

LETTER OF AGREEMENT 2010-2015 - NUMBER 04

AGREEMENT BETWEEN

ON THE ONE HAND:

THE FÉDÉRATION DU PERSONNEL PROFESSIONNEL DES COLLÈGES (FPPC-CSQ)

AND

ON THE OTHER HAND:

THE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)

**CONCERNING THE MODIFICATION OF THE 2010-2015
COLLECTIVE AGREEMENT FOLLOWING THE CONCLUSION OF THE WORK PERFORMED BY THE
CONSEIL DU TRÉSOR REGARDING THE PAY EQUITY AUDIT**

WHEREAS the conclusion of the work performed by the Conseil du trésor regarding the pay equity audit, the negotiating parties agree to the following:

1) Appendix "L" is added to the collective agreement:

Appendix "L"

**SPECIAL TERMS AND CONDITIONS APPLYING TO THE PROFESSIONAL
WHOSE EMPLOYMENT CATEGORY SETS OUT A COMPENSATION ADJUSTMENT¹
RESULTING FROM THE WORK PERFORMED WITH REGARD
TO THE PAY EQUITY AUDIT**

- 1) The professional shall be entitled to a retroactive payment taking into account his/her length of service, such payment being equal to the difference between the salary he/she should have received as of December 31, 2010 until the date of the payment of the new salary rates and the new salary scale, and the salary he/she has received for this same period.

With the exception of the professional concerned by paragraph 2), the amounts owing shall be paid no later than September 30, 2011.

- 2) The professional who is no longer employed by the College at the time of the retroactive payment provided for in paragraph 1), must make a request in writing to the College in order to receive the payment of his/her compensation adjustments.

In the case of the death of the professional, the request can be made by his/her legal heirs in accordance with the same terms and conditions.

- 3) The calculated amounts according to the application of this agreement shall bear interest at the legal rate, in accordance with the *Pay Equity Act* (R.S.Q., chapter E-12.001).

¹ Psychologist, social service officer or social worker.

2) Appendix "C" of the collective agreement is replaced by the following:

Appendix "C"

SALARY SCALES - COLLEGES

**Academic advisor
Analyst**

(Annual rates)

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	38,213	38,500	38,885	39,565	40,356
2	39,616	39,913	40,312	41,017	41,837
3	41,085	41,393	41,807	42,539	43,390
4	42,645	42,965	43,395	44,154	45,037
5	44,232	44,564	45,010	45,798	46,714
6	45,871	46,215	46,677	47,494	48,444
7	47,635	47,992	48,472	49,320	50,306
8	50,302	50,679	51,186	52,082	53,124
9	52,221	52,613	53,139	54,069	55,150
10	54,224	54,631	55,177	56,143	57,266
11	56,309	56,731	57,298	58,301	59,467
12	58,468	58,907	59,496	60,537	61,748
13	60,730	61,185	61,797	62,878	64,136
14	63,090	63,563	64,199	65,322	66,628
15	65,581	66,073	66,734	67,902	69,260
16	67,194	67,698	68,375	69,572	70,963
17	68,846	69,362	70,056	71,282	72,708
18	70,568	71,097	71,808	73,065	74,526

¹ The parameters of the 2nd and 3rd paragraphs of clauses 6-7.04, 6-7.05 and 6-7.06 and of clause 6-7.07 apply to this scale.

Salary Scales - Colleges

**Social service officer
or
Social worker**

(Annual rates)

Step	Rate as of 2010-04-01 (\$)	Rate as of 2010-12-31 (\$)	Rate as of 2011-04-01 (\$)	Rate¹ as of 2012-04-01 (\$)	Rate¹ as of 2013-04-01 (\$)	Rate¹ as of 2014-04-01 (\$)
1	38,400	38,757	39,048	39,438	40,128	40,931
2	39,680	40,049	40,349	40,752	41,465	42,294
3	41,055	41,437	41,748	42,165	42,903	43,761
4	42,482	42,877	43,199	43,631	44,395	45,283
5	43,959	44,368	44,701	45,148	45,938	46,857
6	45,485	45,908	46,252	46,715	47,533	48,484
7	47,058	47,496	47,852	48,331	49,177	50,161
8	49,559	50,020	50,395	50,899	51,790	52,826
9	51,329	51,806	52,195	52,717	53,640	54,713
10	53,190	53,685	54,088	54,629	55,585	56,697
11	55,095	55,607	56,024	56,584	57,574	58,725
12	57,108	57,639	58,071	58,652	59,678	60,872
13	59,212	59,763	60,211	60,813	61,877	63,115
14	61,384	61,955	62,420	63,044	64,147	65,430
15	63,642	64,234	64,716	65,363	66,507	67,837
16	65,207	65,813	66,307	66,970	68,142	69,505
17	66,811	67,432	67,938	68,617	69,818	71,214
18	70,704	71,354	71,889	72,608	73,879	75,357

¹ The parameters of the 2nd and 3rd paragraphs of clauses 6-7.04, 6-7.05 and 6-7.06 and of clause 6-7.07 apply to this scale.

Salary Scales - Colleges

**Counsellor in re-education
Guidance counsellor or
Counsellor in academic training
Pedagogical counsellor**

(Annual rates)

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate¹ 2012-04-01 to 2013-03-31 (\$)	Rate¹ 2013-04-01 to 2014-03-31 (\$)	Rate¹ as of 2014-04-01 (\$)
1	37,541	37,823	38,201	38,870	39,647
2	38,969	39,261	39,654	40,348	41,155
3	40,454	40,757	41,165	41,885	42,723
4	41,996	42,311	42,734	43,482	44,352
5	43,597	43,924	44,363	45,139	46,042
6	45,272	45,612	46,068	46,874	47,811
7	47,049	47,402	47,876	48,714	49,688
8	50,212	50,589	51,095	51,989	53,029
9	52,196	52,587	53,113	54,042	55,123
10	54,261	54,668	55,215	56,181	57,305
11	56,425	56,848	57,416	58,421	59,589
12	58,682	59,122	59,713	60,758	61,973
13	61,077	61,535	62,150	63,238	64,503
14	63,535	64,012	64,652	65,783	67,099
15	66,141	66,637	67,303	68,481	69,851
16	67,769	68,277	68,960	70,167	71,570
17	69,437	69,958	70,658	71,895	73,333
18	71,173	71,707	72,424	73,691	75,165

¹ The parameters of the 2nd and 3rd paragraphs of clauses 6-7.04, 6-7.05 and 6-7.06 and of clause 6-7.07 apply to this scale.

Salary Scales - Colleges

Financial management officer
Student activities animator*
Administration officer
Librarian
Student life counsellor
Student affairs counsellor*
Communication counsellor
Academic and vocational information counsellor
Specialist in teaching methods and techniques

(Annual rates)

Step	Rate 2010-04-01 to 2011-03-31 (\$)	Rate 2011-04-01 to 2012-03-31 (\$)	Rate ¹ 2012-04-01 to 2013-03-31 (\$)	Rate ¹ 2013-04-01 to 2014-03-31 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	36,912	37,189	37,561	38,218	38,982
2	38,143	38,429	38,813	39,492	40,282
3	39,466	39,762	40,160	40,863	41,680
4	40,836	41,142	41,553	42,280	43,126
5	42,256	42,573	42,999	43,751	44,626
6	43,724	44,052	44,493	45,272	46,177
7	45,236	45,575	46,031	46,837	47,774
8	47,639	47,996	48,476	49,324	50,310
9	49,341	49,711	50,208	51,087	52,109
10	51,130	51,513	52,028	52,938	53,997
11	52,960	53,357	53,891	54,834	55,931
12	54,897	55,309	55,862	56,840	57,977
13	56,916	57,343	57,916	58,930	60,109
14	59,008	59,451	60,046	61,097	62,319
15	61,177	61,636	62,252	63,341	64,608
16	62,682	63,152	63,784	64,900	66,198
17	64,223	64,705	65,352	66,496	67,826
18	67,964	68,474	69,159	70,369	71,776

* This employment category is now excluded from the classification plan. It shall only be maintained for professionals who were so classified before the 1989-1992 collective agreement came into force and who performed the duties provided for in the classification plan issued by the employer negotiating party on June 1, 1987.

¹ The parameters of the 2nd and 3rd paragraphs of clauses 6-7.04, 6-7.05 and 6-7.06 and of clause 6-7.07 apply to this scale.

Salary Scales - Colleges**Psychologist****(Annual rates)**


Step	Rate as of 2010-04-01 (\$)	Rate as of 2010-12-31 (\$)	Rate as of 2011-04-01 (\$)	Rate ¹ as of 2012-04-01 (\$)	Rate ¹ as of 2013-04-01 (\$)	Rate ¹ as of 2014-04-01 (\$)
1	37,541	39,516	39,812	40,210	40,914	41,732
2	38,969	41,019	41,327	41,740	42,470	43,319
3	40,454	42,582	42,901	43,330	44,088	44,970
4	41,996	44,205	44,537	44,982	45,769	46,684
5	43,597	45,890	46,234	46,696	47,513	48,463
6	45,272	47,653	48,010	48,490	49,339	50,326
7	47,049	49,524	49,895	50,394	51,276	52,302
8	50,212	52,853	53,249	53,781	54,722	55,816
9	52,196	54,942	55,354	55,908	56,886	58,024
10	54,261	57,115	57,543	58,118	59,135	60,318
11	56,425	59,393	59,838	60,436	61,494	62,724
12	58,682	61,769	62,232	62,854	63,954	65,233
13	61,077	64,290	64,772	65,420	66,565	67,896
14	63,535	66,877	67,379	68,053	69,244	70,629
15	66,141	69,620	70,142	70,843	72,083	73,525
16	67,769	71,334	71,869	72,588	73,858	75,335
17	69,437	73,089	73,637	74,373	75,675	77,189
18	71,173	74,915	75,477	76,232	77,566	79,117

IN WITNESS WHEREOF, the negotiating parties have signed in Montreal on this 4 day of the month of October 2011.

(Reproduction of the signed document)


EN FOI DE QUOI, les parties négociantes ont signé à Montreal
ce 4 ° jour du mois de octobre 2011.


Pour le Comité patronal de
négociation des collègues (CPNC)


Laval Dubé, président


Éric Bergeron, vice-président

Pour La Fédération du personnel
professionnel des collègues (FPPC-CSQ)


Bernard Bérubé, président


Chantal Kelly, conseillère

¹ The parameters of the 2nd and 3rd paragraphs of clauses 6-7.04, 6-7.05 and 6-7.06 and of clause 6-7.07 apply to this scale.