

**Letter of agreement**

**concluded**

**between**

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

**and**

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

**SUBJECT:** Application of clauses 6-3.04 and 6-6.01 of the S18 collective agreement (2010-2015) to update the hourly salary scales and rates, premiums and supplements

The purpose of this letter of agreement is to update the hourly salary scales and rates as well as the premiums and supplements applicable to support staff of English-language school boards as a result of the increase prescribed in the clause relating to the gross domestic product (clauses 6-3.04 and 6-6.01) of the S18 collective agreement (2010-2015).

The 1% granted on April 1, 2012 is thus increased to 1.5% and is retroactive to that same date.

It should be noted that only the modified premiums are found in this letter of agreement.

Consequently, clauses 6-6.04 a), c) and d), 6-6.05, 6-6.07, 6-7.01 a) and b) as well as Appendix 1 are modified as follows and the following tables replace those of the consolidated S18 collective agreement (2010-2015) found on the CPNCA Website:

#### 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 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$10.14/week	\$10.22/week	\$10.37/week	\$10.55/week	\$10.76/week

- 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 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$1.46/hour	\$1.47/hour	\$1.49/hour	\$1.52/hour	\$1.55/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 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as 2014-04-01
\$10.29/week	\$10.37/week	\$10.53/week	\$10.71/week	\$10.92/week

#### 6-6.05 Split Shift Premium in a Day Care Service

The employee in the day care services sector who must interrupt his or her work for a period exceeding the time scheduled for his or her meal or more than once a day shall receive a premium in addition to his or her regular salary based on the rate in effect:

Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$3.51/day	\$3.54/day	\$3.59/day	\$3.65/day	\$3.72/day

**6-6.07 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:

<b>Rate</b> <b>2010-04-01</b> <b>to</b> <b>2011-03-31</b>	<b>Rate</b> <b>2011-04-01</b> <b>to</b> <b>2012-03-31</b>	<b>Rate</b> <b>2012-04-01</b> <b>to</b> <b>2013-03-31</b>	<b>Rate</b> <b>2013-04-01</b> <b>to</b> <b>2014-03-31</b>	<b>Rate</b> <b>as of</b> <b>2014-04-01</b>
\$19.42/visit	\$19.57/visit	\$19.86/visit	\$20.21/visit	\$20.61/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.

**6-7.01**

When the board decides to entrust the loan and rental of rooms to its employees, the duties described hereinafter shall be offered, according to seniority, to employees in the classes of employment of caretaker or maintenance workman, class II or III in the school or centre. The board and the union may agree on a different distribution.

The employee who is requested by the board to look after the loan and rental of rooms outside his or her regular working hours shall be paid according to the following provisions:

- a) For the opening of the school or centre and of the rooms used, supervision during the activity and the closing of the school or centre and the rooms used<sup>1</sup>:

<b>Rate</b> <b>2010-04-01</b> <b>to</b> <b>2011-03-31</b>	<b>Rate</b> <b>2011-04-01</b> <b>au</b> <b>2012-03-31</b>	<b>Rate</b> <b>2012-04-01</b> <b>au</b> <b>2013-03-31</b>	<b>Rate</b> <b>2013-04-01</b> <b>au</b> <b>2014-03-31</b>	<b>Rate</b> <b>as of</b> <b>2014-04-01</b>
\$15.86/hour	\$15.98/hour	\$16.22/hour	\$16.50/hour	\$16.83/hour

- b) For the preparation of the rooms, the equipment and the furniture required as well as the cleaning<sup>2</sup>:

<b>Rate</b> <b>2010-04-01</b> <b>to</b> <b>2011-03-31</b>	<b>Rate</b> <b>2011-04-01</b> <b>to</b> <b>2012-03-31</b>	<b>Rate</b> <b>2012-04-01</b> <b>to</b> <b>2013-03-31</b>	<b>Rate</b> <b>2013-04-01</b> <b>to</b> <b>2014-03-31</b>	<b>Rate</b> <b>as of</b> <b>2014-04-01</b>
\$18.61/hour	\$18.75/hour	\$19.03/hour	\$19.36/hour	\$19.75/hour

<sup>1</sup> The rates provided for the opening of the school or centre shall correspond to the hourly rates applicable to a guard and shall be adjusted, if need be, to those for the corresponding periods.

<sup>2</sup> The rates provided for the preparation of rooms shall correspond to the average of the hourly rates applicable to the caretaker, class I and to the caretaker, class II and shall be adjusted, if need be, to the average of the latter for the corresponding periods.

## APENDIX 1

[...]

## HOURLY SALARY SCALES AND RATES

## Section 1 HOURLY SALARY SCALES AND RATES

## 1.1 CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS

## 1.1.1 Subcategory of Technical Support Positions

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	20.82	20.98	21.29	21.66	22.09
2	21.45	21.61	21.93	22.31	22.76
3	22.13	22.30	22.63	23.03	23.49
4	22.82	22.99	23.33	23.74	24.21
5	23.55	23.73	24.09	24.51	25.00
6	24.24	24.42	24.79	25.22	25.72
7	25.00	25.19	25.57	26.02	26.54
8	25.77	25.96	26.35	26.81	27.35
9	26.59	26.79	27.19	27.67	28.22
10	27.38	27.59	28.00	28.49	29.06
11	28.26	28.47	28.90	29.41	30.00
12	29.15	29.37	29.81	30.33	30.94

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	18.09	18.23	18.50	18.82	19.20
2	18.64	18.78	19.06	19.39	19.78
3	19.23	19.37	19.66	20.00	20.40
4	19.83	19.98	20.28	20.63	21.04
5	20.46	20.61	20.92	21.29	21.72
6	21.06	21.22	21.54	21.92	22.36
7	21.73	21.89	22.22	22.61	23.06
8	22.40	22.57	22.91	23.31	23.78
9	23.09	23.26	23.61	24.02	24.50
10	23.81	23.99	24.35	24.78	25.28
11	24.55	24.73	25.10	25.54	26.05
12	25.31	25.50	25.88	26.33	26.86

Class of employment: **Administration Technician**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.19	17.32	17.58	17.89	18.25
2	17.75	17.88	18.15	18.47	18.84
3	18.48	18.62	18.90	19.23	19.61
4	19.12	19.26	19.55	19.89	20.29
5	19.89	20.04	20.34	20.70	21.11
6	20.57	20.72	21.03	21.40	21.83
7	21.42	21.58	21.90	22.28	22.73
8	22.20	22.37	22.71	23.11	23.57
9	23.04	23.21	23.56	23.97	24.45
10	23.91	24.09	24.45	24.88	25.38
11	24.80	24.99	25.36	25.80	26.32
12	25.75	25.94	26.33	26.79	27.33

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	16.73	16.86	17.11	17.41	17.76
2	17.29	17.42	17.68	17.99	18.35
3	18.00	18.14	18.41	18.73	19.10
4	18.63	18.77	19.05	19.38	19.77
5	19.38	19.53	19.82	20.17	20.57
6	20.05	20.20	20.50	20.86	21.28
7	20.87	21.03	21.35	21.72	22.15
8	21.64	21.80	22.13	22.52	22.97
9	22.44	22.61	22.95	23.35	23.82
10	23.29	23.46	23.81	24.23	24.71
11	24.15	24.33	24.69	25.12	25.62
12	25.09	25.28	25.66	26.11	26.63

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	16.42	16.54	16.79	17.08	17.42
2	17.10	17.23	17.49	17.80	18.16
3	17.66	17.79	18.06	18.38	18.75
4	18.31	18.45	18.73	19.06	19.44
5	18.97	19.11	19.40	19.74	20.13
6	19.65	19.80	20.10	20.45	20.86
7	20.33	20.48	20.79	21.15	21.57
8	21.12	21.28	21.60	21.98	22.42
9	21.93	22.09	22.42	22.81	23.27
10	22.74	22.91	23.25	23.66	24.13
11	23.53	23.71	24.07	24.49	24.98
12	24.42	24.60	24.97	25.41	25.92

Classes of employment: **Documentation Technician**  
**Psychometry Technician**  
**Day Care Service Technician**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.34	17.47	17.73	18.04	18.40
2	18.05	18.19	18.46	18.78	19.16
3	18.64	18.78	19.06	19.39	19.78
4	19.33	19.47	19.76	20.11	20.51
5	20.03	20.18	20.48	20.84	21.26
6	20.74	20.90	21.21	21.58	22.01
7	21.45	21.61	21.93	22.31	22.76
8	22.30	22.47	22.81	23.21	23.67
9	23.15	23.32	23.67	24.08	24.56
10	24.00	24.18	24.54	24.97	25.47
11	24.86	25.05	25.43	25.88	26.40
12	25.75	25.94	26.33	26.79	27.33

Class of employment: **Braille Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.70	16.83	17.08	17.38	17.73
2	17.38	17.51	17.77	18.08	18.44
3	17.95	18.08	18.35	18.67	19.04
4	18.62	18.76	19.04	19.37	19.76
5	19.29	19.43	19.72	20.07	20.47
6	19.98	20.13	20.43	20.79	21.21
7	20.66	20.81	21.12	21.49	21.92
8	21.47	21.63	21.95	22.33	22.78
9	22.30	22.47	22.81	23.21	23.67
10	23.13	23.30	23.65	24.06	24.54
11	23.94	24.12	24.48	24.91	25.41
12	24.83	25.02	25.40	25.84	26.36

Class of employment: **Food Management Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.18	19.32	19.61	19.95	20.35
2	19.78	19.93	20.23	20.58	20.99
3	20.35	20.50	20.81	21.17	21.59
4	20.89	21.05	21.37	21.74	22.17
5	21.52	21.68	22.01	22.40	22.85
6	22.16	22.33	22.66	23.06	23.52
7	22.75	22.92	23.26	23.67	24.14
8	23.37	23.55	23.90	24.32	24.81
9	24.07	24.25	24.61	25.04	25.54
10	24.72	24.91	25.28	25.72	26.23
11	25.55	25.74	26.13	26.59	27.12
12	26.23	26.43	26.83	27.30	27.85

Class of employment: **Data Processing Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	18.91	19.05	19.34	19.68	20.07
2	19.56	19.71	20.01	20.36	20.77
3	20.16	20.31	20.61	20.97	21.39
4	20.86	21.02	21.34	21.71	22.14
5	21.53	21.69	22.02	22.41	22.86
6	22.22	22.39	22.73	23.13	23.59
7	22.93	23.10	23.45	23.86	24.34
8	23.70	23.88	24.24	24.66	25.15
9	24.49	24.67	25.04	25.48	25.99
10	25.27	25.46	25.84	26.29	26.82
11	26.10	26.30	26.69	27.16	27.70
12	26.97	27.17	27.58	28.06	28.62

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	22.62	22.79	23.13	23.53	24.00
2	23.41	23.59	23.94	24.36	24.85
3	24.15	24.33	24.69	25.12	25.62
4	25.01	25.20	25.58	26.03	26.55
5	25.86	26.05	26.44	26.90	27.44
6	26.71	26.91	27.31	27.79	28.35
7	27.72	27.93	28.35	28.85	29.43
8	28.69	28.91	29.34	29.85	30.45
9	29.71	29.93	30.38	30.91	31.53

Class of employment: **School Organization Technician**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	18.75	18.89	19.17	19.51	19.90
2	19.33	19.47	19.76	20.11	20.51
3	19.93	20.08	20.38	20.74	21.15
4	20.55	20.70	21.01	21.38	21.81
5	21.22	21.38	21.70	22.08	22.52
6	21.84	22.00	22.33	22.72	23.17
7	22.52	22.69	23.03	23.43	23.90
8	23.24	23.41	23.76	24.18	24.66
9	23.96	24.14	24.50	24.93	25.43
10	24.66	24.84	25.21	25.65	26.16
11	25.48	25.67	26.06	26.52	27.05
12	26.23	26.43	26.83	27.30	27.85

Class of employment: **Interpreter-Technician**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	19.50	19.65	19.94	20.29	20.70
2	20.15	20.30	20.60	20.96	21.38
3	20.78	20.94	21.25	21.62	22.05
4	21.50	21.66	21.98	22.36	22.81
5	22.19	22.36	22.70	23.10	23.56
6	22.88	23.05	23.40	23.81	24.29
7	23.63	23.81	24.17	24.59	25.08
8	24.43	24.61	24.98	25.42	25.93
9	25.21	25.40	25.78	26.23	26.75
10	26.05	26.25	26.64	27.11	27.65
11	26.87	27.07	27.48	27.96	28.52
12	27.77	27.98	28.40	28.90	29.48



**1.1.2 Subcategory of Paratechnical Support Positions**Class of employment: **Laboratory Attendant**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	15.60	15.83	16.11	16.43
2	15.86	15.98	16.22	16.50	16.83
3	16.22	16.34	16.59	16.88	17.22
4	16.61	16.73	16.98	17.28	17.63
5	16.99	17.12	17.38	17.68	18.03

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.18	17.31	17.57	17.88	18.24
2	17.78	17.91	18.18	18.50	18.87
3	18.40	18.54	18.82	19.15	19.53
4	19.02	19.16	19.45	19.79	20.19
5	19.65	19.80	20.10	20.45	20.86
6	20.35	20.50	20.81	21.17	21.59
7	21.03	21.19	21.51	21.89	22.33

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2011-07-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	20.61	20.92	21.29	21.72
2	21.22	21.54	21.92	22.36
3	21.86	22.19	22.58	23.03
4	22.52	22.86	23.26	23.73
5	23.17	23.52	23.93	24.41

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.72	15.84	16.08	16.36	16.69
2	16.17	16.29	16.53	16.82	17.16
3	16.70	16.83	17.08	17.38	17.73
4	17.29	17.42	17.68	17.99	18.35
5	17.79	17.92	18.19	18.51	18.88
6	18.35	18.49	18.77	19.10	19.48
7	18.98	19.12	19.41	19.75	20.15
8	19.61	19.76	20.06	20.41	20.82
9	20.28	20.43	20.74	21.10	21.52
10	21.03	21.19	21.51	21.89	22.33

Class of employment: **School Transportation Inspector**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	16.30	16.42	16.67	16.96	17.30
2	16.80	16.93	17.18	17.48	17.83
3	17.28	17.41	17.67	17.98	18.34
4	17.81	17.94	18.21	18.53	18.90
5	18.34	18.48	18.76	19.09	19.47
6	18.89	19.03	19.32	19.66	20.05
7	19.47	19.62	19.91	20.26	20.67
8	20.03	20.18	20.48	20.84	21.26
9	20.62	20.77	21.08	21.45	21.88

Class of employment: **Printing Operator**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	15.60	15.83	16.11	16.43
2	15.99	16.11	16.35	16.64	16.97
3	16.45	16.57	16.82	17.11	17.45
4	17.07	17.20	17.46	17.77	18.13
5	17.54	17.67	17.94	18.25	18.62
6	18.09	18.23	18.50	18.82	19.20
7	18.63	18.77	19.05	19.38	19.77

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	18.09	18.23	18.50	18.82	19.20
2	18.66	18.80	19.08	19.41	19.80
3	19.23	19.37	19.66	20.00	20.40
4	19.86	20.01	20.31	20.67	21.08
5	20.49	20.64	20.95	21.32	21.75

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.21	17.34	17.60	17.91	18.27
2	17.81	17.94	18.21	18.53	18.90
3	18.46	18.60	18.88	19.21	19.59
4	19.17	19.31	19.60	19.94	20.34
5	19.87	20.02	20.32	20.68	21.09
6	20.59	20.74	21.05	21.42	21.85

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	20.59	20.74	21.05	21.42	21.85
2	21.31	21.47	21.79	22.17	22.61
3	22.04	22.21	22.54	22.93	23.39
4	22.75	22.92	23.26	23.67	24.14
5	23.52	23.70	24.06	24.48	24.97
6	24.32	24.50	24.87	25.31	25.82
7	25.14	25.33	25.71	26.16	26.68

Class of employment: **Binder**

Week: 35 hours

<b>Step</b>	<b>Rate 2010-04-01 to 2011-03-31</b>	<b>Rate 2011-04-01 to 2012-03-31</b>	<b>Rate 2012-04-01 to 2013-03-31</b>	<b>Rate 2013-04-01 to 2014-03-31</b>	<b>Rate as of 2014-04-01</b>
	19.38	19.53	19.82	20.17	20.57

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	19.38	19.53	19.82	20.17	20.57
2	19.94	20.09	20.39	20.75	21.17
3	20.58	20.73	21.04	21.41	21.84
4	21.29	21.45	21.77	22.15	22.59
5	21.93	22.09	22.42	22.81	23.27
6	22.53	22.70	23.04	23.44	23.91

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	17.63	17.76	18.03	18.35	18.72
2	18.23	18.37	18.65	18.98	19.36
3	18.82	18.96	19.24	19.58	19.97
4	19.50	19.65	19.94	20.29	20.70
5	20.15	20.30	20.60	20.96	21.38

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	19.78	19.93	20.23	20.58	20.99
2	20.36	20.51	20.82	21.18	21.60
3	21.01	21.17	21.49	21.87	22.31
4	21.74	21.90	22.23	22.62	23.07
5	22.39	22.56	22.90	23.30	23.77
6	23.00	23.17	23.52	23.93	24.41

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	15.60	15.83	16.11	16.43
2	15.86	15.98	16.22	16.50	16.83
3	16.22	16.34	16.59	16.88	17.22
4	16.61	16.73	16.98	17.28	17.63

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.87	17.00	17.26	17.56	17.91
2	17.46	17.59	17.85	18.16	18.52
3	18.05	18.19	18.46	18.78	19.16
4	18.63	18.77	19.05	19.38	19.77
5	19.26	19.40	19.69	20.03	20.43

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.23	19.37	19.66	20.00	20.40
2	19.92	20.07	20.37	20.73	21.14
3	20.58	20.73	21.04	21.41	21.84
4	21.29	21.45	21.77	22.15	22.59
5	21.94	22.10	22.43	22.82	23.28
6	22.68	22.85	23.19	23.60	24.07
7	23.45	23.63	23.98	24.40	24.89

Class of employment: **Secretary**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.72	16.85	17.10	17.40	17.75
2	17.23	17.36	17.62	17.93	18.29
3	17.71	17.84	18.11	18.43	18.80
4	18.27	18.41	18.69	19.02	19.40
5	18.80	18.94	19.22	19.56	19.95
6	19.35	19.50	19.79	20.14	20.54

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	17.63	17.76	18.03	18.35	18.72
2	18.17	18.31	18.58	18.91	19.29
3	18.72	18.86	19.14	19.47	19.86
4	19.28	19.42	19.71	20.05	20.45
5	19.87	20.02	20.32	20.68	21.09
6	20.44	20.59	20.90	21.27	21.70
7	21.04	21.20	21.52	21.90	22.34

Class of employment: **Executive Secretary**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	19.21	19.35	19.64	19.98	20.38
2	19.80	19.95	20.25	20.60	21.01
3	20.41	20.56	20.87	21.24	21.66
4	21.03	21.19	21.51	21.89	22.33

### 1.3 CATEGORY OF LABOUR SUPPORT POSITIONS

#### 1.3.1 Subcategory of Qualified Workman Positions

Week: 38.75 hours

<b>Classes of employment</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
<b>Trade Apprentice</b>					
<b>1<sup>st</sup> year</b>	15.40	15.52	15.75	16.03	16.35
<b>2<sup>nd</sup> year</b>	15.89	16.01	16.25	16.53	16.86
<b>3<sup>rd</sup> year</b>	16.43	16.55	16.80	17.09	17.43
<b>4<sup>th</sup> year</b>	16.99	17.12	17.38	17.68	18.03
<b>Cabinetmaker</b>	21.56	21.72	22.05	22.44	22.89
<b>Electrician</b>	21.56	21.72	22.05	22.44	22.89
<b>Electrician, principal class</b>	22.92	23.09	23.44	23.85	24.33
<b>Master Pipe Mechanic</b>	22.92	23.09	23.44	23.85	24.33
<b>Stationary Engineer</b>					
<b>Class 4</b>	17.90	18.03	18.30	18.62	18.99
<b>Class 3</b>	19.83	19.98	20.28	20.63	21.04
<b>Class 2</b>	21.80	21.96	22.29	22.68	23.13
<b>Class 1</b>	22.49	22.66	23.00	23.40	23.87
<b>Mechanic, class II</b>	20.05	20.20	20.50	20.86	21.28
<b>Mechanic, class I</b>	21.56	21.72	22.05	22.44	22.89
<b>Carpenter</b>	20.62	20.77	21.08	21.45	21.88
<b>Certified Maintenance Workman</b>	20.62	20.77	21.08	21.45	21.88
<b>Painter</b>	19.13	19.27	19.56	19.90	20.30
<b>Locksmith</b>	19.62	19.77	20.07	20.42	20.83
<b>Welder</b>	21.56	21.72	22.05	22.44	22.89
<b>Specialized Shop Mechanic</b>	21.56	21.72	22.05	22.44	22.89
<b>Pipe Fitter</b>	21.56	21.72	22.05	22.44	22.89
<b>Glazier-Installer-Mechanic</b>	19.83	19.98	20.28	20.63	21.04

## 1.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

<b>Classes of employment</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
<b>Heavy Vehicle Driver Assistant</b>	16.61	16.73	16.98	17.28	17.63
<b>Trades Helper</b>	16.99	17.12	17.38	17.68	18.03
<b>Laundryman</b>	16.40	16.52	16.77	17.06	17.40
<b>Caretaker, class II</b>	17.71	17.84	18.11	18.43	18.80
<b>Caretaker, class I</b>	19.51	19.66	19.95	20.30	20.71
<b>Night Caretaker, class II</b>	17.26	17.39	17.65	17.96	18.32
<b>Night Caretaker, class I</b>	18.79	18.93	19.21	19.55	19.94
<b>Light Vehicle Driver</b>	16.61	16.73	16.98	17.28	17.63
<b>Heavy Vehicle Driver</b>	18.97	19.11	19.40	19.74	20.13
<b>Cook, class III</b>	18.95	19.09	19.38	19.72	20.11
<b>Cook, class II</b>	19.83	19.98	20.28	20.63	21.04
<b>Cook, class I</b>	20.62	20.77	21.08	21.45	21.88
<b>Guard</b>	15.86	15.98	16.22	16.50	16.83
<b>Gardener</b>	17.90	18.03	18.30	18.62	18.99
<b>Maintenance Workman, class II</b>	16.22	16.34	16.59	16.88	17.22
<b>Maintenance Workman, class I (Window Installer, Tile Setter, Sander)</b>	17.71	17.84	18.11	18.43	18.80



**Section 2 HOURLY SALARY SCALES AND RATES RESULTING FROM THE APPLICATION OF THE PAY EQUITY ACT (R.S.Q., c. E-12.001)**

**2.1 CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS**

**2.1.1 Subcategory of Technical Support Positions**

Class of employment: **Nurse**

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	21.52	21.53	21.69	22.02	22.41	22.86
2	22.30	22.31	22.48	22.82	23.22	23.68
3	23.14	23.15	23.32	23.67	24.08	24.56
4	23.98	23.99	24.17	24.53	24.96	25.46
5	24.88	24.89	25.08	25.46	25.91	26.43
6	25.77	25.79	25.98	26.37	26.83	27.37
7	26.73	26.75	26.95	27.35	27.83	28.39
8	27.72	27.74	27.95	28.37	28.87	29.45
9	28.74	28.76	28.98	29.41	29.92	30.52
10	29.81	29.83	30.05	30.50	31.03	31.65
11	30.91	30.93	31.16	31.63	32.18	32.82
12	32.05	32.07	32.31	32.79	33.36	34.03

**2.1.2 Subcategory of Paratechnical Support Positions**

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

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.07	16.10	16.22	16.46	16.75	17.09
2	16.54	16.57	16.69	16.94	17.24	17.58
3	17.01	17.04	17.17	17.43	17.74	18.09
4	17.57	17.60	17.73	18.00	18.32	18.69
5	18.07	18.10	18.24	18.51	18.83	19.21
6	18.59	18.62	18.76	19.04	19.37	19.76

Class of employment: **Student Supervisor**

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.93	17.59	17.72	17.99	18.30	18.67
2	17.35	18.02	18.16	18.43	18.75	19.13
3	17.75	18.44	18.58	18.86	19.19	19.57
4	18.16	18.86	19.00	19.29	19.63	20.02
5	18.59	19.31	19.45	19.74	20.09	20.49

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	16.69	16.79	16.92	17.17	17.47	17.82
2	17.10	17.20	17.33	17.59	17.90	18.26
3	17.48	17.59	17.72	17.99	18.30	18.67
4	17.90	18.01	18.15	18.42	18.74	19.11

Class of employment: **Office Assistant**

Week: 35 hours

<b>Step</b>	<b>Rate 2010-04-01 to 2010-12-30</b>	<b>Rate 2010-12-31 to 2011-03-31</b>	<b>Rate 2011-04-01 to 2012-03-31</b>	<b>Rate 2012-04-01 to 2013-03-31</b>	<b>Rate 2013-04-01 to 2014-03-31</b>	<b>Rate as of 2014-04-01</b>
	16.25	17.00	17.13	17.39	17.69	18.04

Class of employment: **Reprography Operator**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	17.35	17.48	17.74	18.05	18.41
2	15.86	17.78	17.91	18.18	18.50	18.87
3	16.22	18.18	18.32	18.59	18.92	19.30
4	16.61	18.62	18.76	19.04	19.37	19.76

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

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
1	15.48	17.07	17.20	17.46	17.77	18.13
2	16.02	17.67	17.80	18.07	18.39	18.76
3	16.59	18.30	18.44	18.72	19.05	19.43
4	17.16	18.92	19.06	19.35	19.69	20.08
5	17.73	19.55	19.70	20.00	20.35	20.76
6	18.34	20.23	20.38	20.69	21.05	21.47
7	18.97	20.92	21.08	21.40	21.77	22.21

## 2.3 CATEGORY OF LABOUR SUPPORT POSITIONS

### 2.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

Classes of employment	Rates	Rates	Rates	Rates	Rates	Rates
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	2014-04-01 as of
<b>General Kitchen Helper</b>	16.72	17.00	17.13	17.39	17.69	18.04
<b>Maintenance Workman, class III (Domestic Help)</b>	16.25	16.65	16.77	17.02	17.32	17.67

IN WITNESS WHEREOF, the parties have signed in Montréal on this 17<sup>th</sup> day of June 2013.

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

**For the Fédération des employées et  
employés de services publics Inc.  
(FEESP-CSN)**

(signed) Anne-Marie Lepage

(signed) Danielle Beaulieu

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Anne-Marie Lepage  
President

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Danielle Beaulieu  
President—secteur scolaire

(signed) Éric Bergeron

(signed) Stéphanie Gratton

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Éric Bergeron  
Vice-president

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Stéphanie Gratton  
Secretary General—secteur scolaire

(signed) Marie-Claude Boudreault

(signed) Linda Tavoraro

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Marie-Claude Boudreault  
Negotiator

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Linda Tavoraro  
Vice-president—information

(signed) Jean-François Séguin

(signed) Patrick Teyssédou

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Jean-François Séguin  
Negotiator

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Patrick Teyssédou  
Union Advisor and Spokesperson