19.50	19.65	19.85	20.20	20.60
5	20.15	20.30	20.50	20.86	21.28

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.78	19.93	20.13	20.48	20.89
2	20.36	20.51	20.72	21.08	21.50
3	21.01	21.17	21.38	21.75	22.19
4	21.74	21.90	22.12	22.51	22.96
5	22.39	22.56	22.79	23.19	23.65
6	23.00	23.17	23.40	23.81	24.29

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	15.48	15.60	15.76	16.04	16.36
2	15.86	15.98	16.14	16.42	16.75
3	16.22	16.34	16.50	16.79	17.13
4	16.61	16.73	16.90	17.20	17.54

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.87	17.00	17.17	17.47	17.82
2	17.46	17.59	17.77	18.08	18.44
3	18.05	18.19	18.37	18.69	19.06
4	18.63	18.77	18.96	19.29	19.68
5	19.26	19.40	19.59	19.93	20.33

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.23	19.37	19.56	19.90	20.30
2	19.92	20.07	20.27	20.62	21.03
3	20.58	20.73	20.94	21.31	21.74
4	21.29	21.45	21.66	22.04	22.48
5	21.94	22.10	22.32	22.71	23.16
6	22.68	22.85	23.08	23.48	23.95
7	23.45	23.63	23.87	24.29	24.78

Class of employment: **Secretary**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.72	16.85	17.02	17.32	17.67
2	17.23	17.36	17.53	17.84	18.20
3	17.71	17.84	18.02	18.34	18.71
4	18.27	18.41	18.59	18.92	19.30
5	18.80	18.94	19.13	19.46	19.85
6	19.35	19.50	19.70	20.04	20.44

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	17.63	17.76	17.94	18.25	18.62
2	18.17	18.31	18.49	18.81	19.19
3	18.72	18.86	19.05	19.38	19.77
4	19.28	19.42	19.61	19.95	20.35
5	19.87	20.02	20.22	20.57	20.98
6	20.44	20.59	20.80	21.16	21.58
7	21.04	21.20	21.41	21.78	22.22

Class of employment: **Executive Secretary**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	19.21	19.35	19.54	19.88	20.28
2	19.80	19.95	20.15	20.50	20.91
3	20.41	20.56	20.77	21.13	21.55
4	21.03	21.19	21.40	21.77	22.21

### 1.3 CATEGORY OF LABOUR SUPPORT POSITIONS

#### 1.3.1 Subcategory of Qualified Workman Positions

Week: 38.75 hours

<b>Classes of employment</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
<b>Trade Apprentice</b>					
<b>1<sup>st</sup> year</b>	15.40	15.52	15.68	15.95	16.27
<b>2<sup>nd</sup> year</b>	15.89	16.01	16.17	16.45	16.78
<b>3<sup>rd</sup> year</b>	16.43	16.55	16.72	17.01	17.35
<b>4<sup>th</sup> year</b>	16.99	17.12	17.29	17.59	17.94
<b>Cabinetmaker</b>	21.56	21.72	21.94	22.32	22.77
<b>Electrician</b>	21.56	21.72	21.94	22.32	22.77
<b>Electrician, principal class</b>	22.92	23.09	23.32	23.73	24.20
<b>Master Pipe Mechanic</b>	22.92	23.09	23.32	23.73	24.20
<b>Stationary Engineer</b>					
<b>Class 4</b>	17.90	18.03	18.21	18.53	18.90
<b>Class 3</b>	19.83	19.98	20.18	20.53	20.94
<b>Class 2</b>	21.80	21.96	22.18	22.57	23.02
<b>Class 1</b>	22.49	22.66	22.89	23.29	23.76
<b>Mechanic, class II</b>	20.05	20.20	20.40	20.76	21.18
<b>Mechanic, class I</b>	21.56	21.72	21.94	22.32	22.77
<b>Carpenter</b>	20.62	20.77	20.98	21.35	21.78
<b>Certified Maintenance Workman</b>	20.62	20.77	20.98	21.35	21.78
<b>Painter</b>	19.13	19.27	19.46	19.80	20.20
<b>Locksmith</b>	19.62	19.77	19.97	20.32	20.73
<b>Welder</b>	21.56	21.72	21.94	22.32	22.77
<b>Specialized Shop Mechanic</b>	21.56	21.72	21.94	22.32	22.77
<b>Pipe Fitter</b>	21.56	21.72	21.94	22.32	22.77
<b>Glazier-Installer-Mechanic</b>	19.83	19.98	20.18	20.53	20.94



## 1.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

<b>Classes of employment</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
<b>Heavy Vehicle Driver Assistant</b>	16.61	16.73	16.90	17.20	17.54
<b>Trades Helper</b>	16.99	17.12	17.29	17.59	17.94
<b>Laundryman</b>	16.40	16.52	16.69	16.98	17.32
<b>Caretaker, class II</b>	17.71	17.84	18.02	18.34	18.71
<b>Caretaker, class I</b>	19.51	19.66	19.86	20.21	20.61
<b>Night Caretaker, class II</b>	17.26	17.39	17.56	17.87	18.23
<b>Night Caretaker, class I</b>	18.79	18.93	19.12	19.45	19.84
<b>Light Vehicle Driver</b>	16.61	16.73	16.90	17.20	17.54
<b>Heavy Vehicle Driver</b>	18.97	19.11	19.30	19.64	20.03
<b>Cook, class III</b>	18.95	19.09	19.28	19.62	20.01
<b>Cook, class II</b>	19.83	19.98	20.18	20.53	20.94
<b>Cook, class I</b>	20.62	20.77	20.98	21.35	21.78
<b>Guard</b>	15.86	15.98	16.14	16.42	16.75
<b>Gardener</b>	17.90	18.03	18.21	18.53	18.90
<b>Maintenance Workman, class II</b>	16.22	16.34	16.50	16.79	17.13
<b>Maintenance Workman, class I (Window Installer, Tile Setter, Sander)</b>	17.71	17.84	18.02	18.34	18.71

**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 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	21.52	21.53	21.69	21.91	22.29	22.74
2	22.30	22.31	22.48	22.70	23.10	23.56
3	23.14	23.15	23.32	23.55	23.96	24.44
4	23.98	23.99	24.17	24.41	24.84	25.34
5	24.88	24.89	25.08	25.33	25.77	26.29
6	25.77	25.79	25.98	26.24	26.70	27.23
7	26.73	26.75	26.95	27.22	27.70	28.25
8	27.72	27.74	27.95	28.23	28.72	29.29
9	28.74	28.76	28.98	29.27	29.78	30.38
10	29.81	29.83	30.05	30.35	30.88	31.50
11	30.91	30.93	31.16	31.47	32.02	32.66
12	32.05	32.07	32.31	32.63	33.20	33.86

**2.1.2 Subcategory of Paratechnical Support Positions**

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.07	16.10	16.22	16.38	16.67	17.00
2	16.54	16.57	16.69	16.86	17.16	17.50
3	17.01	17.04	17.17	17.34	17.64	17.99
4	17.57	17.60	17.73	17.91	18.22	18.58
5	18.07	18.10	18.24	18.42	18.74	19.11
6	18.59	18.62	18.76	18.95	19.28	19.67

Class of employment: **Student Supervisor**

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.93	17.59	17.72	17.90	18.21	18.57
2	17.35	18.02	18.16	18.34	18.66	19.03
3	17.75	18.44	18.58	18.77	19.10	19.48
4	18.16	18.86	19.00	19.19	19.53	19.92
5	18.59	19.31	19.45	19.64	19.98	20.38

**2.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS**Class of employment: **Office Agent, class II**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	16.69	16.79	16.92	17.09	17.39	17.74
2	17.10	17.20	17.33	17.50	17.81	18.17
3	17.48	17.59	17.72	17.90	18.21	18.57
4	17.90	18.01	18.15	18.33	18.65	19.02

Class of employment: **Office Assistant**

Week: 35 hours

<b>Step</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
	16.25	17.00	17.13	17.30	17.60	17.95

Class of employment: **Reprography Operator**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	17.35	17.48	17.65	17.96	18.32
2	15.86	17.78	17.91	18.09	18.41	18.78
3	16.22	18.18	18.32	18.50	18.82	19.20
4	16.61	18.62	18.76	18.95	19.28	19.67

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	17.07	17.20	17.37	17.67	18.02
2	16.02	17.67	17.80	17.98	18.29	18.66
3	16.59	18.30	18.44	18.62	18.95	19.33
4	17.16	18.92	19.06	19.25	19.59	19.98
5	17.73	19.55	19.70	19.90	20.25	20.66
6	18.34	20.23	20.38	20.58	20.94	21.36
7	18.97	20.92	21.08	21.29	21.66	22.09

## 2.3 CATEGORY OF LABOUR SUPPORT POSITIONS

### 2.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

Classes of employment	Rates	Rates	Rates	Rates	Rates	Rates
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	2014-04-01
<b>General Kitchen Helper</b>	16.72	17.00	17.13	17.30	17.60	17.95
<b>Maintenance Workman, class III (Domestic Help)</b>	16.25	16.65	16.77	16.94	17.24	17.58

Moreover, the parties agree as follows:

- 2- A grammatical error was corrected in subparagraph 3) a) of paragraph B) of clause 2-1.01 in the French text, but does not apply to the English text.
- 3- Subparagraph 3) e) of paragraph B) of clause 2-1.01 is replaced with the following:
  - e) on returning to work from a maternity, paternity or adoption leave, the employee shall resume his or her assignment if it still exists.
- 4- A grammatical error was corrected in clause 5-3.10 in the French text, but does not apply to the English text.
- 5- A grammatical error was corrected in clause 5-4.25 in the French text, but does not apply to the English text.
- 6- The first paragraph of clause 5-4.45 is replaced with the following:
 

Upon the employee's request, a full-time leave without salary prescribed in clause 5-4.44 may be divided into weeks prior to the end of the first fifty-two (52) weeks. The leave may be divided if the employee's child is hospitalized or because of a situation covered by sections 79.1 and 79.8 to 79.12 of the Act respecting labour standards (R.S.Q., c. N-1.1).
- 7- Clause 5-4.49 is replaced with the following:

#### 5-4.49

A leave of absence without salary or a part-time leave of absence without salary for a maximum of one (1) year shall be granted to an employee whose minor child suffers from socioemotional problems or whose minor child is handicapped or is suffering from a prolonged illness and requires his or her care. The terms and conditions of the leave are provided for in clauses 5-4.51 and 5-4.52.

8- Appendix 18 is replaced with the following:

**APPENDIX 18**                                    **LIST OF BODIES WHOSE EMPLOYEES ARE SUBJECT TO CONDITIONS OF EMPLOYMENT OR SALARY SCALES AND STANDARDS WHICH, BY LAW, ARE DETERMINED ON SEPTEMBER 1, 2011 BY THE GOVERNMENT OR ACCORDING TO THE CONDITIONS DEFINED BY THE GOVERNMENT**

For information purposes:

Agence du revenu du Québec  
Autorité des marchés financiers  
Bibliothèque et Archives nationales du Québec  
Centres régionaux d'aide juridique  
Commission de la construction du Québec  
Commission des droits de la personne et des droits de la jeunesse  
Commission des services juridiques  
Conseil des arts et des lettres du Québec  
Conseil des services essentiels  
Conservatoire de musique et d'art dramatique du Québec  
Corporation d'urgences-santé de la région de Montréal Métropolitain  
École nationale de police du Québec  
Fonds de recherche du Québec - Nature et technologies  
Fonds de recherche du Québec - Santé  
Fonds de recherche du Québec - Société et culture  
Héma-Québec  
Hydro-Québec  
Infrastructure Québec  
Institut national d'excellence en santé et en services sociaux  
Institut national de la santé publique du Québec  
Institut national des mines  
Investissement Québec  
Musée d'art contemporain de Montréal  
Musée de la civilisation  
Musée national des beaux-arts du Québec  
Régie de l'énergie  
Régie des installations olympiques  
Société de développement des entreprises culturelles  
Société de la Place des Arts de Montréal  
Société de télédiffusion du Québec  
Société des alcools du Québec  
Société des établissements de plein air du Québec  
Société des loteries du Québec  
Société des traversiers du Québec  
Société du Centre des congrès de Québec  
Société du Grand théâtre de Québec  
Société du Palais des congrès de Montréal  
Société du parc industriel et portuaire de Bécancour  
Société immobilière du Québec  
Société québécoise d'information juridique  
Société québécoise de récupération et de recyclage  
Sûreté du Québec

IN WITNESS WHEREOF, the parties have signed in Montréal on this 21<sup>st</sup> day of December 2011.

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

**FOR THE FÉDÉRATION DES EMPLOYÉES ET  
EMPLOYÉS DE SERVICES PUBLICS INC.  
(FEESP-CSN)**

(signed) Bernard Huot

(signed) Danielle Beaulieu

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Bernard Huot  
President, CPNCA

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Danielle Beaulieu  
Présidente  
Secteur scolaire FEESP (CSN)

(signed) Éric Bergeron

(signed) Diane Lafrenière

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Éric Bergeron  
Vice-president, CPNCA

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Diane Lafrenière  
Secrétaire générale  
Secteur scolaire FEESP (CSN)

(signed) Marie-Claude Boudreault

(signed) Patrick Teyssédou

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Marie-Claude Boudreault  
Negotiator, CPNCA

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Patrick Teyssédou  
Spokesperson, FEESP (CSN)

(signed) Melody Bell

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Melody Bell  
Spokesperson, CPNCA