

**Agreement pursuant to clause 2-2.04**

**between**

**on the one hand,**

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

**and**

**on the other hand,**

**The Centrale des syndicats du Québec (CSQ) represented by its bargaining agent, the  
Fédération du personnel de soutien scolaire (FPSS)**

**Subject: Amendments to clauses 6-2.02, 6-2.04, 6-2.06 and 6-2.08**

**(A1)**

The signatory parties agree as follows:

I- Clause 6-2.02 is replaced by the following:

**6-2.02**

Subject to the second paragraph of clause 6-2.06, ~~The~~<sup>a</sup> step usually corresponds to one complete year of recognized experience, namely, 1 820 hours for the categories of technical support and administrative support positions and 2 015 hours for the categories of manual support positions. It denotes the salary rate in the scales found in Appendix 1.

II- Clause 6-2.04 is replaced by the following:

**6-2.04**

Subject to the second paragraph of clause 6-2.06, ~~An~~<sup>An</sup> employee who possesses more years of experience than the minimum specified in the Classification Plan for the class of employment shall be granted one step per additional year of experience, provided that this experience be deemed valid and directly relevant to the duties outlined in the class of employment.

For the purpose of determining the step in a class of employment, experience must be relevant and must have been acquired with the board or with another employer in a class of employment of an equivalent or higher level than this class of employment, taking into account the qualifications required by the class of employment.

The relevant experience acquired in a class of employment of a level lower than the employee's class of employment may be used solely to meet the qualifications required by the class of employment.

III- Clause 6-2.06 is replaced by the following:

**6-2.06**

For classes of employment with a ranking of 1 to 18<sup>1</sup>, ~~the~~<sup>the</sup> first advancement in step shall be granted on January 1 or on July 1 which follows by at least nine (9) months the effective date of entry into service. The subsequent advancement in step shall usually be granted on the anniversary date of the first advancement.

---

<sup>1</sup> See Appendix 23.

For classes of employment with a ranking of 19 to 28<sup>1</sup>, up to step 8, an employee shall obtain the first advancement in step on January 1 or July 1 which follows by at least four (4) months the effective date of entry into service and the subsequent advancement in step shall usually be granted six (6) months following the last advancement. As of step 9, the employee shall obtain the first advancement in step on January 1 or July 1 which follows by at least nine (9) months the effective date of entry into service and the subsequent advancement in step shall usually be granted twelve (12) months following the last advancement.

This clause applies subject to clause 6-2.08.

**IV- Clause 6-2.08 is replaced by the following:**

**6-2.08**

If the period of time spent in a step shall usually be one year, and each step shall correspond to one year of experience. If the period of time spent in a step is usually six (6) months, two (2) steps shall correspond to one year of experience.

Unless otherwise provided, no advancement in step shall be granted for the period from January 1 to December 31, 1983 and the step thus lost may in no way be recuperated.

Moreover, the months between January 1 and December 31, 1983 may not be taken into account when determining any subsequent step or when applying clauses 6-2.06, 6-2.13, 6-2.14 and 6-2.15.

The preceding provisions shall not modify the date of advancement in step of an employee for any period subsequent to December 31, 1983.

---

<sup>1</sup> As of December 9, 2021, the class of employment of nurse (4206) is assigned ranking 19 under Appendix 23.

**IN WITNESS WHEREOF**, the parties have signed on this 7<sup>th</sup> day of the month of July 2022 the provisions negotiated and agreed between the Management Negotiating Committee for English-language School Boards (CPNCA) and the Centrale des syndicats du Québec (CSQ) represented by its bargaining agent, the Fédération du personnel de soutien scolaire (FPSS).

**FOR THE EMPLOYER GROUP**

**FOR THE UNION GROUP**

(signed) David Chisholm

(signed) Éric Pronovost

---

**David Chisholm**  
President, CPNCA

---

**Éric Pronovost**  
President, FPSS-CSQ

(signed) Pascal Poulin

(signed) Pierre Provençal

---

**Pascal Poulin**  
Vice-President, CPNCA

---

**Pierre Provençal**  
Vice-President of Labour Relations, FPSS-CSQ

(signed) Ariane Constant

(signed) Mathieu Couture

---

**Ariane Constant**  
Negotiator, CPNCA

---

**Mathieu Couture**  
Vice-President of Treasury and  
Communications, FPSS-CSQ

(signed) Marie-Claude Boudreault

(signed) Marie-Claude Morin

---

**Marie-Claude Boudreault**  
Spokesperson, CPNCA

---

**Marie-Claude Morin**  
Spokesperson, FPSS-CSQ