

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

BETWEEN

ON THE ONE HAND

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

AND

ON THE OTHER HAND

**THE FÉDÉRATION DES EMPLOYÉES ET EMPLOYÉS DE SERVICES PUBLICS INC. (CSN)
ON BEHALF OF THE UNIONS OF SUPPORT STAFF OF ENGLISH-LANGUAGE SCHOOL
BOARDS OF QUÉBEC THAT IT REPRESENTS**

Subject: Replacement of Appendix

Appendix I Hourly Salary Scales and Rates

Addition of Appendix

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

Amendments to article 6-6.00

Produced by the Management Negotiating Committee
for English-language School Boards (CPNCA)
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HOURLY SALARY SCALES AND RATES

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Section 1 HOURLY SALARY SCALES AND RATES**1.1 CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS****1.1.1 Subcategory of Technical Support Positions**Class of employment: **Braille Technician**

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	15.35	15.66	15.97	16.29	16.62
02	15.97	16.29	16.62	16.95	17.29
03	16.50	16.83	17.17	17.51	17.86
04	17.12	17.46	17.81	18.17	18.53
05	17.73	18.08	18.44	18.81	19.19
06	18.37	18.74	19.11	19.49	19.88
07	18.99	19.37	19.76	20.16	20.56
08	19.74	20.13	20.53	20.94	21.36
09	20.49	20.90	21.32	21.75	22.19
10	21.26	21.69	22.12	22.56	23.01
11	22.00	22.44	22.89	23.35	23.82
12	22.82	23.28	23.75	24.23	24.71

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	15.10	15.40	15.71	16.02	16.34
02	15.72	16.03	16.35	16.68	17.01
03	16.24	16.56	16.89	17.23	17.57
04	16.83	17.17	17.51	17.86	18.22
05	17.44	17.79	18.15	18.51	18.88
06	18.06	18.42	18.79	19.17	19.55
07	18.69	19.06	19.44	19.83	20.23
08	19.41	19.80	20.20	20.60	21.01
09	20.16	20.56	20.97	21.39	21.82
10	20.90	21.32	21.75	22.19	22.63
11	21.63	22.06	22.50	22.95	23.41
12	22.44	22.89	23.35	23.82	24.30

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	15.38	15.69	16.00	16.32	16.65
02	15.89	16.21	16.53	16.86	17.20
03	16.55	16.88	17.22	17.56	17.91
04	17.13	17.47	17.82	18.18	18.54
05	17.81	18.17	18.53	18.90	19.28
06	18.43	18.80	19.18	19.56	19.95
07	19.19	19.57	19.96	20.36	20.77
08	19.89	20.29	20.70	21.11	21.53
09	20.63	21.04	21.46	21.89	22.33
10	21.40	21.83	22.27	22.72	23.17
11	22.21	22.65	23.10	23.56	24.03
12	23.07	23.53	24.00	24.48	24.97

Class of employment: **Food Management Technician**

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	17.63	17.98	18.34	18.71	19.08
02	18.18	18.54	18.91	19.29	19.68
03	18.71	19.08	19.46	19.85	20.25
04	19.21	19.59	19.98	20.38	20.79
05	19.78	20.18	20.58	20.99	21.41
06	20.37	20.78	21.20	21.62	22.05
07	20.91	21.33	21.76	22.20	22.64
08	21.47	21.90	22.34	22.79	23.25
09	22.13	22.57	23.02	23.48	23.95
10	22.74	23.19	23.65	24.12	24.60
11	23.48	23.95	24.43	24.92	25.42
12	24.12	24.60	25.09	25.59	26.10

Class of employment: **School Organization Technician**

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	17.24	17.58	17.93	18.29	18.66
02	17.76	18.12	18.48	18.85	19.23
03	18.32	18.69	19.06	19.44	19.83
04	18.89	19.27	19.66	20.05	20.45
05	19.50	19.89	20.29	20.70	21.11
06	20.07	20.47	20.88	21.30	21.73
07	20.71	21.12	21.54	21.97	22.41
08	21.36	21.79	22.23	22.67	23.12
09	22.02	22.46	22.91	23.37	23.84
10	22.68	23.13	23.59	24.06	24.54
11	23.41	23.88	24.36	24.85	25.35
12	24.12	24.60	25.09	25.59	26.10

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	16.63	16.96	17.30	17.65	18.00
02	17.14	17.48	17.83	18.19	18.55
03	17.67	18.02	18.38	18.75	19.13
04	18.23	18.59	18.96	19.34	19.73
05	18.81	19.19	19.57	19.96	20.36
06	19.36	19.75	20.15	20.55	20.96
07	19.97	20.37	20.78	21.20	21.62
08	20.59	21.00	21.42	21.85	22.29
09	21.24	21.66	22.09	22.53	22.98
10	21.88	22.32	22.77	23.23	23.69
11	22.57	23.02	23.48	23.95	24.43
12	23.27	23.74	24.21	24.69	25.18

Class of employment: **Data Processing Technician**

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	17.39	17.74	18.09	18.45	18.82
02	17.98	18.34	18.71	19.08	19.46
03	18.53	18.90	19.28	19.67	20.06
04	19.18	19.56	19.95	20.35	20.76
05	19.79	20.19	20.59	21.00	21.42
06	20.42	20.83	21.25	21.68	22.11
07	21.08	21.50	21.93	22.37	22.82
08	21.79	22.23	22.67	23.12	23.58
09	22.51	22.96	23.42	23.89	24.37
10	23.24	23.70	24.17	24.65	25.14
11	23.99	24.47	24.96	25.46	25.97
12	24.78	25.28	25.79	26.31	26.84

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	20.80	21.22	21.64	22.07	22.51
02	21.51	21.94	22.38	22.83	23.29
03	22.21	22.65	23.10	23.56	24.03
04	22.99	23.45	23.92	24.40	24.89
05	23.77	24.25	24.74	25.23	25.73
06	24.56	25.05	25.55	26.06	26.58
07	25.48	25.99	26.51	27.04	27.58
08	26.37	26.90	27.44	27.99	28.55
09	27.30	27.85	28.41	28.98	29.56

1.1.2 Subcategory of Paratechnical Support Positions

Class of employment: **Laboratory Attendant**

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	14.23	14.51	14.80	15.10	15.40
02	14.58	14.87	15.17	15.47	15.78
03	14.91	15.21	15.51	15.82	16.14
04	15.27	15.58	15.89	16.21	16.53
05	15.62	15.93	16.25	16.58	16.91

Class of employment: **School Transportation Inspector**

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	14.98	15.28	15.59	15.90	16.22
02	15.44	15.75	16.07	16.39	16.72
03	15.88	16.20	16.52	16.85	17.19
04	16.37	16.70	17.03	17.37	17.72
05	16.86	17.20	17.54	17.89	18.25
06	17.37	17.72	18.07	18.43	18.80
07	17.89	18.25	18.62	18.99	19.37
08	18.41	18.78	19.16	19.54	19.93
09	18.96	19.34	19.73	20.12	20.52

Class of employment: **Printing Operator**

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	14.23	14.51	14.80	15.10	15.40
02	14.70	14.99	15.29	15.60	15.91
03	15.13	15.43	15.74	16.05	16.37
04	15.70	16.01	16.33	16.66	16.99
05	16.12	16.44	16.77	17.11	17.45
06	16.63	16.96	17.30	17.65	18.00
07	17.13	17.47	17.82	18.18	18.54

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	16.63	16.96	17.30	17.65	18.00
02	17.16	17.50	17.85	18.21	18.57
03	17.67	18.02	18.38	18.75	19.13
04	18.25	18.62	18.99	19.37	19.76
05	18.84	19.22	19.60	19.99	20.39

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	15.81	16.13	16.45	16.78	17.12
02	16.37	16.70	17.03	17.37	17.72
03	16.97	17.31	17.66	18.01	18.37
04	17.62	17.97	18.33	18.70	19.07
05	18.26	18.63	19.00	19.38	19.77
06	18.93	19.31	19.70	20.09	20.49

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	18.93	19.31	19.70	20.09	20.49
02	19.58	19.97	20.37	20.78	21.20
03	20.26	20.67	21.08	21.50	21.93
04	20.91	21.33	21.76	22.20	22.64
05	21.62	22.05	22.49	22.94	23.40
06	22.35	22.80	23.26	23.73	24.20
07	23.11	23.57	24.04	24.52	25.01

Class of employment: **Binder**

Week: 35 hours

Steps	Rate until 2006-03-31	Rate 2006-04-01 to 2007-03-31	Rate 2007-04-01 to 2008-03-31	Rate 2008-04-01 to 2009-03-31	Rate as of 2009-04-01
	17.81	18.17	18.53	18.90	19.28

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	17.81	18.17	18.53	18.90	19.28
02	18.33	18.70	19.07	19.45	19.84
03	18.92	19.30	19.69	20.08	20.48
04	19.56	19.95	20.35	20.76	21.18
05	20.16	20.56	20.97	21.39	21.82
06	20.72	21.13	21.55	21.98	22.42

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	14.23	14.51	14.80	15.10	15.40
02	14.58	14.87	15.17	15.47	15.78
03	14.91	15.21	15.51	15.82	16.14
04	15.27	15.58	15.89	16.21	16.53

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	15.51	15.82	16.14	16.46	16.79
02	16.05	16.37	16.70	17.03	17.37
03	16.59	16.92	17.26	17.61	17.96
04	17.13	17.47	17.82	18.18	18.54
05	17.70	18.05	18.41	18.78	19.16

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	17.67	18.02	18.38	18.75	19.13
02	18.31	18.68	19.05	19.43	19.82
03	18.92	19.30	19.69	20.08	20.48
04	19.56	19.95	20.35	20.76	21.18
05	20.17	20.57	20.98	21.40	21.83
06	20.85	21.27	21.70	22.13	22.57
07	21.55	21.98	22.42	22.87	23.33

Class of employment: **Reprography Operator**

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	14.23	14.51	14.80	15.10	15.40
02	14.58	14.87	15.17	15.47	15.78
03	14.91	15.21	15.51	15.82	16.14
04	15.27	15.58	15.89	16.21	16.53

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	14.23	14.51	14.80	15.10	15.40
02	14.73	15.02	15.32	15.63	15.94
03	15.25	15.56	15.87	16.19	16.51
04	15.77	16.09	16.41	16.74	17.07
05	16.29	16.62	16.95	17.29	17.64
06	16.86	17.20	17.54	17.89	18.25
07	17.44	17.79	18.15	18.51	18.88

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

Week: 35 hours

Steps	Rates until 2006-03-31	Rates 2006-04-01 to 2007-03-31	Rates 2007-04-01 to 2008-03-31	Rates 2008-04-01 to 2009-03-31	Rates as of 2009-04-01
01	16.21	16.53	16.86	17.20	17.54
02	16.71	17.04	17.38	17.73	18.08
03	17.21	17.55	17.90	18.26	18.63
04	17.72	18.07	18.43	18.80	19.18
05	18.26	18.63	19.00	19.38	19.77
06	18.79	19.17	19.55	19.94	20.34
07	19.35	19.74	20.13	20.53	20.94

1.3 CATEGORY OF LABOUR SUPPORT POSITIONS

1.3.1 Subcategory of Qualified Workman Positions

Week: 38.75 hours

Classes of employment	Rates until 2006-03-31 \$	Rates 2006-04-01 to 2007-03-31 \$	Rates 2007-04-01 to 2008-03-31 \$	Rates 2008-04-01 to 2009-03-31 \$	Rates as of 2009-04-01 \$
Trade Apprentice					
1st year	14.16	14.44	14.73	15.02	15.32
2nd year	14.61	14.90	15.20	15.50	15.81
3rd year	15.11	15.41	15.72	16.03	16.35
4th 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	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	17.36	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	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	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	2002-01-01	2002-11-21	2003-04-01	2003-11-21	2004-11-21	2005-11-20
	to	to	to	to	to	to	to
	2001-12-31	2002-11-20	2003-03-31	2003-11-20	2004-11-20	2005-11-19	2006-03-31
01	14.76	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	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	15.98	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	2009-04-01 as of
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 XXVI is added:

**"APPENDIX XXVI 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 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, 5-9.00, 6-1.00, 6-2.00, 6-3.00, 6-6.00, 6-7.00, 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.

Except for the employees covered by paragraph C) of article 3, the amounts owing shall be paid no later than April 30, 2007.

- 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) The rights and benefits related to remuneration prescribed in the agreement that are the financial responsibility of the board shall be adjusted retroactively as of November 21, 2001 as if the salary rates and scales had applied on the dates they should have.

- B) 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.
- C) 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.

- D) The amount owed to an employee under this appendix may be requested, where applicable, by his or her legal heirs.
- E) 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)."

APPLICABLE TO THE FRENCH TEXT ONLY

3) Article 6-6.00 is amended as follows:

I- Clause 6-6.04 is replaced by the following:

6-6.04 Premium for Additional Responsibility

a) The stationary engineer who principally and customarily supervises the installation of a combination of boilers and refrigeration equipment located in the same area and who possesses the two (2) required certificates, the heating/steam engine certificate and the refrigeration equipment certificate, shall receive, in addition to the salary rate prescribed for his or her class of employment, a salary supplement according to the rate in effect:

Rate until	Rate 2006-04-01 to	Rate 2007-04-01 to	Rate 2008-04-01 to	Rate as of 2009-04-01
2006-03-31	2007-03-31	2008-03-31	2009-03-31	2009-04-01
\$9.32/week	\$9.51/week	\$9.70/week	\$9.89/week	\$10.09/week

b) The driver of heavy or light vehicles who exclusively transports handicapped students recognized as such by the board and who assists them in their transportation shall receive, in addition to the salary rate prescribed for his or her class of employment, an hourly premium according to the rate in effect:

Rate until	Rate 2006-04-01 to	Rate 2007-04-01 to	Rate 2008-04-01 to	Rate as of 2009-04-01
2006-03-31	2007-03-31	2008-03-31	2009-03-31	2009-04-01
\$0.78/hour	\$0.80/hour	\$0.82/hour	\$0.84/hour	\$0.86/hour

c) The welder who possesses a certificate of competence in "welding and fitting" issued by the Ministry of Employment and Social Solidarity (Emploi-Québec) shall receive, when he or she is required to work in this capacity, in addition to the salary rate prescribed for his or her class of employment and for each hour thus worked, an hourly premium according to the rate in effect:

Rate until	Rate 2006-04-01 to	Rate 2007-04-01 to	Rate 2008-04-01 to	Rate as of 2009-04-01
2006-03-31	2007-03-31	2008-03-31	2009-03-31	2009-04-01
\$1.33/hour	\$1.36/hour	\$1.39/hour	\$1.42/hour	\$1.45/hour

d) The caretaker assigned to a building equipped with a steam heating system regulated by the Act respecting stationary engineers (R.S.Q., c. M-6) shall be entitled to the following weekly premium provided that he or she is in charge of operating and supervising the system and that he or she possesses the necessary certificate of competence:

Rate until	Rate 2006-04-01 to	Rate 2007-04-01 to	Rate 2008-04-01 to	Rate as of 2009-04-01
2006-03-31	2007-03-31	2008-03-31	2009-03-31	2009-04-01
\$9.46/week	\$9.65/week	\$9.84/week	\$10.04/week	\$10.24/week

e) Lead Hand Premium

An employee who, at the request of the board, acts as lead hand for a group of five (5) employees or more shall receive an hourly premium for each hour of work when he or she acts in that capacity according to the rate in effect:

Rate until	Rate 2006-04-01 to	Rate 2007-04-01 to	Rate 2008-04-01 to	Rate as of
2006-03-31	2007-03-31	2008-03-31	2009-03-31	2009-04-01
\$0.81/hour	\$0.83/hour	\$0.85/hour	\$0.87/hour	\$0.89/hour

The premium does not apply to the employees whose class of employment involves the supervision of a group of employees.

Unless there is an agreement between the board and the union, the salary supplement provided for in this clause must be paid at the same time as the employees' pay. The premiums provided in this clause shall be paid within twenty (20) days following the end of the week during which they were earned.

II- Clause 6-6.07 is replaced by the following:

6-6.06 Verification of Furnaces

Subject to clause 8-3.06, the board may request that a nonresident employee proceed with the verification of furnaces on Saturdays, Sundays and paid legal holidays. The employee shall receive a premium for each visit according to the rate in effect:

Rate until	Rate 2006-04-01 to	Rate 2007-04-01 to	Rate 2008-04-01 to	Rate as of
2006-03-31	2007-03-31	2008-03-31	2009-03-31	2009-04-01
\$17.85/visit	\$18.21/visit	\$18.57/visit	\$18.94/visit	\$19.32/visit

When two (2) buildings of the same institutional school or centre are located more than one kilometre from one another, they shall be considered, for the purpose of this clause only, as two (2) distinct institutional schools or centres.

III- Clause 6-6.08 is replaced by the following:

6-6.07

Notwithstanding the foregoing, the indemnity shall not be paid if an employee is at the school or centre for any activity involving a salary provided for in the agreement (loan and rental of rooms and overtime). In this case, the remuneration must be at least equal to that provided for in clause 6-6.06.

IV- Clause 6-6.09 is replaced by the following:

6-6.08

For the purpose of applying the preceding provisions, the board shall obtain once a year, by posting, the list of the caretakers, night caretakers and class II maintenance workmen interested in carrying out the verifications.

If the list includes more than one employee, the verification of the furnace of a school or centre must be offered, by order of seniority within each class of employment, first to the caretaker of the school or centre, to the night caretaker of the school or centre and then to the class II maintenance workman of the school or centre.

If no employee of the school or centre is registered on the list, the verification may be carried out by another employee from another school or centre whose name appears on the said list. If none of these employees are available, the provisions of clause 6-6.06 apply.

V- Clause 6-6.10 is replaced by the following:

6-6.09

In the case where, on the date of the coming into force of the agreement, the verifications were performed by employees other than maintenance employees, the board shall continue to use those employees.

VI- Clause 6-6.11 is replaced by the following:

6-6.10

Within one hundred and twenty (120) days of the date of the coming into force of the agreement, the board and the union may agree on different terms and conditions. Failing agreement within this time limit, the union shall choose, for the duration of the agreement, between the system in place on the date of the coming into force of the agreement and the one described in clauses 6-6.06 to 6-6.09.

IN WITNESS WHEREOF, the parties have signed in Montréal on this 27th day of April 2007.

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

FOR THE FÉDÉRATION DES EMPLOYÉES ET EMPLOYÉS DE SERVICES PUBLICS INC. (CSN) ON BEHALF OF THE UNIONS OF SUPPORT STAFF OF ENGLISH-LANGUAGE SCHOOL BOARDS OF QUÉBEC THAT IT REPRESENTS

(signed) Bernard Huot

(signed) Ronald Gauthier

Bernard Huot
President, CPNCA

Ronald Gauthier
President, secteur scolaire
FEESP (CSN)

(signed) Jean Beauchesne

(signed) Lisette Guilbault

Jean Beauchesne
Vice-president, CPNCA

Lisette Guilbault
Secrétaire générale, secteur scolaire
FEESP (CSN)

(signed) Melody Bell

(signed) Lyne Hardy

Melody Bell
Negotiator, QESBA

Lyne Hardy
Spokesperson
FEESP (CSN)

(signed) Richard DuChemin

Richard DuChemin
Negotiator, MELS

FOR THE SCHOOL BOARD

