

**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 INDEPENDENT ASSOCIATION OF SUPPORT STAFF OF
LESTER B. PEARSON SCHOOL BOARD**

**THE INDEPENDENT ASSOCIATION
OF WESTERN QUEBEC**

**THE EASTERN SHORES INDEPENDENT ASSOCIATION
FOR SUPPORT PERSONNEL**

Subject: Replacement of Appendix

Appendix I Hourly Salary Scales and Rates

Addition of Appendix

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

69-8278A (1)

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

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

- 1) Appendix I is replaced by the following:

"APPENDIX I HOURLY SALARY SCALES AND RATES

Section 1 Hourly Salary Scales and Rates:

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

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

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

HOURLY SALARY SCALES AND RATES

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

Week: 35 hours

| 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 |

Support Staff**15****Independent Associations**

| 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 |

Support Staff

17

Independent Associations

| 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 | as of 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 | 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 | 14.55 | 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 | 2006-11-21 | 2007-04-01 | 2007-11-21 | 2008-04-01 | as of |
| | to | to | to | to | to | |
| | 2006-11-20 | 2007-03-31 | 2007-11-20 | 2008-03-31 | 2009-03-31 | 2009-04-01 |
| 01 | 16.00 | 16.12 | 16.44 | 16.58 | 16.91 | 17.25 |
| 02 | 16.66 | 16.79 | 17.13 | 17.26 | 17.61 | 17.96 |
| 03 | 17.21 | 17.34 | 17.69 | 17.83 | 18.19 | 18.55 |
| 04 | 17.84 | 17.98 | 18.34 | 18.48 | 18.85 | 19.23 |
| 05 | 18.49 | 18.63 | 19.00 | 19.16 | 19.54 | 19.93 |
| 06 | 19.15 | 19.30 | 19.69 | 19.84 | 20.24 | 20.64 |
| 07 | 19.81 | 19.96 | 20.36 | 20.51 | 20.92 | 21.34 |
| 08 | 20.58 | 20.74 | 21.15 | 21.32 | 21.75 | 22.19 |
| 09 | 21.37 | 21.54 | 21.97 | 22.14 | 22.58 | 23.03 |
| 10 | 22.15 | 22.32 | 22.77 | 22.95 | 23.41 | 23.88 |
| 11 | 22.93 | 23.11 | 23.57 | 23.77 | 24.25 | 24.74 |
| 12 | 23.80 | 23.98 | 24.46 | 24.63 | 25.12 | 25.62 |

Class of employment: **Administration Technician**

Week: 35 hours

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

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

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

Week: 35 hours

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

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

Class of employment: **Interpreter-Technician**

Week: 35 hours

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

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

2.1.2 Subcategory of Paratechnical Support Positions

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

Week: 35 hours

| Steps | Rates | Rates | Rates | Rates | Rates | Rates | Rates |
|-------|------------|------------|------------|------------|------------|------------|------------|
| | 2001-11-21 | 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 | 13.81 | 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 | 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 | 15.64 | 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 | 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 | 13.69 | 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 | 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 | 14.68 | 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 POSITIONSClass 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 | 2003-11-21 to 2004-11-20 | 2004-11-21 to 2005-11-19 |
| 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 | 2008-04-01 as of 2009-04-01 |
| 01 | 15.32 | 15.49 | 15.80 | 15.96 | 16.28 | 16.61 |
| 02 | 15.68 | 15.85 | 16.17 | 16.35 | 16.68 | 17.01 |
| 03 | 16.04 | 16.21 | 16.53 | 16.72 | 17.05 | 17.39 |
| 04 | 16.43 | 16.61 | 16.94 | 17.12 | 17.46 | 17.81 |

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

Week: 35 hours

| Steps | Rates | Rates | Rates | Rates | Rates | Rates | Rates |
|-------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| | 2001-11-21 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 | 2008-04-01 as of 2009-04-01 |
| 01 | 16.25 | 16.39 | 16.72 | 16.86 | 17.20 | 17.54 |
| 02 | 16.79 | 16.94 | 17.28 | 17.43 | 17.78 | 18.14 |
| 03 | 17.36 | 17.51 | 17.86 | 18.00 | 18.36 | 18.73 |
| 04 | 17.96 | 18.12 | 18.48 | 18.65 | 19.02 | 19.40 |
| 05 | 18.57 | 18.73 | 19.10 | 19.27 | 19.66 | 20.05 |

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

Week: 35 hours

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

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

Class of employment: **Office Assistant**

Week: 35 hours

| Step | Rate | Rate | Rate | Rate | Rate | Rate | Rate |
|------|------------|------------|------------|------------|------------|------------|------------|
| | 2001-11-21 | 2002-01-01 | 2002-11-21 | 2003-04-01 | 2003-11-21 | 2004-11-21 | 2005-11-20 |
| | to | to | to | to | to | to | to |
| | 2001-12-31 | 2002-11-20 | 2003-03-31 | 2003-11-20 | 2004-11-20 | 2005-11-19 | 2006-03-31 |

| | | | | | | | |
|----|-------|-------|-------|-------|-------|-------|-------|
| 01 | 13.64 | 13.98 | 14.09 | 14.37 | 14.48 | 14.59 | 14.70 |
|----|-------|-------|-------|-------|-------|-------|-------|

| Step | Rate | Rate | Rate | Rate | Rate | Rate |
|------|------------|------------|------------|------------|------------|------------|
| | 2006-04-01 | 2006-11-21 | 2007-04-01 | 2007-11-21 | 2008-04-01 | as of |
| | to | to | to | to | to | |
| | 2006-11-20 | 2007-03-31 | 2007-11-20 | 2008-03-31 | 2009-03-31 | 2009-04-01 |

| | | | | | | |
|----|-------|-------|-------|-------|-------|-------|
| 01 | 14.99 | 15.11 | 15.41 | 15.54 | 15.85 | 16.17 |
|----|-------|-------|-------|-------|-------|-------|

Class of employment: **Secretary**

Week: 35 hours

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

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

Class of employment: **Executive Secretary**

Week: 35 hours

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

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

Class of employment: **Telephone Operator**

Week: 35 hours

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

2.3 CATEGORY OF LABOUR SUPPORT POSITIONS

2.3.1 Subcategory of Maintenance and Service Positions

Class of employment: **General Kitchen Helper**

Week: 38.75 hours

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

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

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

Week: 38.75 hours

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

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

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

Week: 38.75 hours

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

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

- 2) Appendix XI is added:

"APPENDIX XI 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, 6-5.00, 6-6.00, 6-8.00, 8-3.00, 10-1.00 and 10-2.00 of the agreement;

and

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

- B) The employee whose hourly salary rate, on the day preceding the date on which the hourly salary scales and rates are adjusted, is higher than the single salary rate or the maximum rate of the scale in effect for his 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)."

IN WITNESS WHEREOF, the parties have signed in Montréal on this 20th day of February 2007.

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

**FOR THE INDEPENDENT ASSOCIATION OF
SUPPORT STAFF OF LESTER B. PEARSON
SCHOOL BOARD**

(signed) Bernard Huot

(signed) Richie Klimas

Bernard Huot
President, CPNCA

Richie Klimas
Vice-president

(signed) Alain Lavoie

(signed) Luce Pattison

Alain Lavoie
Vice-president, CPNCA

Luce Pattison
President
Spokesperson

(signed) Richard DuChemin

Richard DuChemin
Negotiator, MELS

(signed) Melody Bell

Melody Bell
Spokesperson, QESBA

IN WITNESS WHEREOF, the parties have signed in Montréal on this 20th day of February 2007.

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

**FOR THE INDEPENDENT ASSOCIATION OF
WESTERN QUEBEC**

(signed) Bernard Huot

(signed) Yvon Denault

Bernard Huot
President, CPNCA

Yvon Denault
President

(signed) Alain Lavoie

(signed) Ola Hodgins

Alain Lavoie
Vice-president, CPNCA

Ola Hodgins
Vice-president

(signed) Richard DuChemin

(signed) Luce Pattison

Richard DuChemin
Negotiator, MELS

Luce Pattison
Spokesperson

(signed) Melody Bell

Melody Bell
Spokesperson, QESBA

IN WITNESS WHEREOF, the parties have signed in Montréal on this 20th day of February 2007.

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

**FOR THE EASTERN SHORES INDEPENDENT
ASSOCIATION FOR SUPPORT PERSONNEL**

(signed) Bernard Huot

(signed) Louise Jones

Bernard Huot
President, CPNCA

Louise Jones
Interim President

(signed) Alain Lavoie

(signed) Lise Bond-Babin

Alain Lavoie
Vice-president, CPNCA

Lise Bond-Babin
Vice-president

(signed) Richard DuChemin

(signed) Luce Pattison

Richard DuChemin
Negotiator, MELS

Luce Pattison
Spokesperson

(signed) Melody Bell

Melody Bell
Spokesperson, QESBA

