



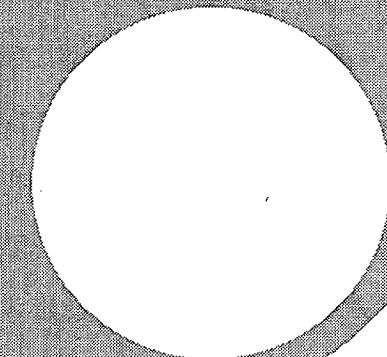
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AGREEMENT BINDING

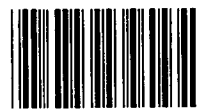
ON THE ONE HAND,
THE EMPLOYER BARGAINING COMMITTEE
FOR PROTESTANT SCHOOL BOARDS (CPNCP)

AND

ON THE OTHER HAND,
THE SYNDICAT DES EMPLOYÉES ET EMPLOYÉS
PROFESSIONNELS-LES ET DE BUREAU, LOCAL 57,
AFFILIATED WITH THE QUEBEC FEDERATION OF LABOUR (FTQ)



**EXTENSION TO JUNE 30, 1993
OF THE AGREEMENT ENDING
JUNE 30, 1992.**



* 0 8 1 4 *

1990-1991

69-8080

AGREEMENT PURSUANT TO CLAUSE 2-2.04

OF THE AGREEMENT BINDING

ON THE ONE HAND

THE EMPLOYER BARGAINING COMMITTEE FOR PROTESTANT SCHOOL BOARDS, PROTESTANT
CONFESSIONAL SCHOOL BOARDS AND DISSIDENT SCHOOL BOARDS FOR PROTESTANTS
(CPNCP)

AND

ON THE OTHER HAND

THE SYNDICAT DES EMPLOYÉES ET EMPLOYÉS PROFESSIONNELS-LES ET DE BUREAU,
SECTION LOCALE 57, AFFILIATED WITH THE QUÉBEC FEDERATION OF LABOUR (QFL)

SUBJECT: EXTENSION TO JUNE 30, 1993 OF THE AGREEMENT ENDING JUNE 30, 1992

69-8080

The signatory parties to this agreement agree to modify the above-mentioned entente in the following manner:

I- By adding the following paragraph to clause 5-4.01:

5-4.01 For the purposes of this article, spouse means either of the man and the woman:

- a) who are married and cohabiting;
- b) who are living together as husband and wife and are the father and mother of the same child;
- c) who have been living together as husband and wife for at least one (1) year.

II- By adding the following paragraph to clause 5-4.03:

5-4.03 The basic weekly salary*, deferred basic weekly salary and severance payments shall not be increased or decreased by the amounts received under the supplementary unemployment insurance benefits plan.

* "Basic weekly salary" means the regular salary of the employee including the regular salary supplement for a regularly increased workweek as well as the premiums for responsibility to the exclusion of the others without any additional remuneration even for overtime.

III- By replacing clause 5-4.10 with the following:

5-4.10 The employee who has accumulated twenty (20) weeks of service* and who, following the submission of a request for unemployment insurance benefits by virtue of an unemployment insurance plan, receives such benefits (except for paragraphs a) and c) below), shall be entitled, during her maternity leave, subject to clause 5-4.15, to receive:

- a) for each week of the waiting period stipulated by the unemployment insurance plan, a compensation equal to ninety-three per cent (93%)** of her basic weekly salary;
- b) for each week she is receiving or could receive unemployment insurance benefits, an additional compensation equal to the difference between ninety-three per cent (93%) of her basic weekly salary and the weekly unemployment insurance benefit that she is receiving;

such additional compensation shall be calculated on the basis of the unemployment insurance benefits that an employee is entitled to receive without taking into account the amounts deducted from such benefits because of the reimbursement of benefits, interest, penalties and other amounts recoverable under the unemployment insurance plan.

III- (CONT'D)

5-4.10 (CONT'D)

However, in the case of the employee who works for more than one employer from among those provided for in paragraph c) of clause 5-4.14, she shall receive an additional compensation from each of her employers. In this case, the additional compensation shall be equal to the difference between ninety-three per cent (93%) of the basic weekly salary paid by the board and the percentage of the unemployment insurance benefit corresponding to the proportion of basic weekly salary it pays her in relation to the total basic weekly salaries paid by all the employers. To this end, the employee shall provide each of her employers with a statement of the weekly salaries paid by each of them and the amount of the benefits paid to her by EIC.

Moreover, if EIC reduces the number of weeks of unemployment insurance benefits to which the employee would otherwise have been entitled if she had not benefited from unemployment insurance benefits before her maternity leave, the employee shall continue to receive, for a period equivalent to the weeks deducted by EIC, the additional compensation provided for in the first subparagraph of this paragraph b) as if she had, during this period, benefited from unemployment insurance benefits;

- c) for each of the weeks following the period provided for in paragraph b) of this clause, a compensation equal to ninety-three per cent (93%) of her basic weekly salary until the end of the twentieth (20th) week of the maternity leave.

* The absent employee shall accumulate service if her absence is authorized, particularly for disability, and includes benefits or remuneration.

** Ninety-three per cent (93%):

This percentage was set to take into account the fact that the employee is exonerated, during a maternity leave, from contributing her share of premiums to the pension and unemployment insurance plans which is equal to an average of seven per cent (7%) of her salary.

IV- Clause 5-4.13 is replaced with the following:

5-4.13 The employee who is excluded from unemployment insurance benefits or who is declared ineligible shall also be excluded from any other compensation. However:

the full-time employee who has accumulated twenty (20) weeks of service shall also be entitled to a compensation equal to ninety-three per cent (93%) of her basic weekly salary for ten (10) weeks, if she does not receive unemployment insurance benefits for the following reason:

- i) she did not hold an insurable job for at least twenty (20) weeks during the period of reference provided for in the unemployment insurance plan.

IV- (CONT'D)

5-4.13 (CONT'D)

The part-time employee who has accumulated twenty (20) weeks of service shall be entitled to a compensation equal to ninety-five per cent (95%) of her basic weekly salary for ten (10) weeks, if she does not receive unemployment insurance benefits for one of the following reasons:

i) she did not contribute to the unemployment insurance plan;

or

ii) she did contribute but did not hold an insurable job for at least twenty (20) weeks during her period of reference.

If the part-time employee is exonerated from contributing to the pension and unemployment insurance plans, the percentage of the compensation shall be set at ninety-three per cent (93%).

V- The footnote in clause 5-4.15 is replaced with the following:

* It is the allowance currently set at three hundred and sixty dollars (\$360.00).

VI- By replacing paragraph a) of clause 5-4.22 with the following:

a) when a complication in the pregnancy or a risk of miscarriage requires a work stoppage for a definite period prescribed by a medical certificate; this special leave cannot be extended beyond the beginning of the eighth (8th) week preceding the due date;

VII- Clause 5-4.26 is replaced with the following:

5-4.26 The employee who legally adopts a child and who does not benefit from the ten (10)-week leave for adoption shall be entitled to a leave for a maximum period of five (5) working days, of which only the first two (2) days shall be remunerated.

This leave may be discontinuous but it may not be taken more than fifteen (15) days following the child's arrival home.

However, if it involves the spouse's child, the employee shall only be entitled to a leave without salary for a maximum period of two (2) working days.

VIII-

Clause 5-4.30 is replaced with the following:

Leave of Absence without Salary and Part-time Leave without Salary

5-4.30

An employee shall be entitled to either one of the following leaves:

- a) A leave of absence without salary shall be granted for a maximum duration of two (2) years to an employee to extend her maternity leave, to an employee to extend his paternity leave and to extend his/her ten (10)-week leave for adoption.

The full-time employee who does not use this leave of absence without salary shall be entitled to a part-time leave of absence without salary for a maximum of two (2) years.

The part-time employee shall also be entitled to this part-time leave without salary. However, the other provisions of the collective agreement concerning the determination of the number of hours of work shall remain applicable.

During this leave, the employee shall be entitled, following a written request submitted at least thirty (30) days in advance, to change his/her leave only once:

- i) from a leave without salary to a part-time leave without salary or the inverse, as the case may be;
- ii) from a part-time leave without salary to a different part-time leave without salary.

The employee who does not use his/her leave or part-time leave of absence without salary may, for that portion of the leave which his/her spouse does not use, choose to benefit from a leave or a part-time leave of absence without salary by following the formalities prescribed.

If the spouse of the employee is not an employee of the public sector, the employee may avail himself/herself of a leave provided for above at the time he/she chooses within two (2) years following the birth or adoption without exceeding the two (2)-year time limit following the birth or adoption.

- b) The employee who does not use the leave provided for in the preceding paragraph a) may benefit after the birth or adoption of his/her child from a leave of absence without salary for a maximum period of thirty-four (34) continuous weeks which begins at the time the employee chooses and ends no later than one (1) year following the birth or, in the case of an adoption, one (1) year after he/she assumes full legal responsibility for the child. However, this paragraph shall not apply to the employee who adopts his/her spouse's child.

IX- By replacing clause 5-4.31 with the following:

5-4.31 During the leave of absence without salary, the employee shall accumulate his/her seniority and may continue to contribute to the insurance plans that are applicable to him/her provided he/she submit a request at the beginning of the leave and provided he/she pay the entire amount of the premiums. He/She may apply for a position which is posted and obtain it in accordance with the provisions of the agreement as if he/she were at work.

During the part-time leave without salary, the employee shall also accumulate his/her seniority and, by carrying out a workload, shall be governed by the rules applicable to a part-time employee*.

During the leave of absence without salary or the part-time leave of absence without salary, the employee shall accumulate his/her experience for the purposes of determining his/her salary up to the first thirty-four (34) weeks.

* This paragraph shall not cause an employee who works seventy-five per cent (75%) or more of the duration of the regular workweek to lose his/her status of full-time employee.

X- By replacing clause 5-4.34 with the following:

5-4.34 An employee may be absent from work for a maximum of six (6) days per year, in cases where his or her presence is required, to fulfill obligations relating to the care, health or education of his or her minor child. The days thus used shall be deducted from the employee's annual bank of sick-leave days provided for in clause 5-3.39 or, if he/she so chooses, shall be taken without salary.

A leave or a part-time leave of absence without salary for a maximum of one (1) year shall be granted to an employee whose minor child experiences socio-emotional problems or whose minor child is handicapped or is chronically ill and who requires his/her care.

In all cases, the employee must notify the school board as soon as possible and provide proof justifying such absence.

XI- By replacing clause 5-4.35 with the following:

5-4.35 The leaves of absence provided for in clause 5-4.25, in the first paragraph of clause 5-4.28, in the first paragraph of paragraph a) of clause 5-4.30 and in paragraph b) of clause 5-4.30 shall be granted following a written request submitted at least two (2) weeks in advance.

The part-time leave of absence without salary shall be granted following a written request submitted at least thirty (30) days in advance.

In the case of a part-time leave of absence without salary, the request must specify the arrangement of the leave of absence. Should the board disagree on the number of days off per week, the employee shall be entitled to a maximum of two and a half (2½) days per week or the equivalent for up to two (2) years. Should the board disagree on the distribution of these days, it shall effect the distribution.

In the case of a leave or a part-time leave of absence without salary, the request must specify the date of return to work.

XII- By replacing clause 5-4.37 with the following:

5-4.37 The employee to whom the school board has sent a four (4)-week notice indicating the expiry date of the leave of absence without salary must inform the school board, at least two (2) weeks prior to the expiry of the said leave, of his/her return to work. Failing this, he/she shall be considered as having resigned.

The employee who wishes to terminate his/her leave of absence without salary before the anticipated date must submit a written notice to this effect at least twenty-one (21) days prior to his/her return. In the case of a leave of absence without salary exceeding thirty-four (34) weeks, this notice must be of at least thirty (30) days.

XIII- By adding the following paragraph to paragraph 2. of Appendix VII:

Moreover, in the event of modifications or new regulations concerning labour standards with respect to parental rights, it shall be understood that the parties shall meet to discuss the possible impact of these modifications on the parental rights plan provided for in article 5-4.00 of the agreement.

XIV- Paragraph B) of clause 6-3.06 (Salary) as well as the title "Lump Sum Payment on July 1, 1992" provided for in clause 6-3.04 and the following two (2) paragraphs are deleted and replaced with those found in section XV.

XV- 6-3.06 Salary

B) Period from July 1, 1992 to June 30, 1993

Every hourly rate and every hourly salary scale in effect on June 30, 1992 shall be increased on July 1, 1992 by a percentage equal to three per cent (3%). The new salary rates and scales thus increased on July 1, 1992 are those found in Appendix I.

The payment of the lump sum in effect since July 1, 1991 and provided for in clause 6-3.04 shall be interrupted between July 1, 1992 and March 31, 1993.

As of April 1, 1993, the provisions concerning the lump sum provided for in clause 6-3.04 in effect since July 1, 1991 shall be replaced with the following:

Every hourly rate and every hourly salary scale in effect on March 31, 1993 shall be increased on April 1, 1993 by a percentage equal to one per cent (1%). The new salary rates and scales thus increased on April 1, 1993 are those found in Appendix I.

XVI-

Paragraphs e), f), g) and h) of clause 6-3.05 are deleted and replaced with the following:

- e) As of July 1, 1992, the employee whose salary rate, on the day preceding the date on which the salary scales and rates are increased, is higher than the single salary rate or the maximum of the salary scale in effect for his or her class of employment shall benefit from a minimum rate of increase which is equal to half of the percentage of increase applicable on July 1, 1992 in relation to the preceding June 30 at the single salary rate or step situated at the maximum of the scale on the preceding June 30 corresponding to his or her class of employment.
- f) If the application of the minimum rate of increase determined in paragraph e) has the effect of placing, on July 1, an employee who was overscale or overrate on the preceding June 30 at a salary which is lower than the maximum step of the scale or single salary rate corresponding to his or her class of employment, this minimum rate of increase shall be brought to the percentage necessary to permit the employee to reach this step or single salary rate.
- g) The difference between, on the one hand, the percentage increase of the maximum salary step or the single salary rate corresponding to the employee's class of employment and, on the other hand, the minimum rate of increase established in accordance with paragraphs e) and f) shall be paid to him or her as a lump sum calculated on the basis of his or her salary rate on June 30.
- h) The lump sum shall be spread and paid over each pay period as of July 1, 1992 in proportion to the regular hours remunerated for each pay period.
- i) As of April 1, 1993, the employee whose salary rate, on the day preceding the date on which the salary scales and rates are increased, is higher than the single salary rate or the maximum of the salary scale in effect for his or her class of employment shall benefit from a minimum rate of increase which is equal to half of the percentage of increase applicable on April 1, 1993 in relation to the preceding March 31 at the single salary rate or step situated at the maximum of the scale on the preceding March 31 corresponding to his or her class of employment.
- j) If the application of the minimum rate of increase determined in paragraph i) has the effect of placing, on April 1, an employee who was overscale or overrate on the preceding March 31 at a salary which is lower than the maximum step of the scale or single salary rate corresponding to his or her class of employment, this minimum rate of increase shall be brought to the percentage necessary to permit the employee to reach this step or single salary rate.
- k) The difference between, on the one hand, the percentage increase of the maximum salary step or the single salary rate corresponding to the employee's class of employment and, on the other hand, the minimum rate of increase established in accordance with paragraphs i) and j) shall be paid to him or her as a lump sum calculated on the basis of his or her salary rate on March 31.
- l) The lump sum shall be spread and paid over each pay period as of April 1, 1993 in proportion to the regular hours remunerated for each pay period.

XVII- Clause 6-5.01 (Evening Shift Premium - Night Shift Premium) is modified in the following manner:

a) Evening Shift Premium:

By deleting:

On June 30, 1992, effective July 1, 1992: \$0.53/hour

and by replacing it with:

From July 1, 1992 to March 31, 1993: \$0.53/hour

As of April 1, 1993: \$0.53/hour

b) Night Shift Premium:

By deleting:

On June 30, 1992, effective July 1, 1992: \$0.79/hour

and by replacing it with:

From July 1, 1992 to March 31, 1993: \$0.79/hour

As of April 1, 1993: \$0.79/hour

XVIII- Clause 6-5.02 (Premium for Additional Responsibility) is modified in the following manner:

a) By deleting in paragraph a):

On June 30, 1992, effective July 1, 1992: \$8.12/week

and by replacing it with:

From July 1, 1992 to March 31, 1993: \$8.12/week

As of April 1, 1993: \$8.20/week

b) By deleting in paragraph b):

On June 30, 1992, effective July 1, 1992: \$0.66/hour

and by replacing it with:

From July 1, 1992 to March 31, 1993: \$0.66/hour

As of April 1, 1993: \$0.67/hour

c) By deleting in paragraph c):

On June 30, 1992, effective July 1, 1992: \$1.16/hour

and by replacing it with:

From July 1, 1992 to March 31, 1993: \$1.16/hour

As of April 1, 1993: \$1.17/hour

d) By deleting in paragraph d):

On June 30, 1992, effective July 1, 1992: \$0.69/hour

and by replacing it with:

From July 1, 1992 to March 31, 1993: \$0.69/hour

As of April 1, 1993: \$0.70/hour

XIX- Clause 6-5.04 (Verification of Furnaces) is modified by adding the following:

From July 1, 1992 to March 31, 1993:	\$16.00.
As of April 1, 1993:	\$16.00.

XX- Clause 6-6.06 (Loan and Rental of Rooms or Halls) is modified in the following manner:

a) for the opening and closing of the school and of the premises used:

by deleting:

on June 30, 1992, effective July 1, 1992: sixteen dollars and forty-eight cents (\$16.48);

and by replacing it with:

from July 1, 1992 to March 31, 1993: sixteen dollars and forty-eight cents (\$16.48);

as of April 1, 1993: sixteen dollars and forty-eight cents (\$16.48);

b) for the opening and closing of the school and of the premises used as well as for a perfunctory cleaning of the premises:

by deleting:

on June 30, 1992, effective July 1, 1992: twenty-six dollars and seventy-eight cents (\$26.78);

and by replacing it with:

from July 1, 1992 to March 31, 1993: twenty-six dollars and seventy-eight cents (\$26.78);

as of April 1, 1993: twenty-six dollars and seventy-eight cents (\$26.78);

XXI- Clause 10-4.02 is modified by replacing the title of article 5-4.00 to which it refers with the following:

5-4.00 Parental rights, with the exception of the leave of absence without salary or part-time leave of absence without salary to extend a maternity leave, a paternity leave or a leave for adoption provided for in paragraph a) of clause 5-4.30.

XXII- Clause 11-5.01 is modified in the following manner:

By replacing the date of June 30, 1992 with June 30, 1993.

XXIII- Appendix I "Hourly Salary Scales and Rates" is replaced with that attached hereto.

XXIV- Appendix IV (Classification of Certain Employees) is modified in the following manner:

By replacing the date of June 30, 1992 with June 30, 1993 in the first paragraph.

XXV- Appendix VIII is modified by replacing paragraph c) with the following:

c) the employee shall not be entitled to the provisions of article 5-4.00 concerning the extension of the maternity leave, paternity leave or leave for adoption other than those prescribed in paragraph b) of clause 5-4.30 according to the terms and conditions stipulated therein;

XXVI- Appendix XV (Letter of Intention Regarding the Retirement Plans (RREGOP, RRE, RRF) attached hereto is added.

XXVII- Appendix XVI (Intersectorial Committees) attached hereto is added.

XXVIII- Appendix XVII (Calendar of the Next Round of Negotiations) attached hereto is added.

XXIX- Appendix XVIII (Removal of references to immediate superior with respect to the classes of employment of executive secretary, school secretary and secretary) attached hereto is added.

This agreement shall come into force on the date it is signed. It shall have no retroactive effect unless stipulated to the contrary. However, any amount paid as of July 1, 1992 shall be deducted from the amounts to be paid by virtue of this agreement.

IN WITNESS WHEREOF, the parties have signed in Montréal on this 11th day of the month of November 1992.

THE EMPLOYER BARGAINING COMMITTEE
FOR PROTESTANT SCHOOL BOARDS,
PROTESTANT CONFESSIONAL SCHOOL
BOARDS AND DISSIDENT SCHOOL BOARDS
FOR PROTESTANTS (CPNCP)

THE SYNDICAT DES EMPLOYÉES ET
EMPLOYÉS PROFESSIONNELS-LES ET
DE BUREAU, SECTION LOCALE 57

AFFILIATED WITH:

THE QUÉBEC FEDERATION OF LABOUR
(QFL)

(signed)

Robin Drake
President

(signed)

Lise Bernier
Vice-President

(signed)

Roger Lacasse
Negotiator MEQ

(signed)

Terence Léger
Negotiator QAPSB

(signed)

Louis-Georges Frenette
Negotiator

(signed)

Pierre Gagnon
Spokesperson for the union group

APPENDIX I

SUPPORT STAFF PERSONNEL

HOURLY SALARY SCALES AND RATES
FOR THE PERIODS:

- ° From 1990-01-01 to 1990-12-31
- ° From 1991-01-01 to 1991-12-31
- ° From 1991-12-31 to 1992-06-30
- ° From 1992-07-01 to 1993-03-31

and

- ° As of 1993-04-01

HOURLY SALARY SCALES AND RATES

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HOURLY SALARY SCALES AND RATES

I- CATEGORY OF TECHNICAL SUPPORT POSITIONS

I-1 Subcategory of Technical Positions

CLASS Nurse.

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1991-07-01	1992-07-01	
	to	to	to	to	as of
	<u>1990-12-31</u>	<u>1991-06-30</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	14.06	15.11	15.11	15.56	15.72
02	14.49	15.58	15.63	16.10	16.26
03	14.92	16.04	16.10	16.58	16.75
04	15.37	16.52	16.59	17.09	17.26
05	15.84	17.03	17.11	17.62	17.80
06	16.32	17.54	17.63	18.16	18.34
07	16.82	18.08	18.19	18.74	18.93
08	17.32	18.62	18.76	19.32	19.51
09	17.87	19.21	19.45	20.03	20.23
10	18.42	19.80	20.15	20.75	20.96
11	19.02	20.45	20.96	21.59	21.81
12	19.88	21.37	21.95	22.61	22.84

CLASSES Audiovisual Technician
 Documentation Technician
 Braille Technician
 Recreational Activities Technician
 Psychometric Technician

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1992-07-01	
	to	to	to	as of
	<u>1990-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$
01	12.17	12.78	13.16	13.29
02	12.64	13.27	13.67	13.81
03	13.08	13.73	14.14	14.28
04	13.54	14.22	14.65	14.80
05	14.05	14.75	15.19	15.34
06	14.54	15.27	15.73	15.89
07	15.04	15.79	16.26	16.42
08	15.64	16.42	16.91	17.08
09	16.22	17.03	17.54	17.72
10	16.82	17.66	18.19	18.37
11	17.42	18.29	18.84	19.03
12	18.06	18.96	19.53	19.73

CLASSES Administration Technician
Graphic Arts Technician
School Transportation Technician

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$
01	12.37	12.99	13.38	13.51
02	12.80	13.44	13.84	13.98
03	13.31	13.98	14.40	14.54
04	13.79	14.48	14.91	15.06
05	14.32	15.04	15.49	15.64
06	14.84	15.58	16.05	16.21
07	15.43	16.20	16.69	16.86
08	16.02	16.82	17.32	17.49
09	16.62	17.45	17.97	18.15
10	17.22	18.08	18.62	18.81
11	17.87	18.76	19.32	19.51
12	18.57	19.50	20.09	20.29

CLASS Food Management Technician

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$
01	13.68	14.36	14.79	14.94
02	14.11	14.82	15.26	15.41
03	14.51	15.24	15.70	15.86
04	14.92	15.67	16.14	16.30
05	15.35	16.12	16.60	16.77
06	15.82	16.61	17.11	17.28
07	16.23	17.04	17.55	17.73
08	16.68	17.51	18.04	18.22
09	17.17	18.03	18.57	18.76
10	17.66	18.54	19.10	19.29
11	18.23	19.14	19.71	19.91
12	18.73	19.67	20.26	20.46

CLASSES Social Work Technician
 Laboratory Technician
 Building Technician
 Electronics Technician
 Vocational Training Technician
 School Organization Technician

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1991-12-31	1992-07-01	1993-04-01
	to	to	to	to	as of
	<u>1990-12-31</u>	<u>1991-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	12.67	13.62	14.05	14.47	14.61
02	13.11	14.09	14.49	14.92	15.07
03	13.63	14.65	14.93	15.38	15.53
04	14.12	15.18	15.40	15.86	16.02
05	14.66	15.76	15.89	16.37	16.53
06	15.20	16.34	16.37	16.86	17.03
07	15.80	16.87	16.87	17.38	17.55
08	16.40	17.41	17.41	17.93	18.11
09	17.02	17.94	17.94	18.48	18.66
10	17.62	18.50	18.50	19.06	19.25
11	18.17	19.08	19.08	19.65	19.85
12	18.73	19.67	19.67	20.26	20.46

CLASS Special Education Technician

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1991-12-31	1992-07-01	1993-04-01
	to	to	to	to	as of
	<u>1990-12-31</u>	<u>1991-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	13.38	14.05	14.05	14.47	14.61
02	13.80	14.49	14.49	14.92	15.07
03	14.22	14.93	14.93	15.38	15.53
04	14.67	15.40	15.40	15.86	16.02
05	15.13	15.89	15.89	16.37	16.53
06	15.59	16.37	16.37	16.86	17.03
07	16.07	16.87	16.87	17.38	17.55
08	16.58	17.41	17.41	17.93	18.11
09	17.09	17.94	17.94	18.48	18.66
10	17.62	18.50	18.50	19.06	19.25
11	18.17	19.08	19.08	19.65	19.85
12	18.68	19.67	19.67	20.26	20.46

CLASS Data Processing Technician

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1991-12-31	1991-12-31 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$	\$
01	13.87	14.70	14.70	15.14	15.29
02	14.38	15.19	15.19	15.65	15.81
03	14.87	15.68	15.68	16.15	16.31
04	15.39	16.19	16.19	16.68	16.85
05	15.92	16.73	16.73	17.23	17.40
06	16.44	17.26	17.26	17.78	17.96
07	16.98	17.83	17.83	18.36	18.54
08	17.54	18.42	18.42	18.97	19.16
09	18.11	19.02	19.02	19.59	19.79
10	18.70	19.64	19.64	20.23	20.43
11	19.31	20.28	20.28	20.89	21.10
12	19.94	20.94	20.94	21.57	21.79

CLASS Data Processing Technician, principal class

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$
01	16.74	17.58	18.11	18.29
02	17.31	18.18	18.73	18.92
03	17.87	18.76	19.32	19.51
04	18.51	19.44	20.02	20.22
05	19.13	20.09	20.69	20.90
06	19.77	20.76	21.38	21.59
07	20.51	21.54	22.19	22.41
08	21.23	22.29	22.96	23.19
09	21.97	23.07	23.76	24.00

I-2 Subcategory of Paratechnical Positions

CLASS Laboratory Attendant

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.02	11.85	12.03	12.39	12.51
02	11.27	12.12	12.31	12.68	12.81
03	11.53	12.39	12.60	12.98	13.11
04	11.81	12.70	12.89	13.28	13.41
05	12.10	13.01	13.19	13.59	13.73
06	12.39	13.19			
07	12.56	13.19			

CLASS Draftsman

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.02	11.85	12.03	12.39	12.51
02	11.34	12.19	12.31	12.68	12.81
03	11.70	12.58	12.72	13.10	13.23
04	12.00	12.90	13.10	13.49	13.62
05	12.40	13.33	13.52	13.93	14.07
06	12.78	13.74	13.97	14.39	14.53
07	13.18	14.17	14.42	14.85	15.00
08	13.62	14.64	14.85	15.30	15.45
09	14.06	14.85			
10	14.14	14.85			

CLASS Medical Assistant (or those possessing a diploma in Health, Assistance and Nursing Care)

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1991-12-31	1991-12-31 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$	\$
01	11.11	11.94	12.08	12.44	12.56
02	11.44	12.30	12.43	12.80	12.93
03	11.77	12.65	12.84	13.23	13.36
04	12.12	13.03	13.28	13.68	13.82
05	12.52	13.46	13.67	14.08	14.22
06	12.95	13.92	14.11	14.53	14.68
07	13.32	14.32	14.60	15.04	15.19
08	13.76	14.79	15.05	15.50	15.66
09	14.23	15.30	15.58	16.05	16.21
10	14.67	15.77	16.16	16.64	16.81
11	15.20	16.16			
12	15.39	16.16			

CLASS School Transportation Inspector

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1991-12-31	1991-12-31 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$	\$
01	11.70	12.58	12.67	13.05	13.18
02	12.04	12.94	13.05	13.44	13.57
03	12.41	13.34	13.43	13.83	13.97
04	12.80	13.76	13.84	14.26	14.40
05	13.23	14.22	14.25	14.68	14.83
06	13.66	14.68	14.68	15.12	15.27
07	14.11	15.11	15.11	15.56	15.72
08	14.56	15.56	15.56	16.03	16.19
09	15.06	16.02	16.02	16.50	16.67
10	15.26	16.02			

CLASS Offset Duplicator Operator

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1991-12-31	1992-07-01	
	to	to	to	to	as of
	<u>1990-12-31</u>	<u>1991-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.13	11.96	12.03	12.39	12.51
02	11.45	12.31	12.43	12.80	12.93
03	11.77	12.65	12.81	13.19	13.32
04	12.12	13.03	13.25	13.65	13.79
05	12.49	13.43	13.61	14.02	14.16
06	12.92	13.89	14.05	14.47	14.61
07	13.27	14.27	14.48	14.91	15.06
08	13.70	14.48			
09	13.79	14.48			

CLASS Offset Duplicator Operator, principal class

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1991-12-31	1992-07-01	
	to	to	to	to	as of
	<u>1990-12-31</u>	<u>1991-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	12.92	13.89	14.05	14.47	14.61
02	13.31	14.31	14.50	14.94	15.09
03	13.70	14.73	14.93	15.38	15.53
04	14.14	15.20	15.41	15.87	16.03
05	14.56	15.65	15.92	16.40	16.56
06	15.03	15.92			
07	15.16	15.92			

CLASS Data Processing Operator, class II

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1991-12-31	1992-07-01	
	to	to	to	to	as of
	<u>1990-12-31</u>	<u>1991-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.13	11.96	12.03	12.39	12.51
02	11.43	12.29	12.39	12.76	12.89
	11.71	12.59	12.75	13.13	13.26
	12.00	12.90	13.14	13.53	13.67
	12.31	13.23	13.52	13.93	14.07
06	12.62	13.57	13.92	14.34	14.48
07	12.98	13.92			

CLASS Data Processing Operator, class I

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1991-12-31	1992-07-01	1993-04-01
	to	to	to	to	as of
	<u>1990-12-31</u>	<u>1991-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	12.15	13.06	13.36	13.76	13.90
02	12.62	13.57	13.84	14.26	14.40
03	13.02	14.00	14.33	14.76	14.91
04	13.50	14.51	14.89	15.34	15.49
05	13.97	15.02	15.42	15.88	16.04
06	14.52	15.61	16.01	16.49	16.65
07	15.04	16.01			
08	15.25	16.01			

CLASS Data Processing Operator, principal class

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1992-07-01	1993-04-01
	to	to	to	as of
	<u>1990-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$
01	15.25	16.01	16.49	16.65
02	15.76	16.55	17.05	17.22
03	16.31	17.13	17.64	17.82
04	16.83	17.67	18.20	18.38
05	17.41	18.28	18.83	19.02
06	17.99	18.89	19.46	19.65
07	18.60	19.53	20.12	20.32

CLASS Photographer

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01	1991-01-01	1991-12-31	1992-07-01	1993-04-01
	to	to	to	to	as of
	<u>1990-12-31</u>	<u>1991-12-31</u>	<u>1992-06-30</u>	<u>1993-03-31</u>	<u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.02	11.85	12.03	12.39	12.51
02	11.34	12.19	12.45	12.82	12.95
03	11.70	12.58	12.88	13.27	13.40
04	12.04	12.94	13.32	13.72	13.86
05	12.41	13.34	13.78	14.19	14.33
06	12.80	13.76	14.25	14.68	14.83
07	13.24	14.23	14.75	15.19	15.34
08	13.65	14.67			
09	14.05	14.75			

CLASS Attendant for Handicapped Students

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$
01	11.46	12.03	12.39	12.51
02	11.80	12.39	12.76	12.89
03	12.14	12.75	13.13	13.26
04	12.51	13.14	13.53	13.67
05	12.88	13.52	13.93	14.07
06	13.26	13.92	14.34	14.48

CLASS Day Care Service Attendant

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1991-12-31	1991-12-31 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$	\$
01	11.11	11.94	12.03	12.39	12.51
02	11.41	12.27	12.31	12.68	12.81
03	11.71	12.59	12.60	12.98	13.11
04	12.00	12.89	12.89	13.28	13.41
05	12.32	13.19	13.19	13.59	13.73
06	12.56	13.19			

CLASS Binder

Week: 35 hours

RATES	RATES	RATES	RATES
1990-01-01 to 1990-12-31	1991-01-01 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
\$	\$	\$	\$
14.32	15.04	15.49	15.64

CLASS Person-in-Charge of a Day Care Service

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.71	12.46	12.46	12.83	12.96
02	12.00	12.85	12.85	13.24	13.37
03	12.32	13.24	13.24	13.64	13.78
04	12.67	13.62	13.64	14.05	14.19
05	13.03	14.01	14.06	14.48	14.62
06	13.41	14.42	14.49	14.92	15.07
07	13.41	14.42	14.93	15.38	15.53
08	13.41	14.42	15.40	15.86	16.02

CLASS Student Supervisor

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.11	11.94	12.03	12.39	12.51
02	11.41	12.27	12.31	12.68	12.81
03	11.71	12.59	12.60	12.98	13.11
04	12.00	12.89	12.89	13.28	13.41
05	12.32	13.19	13.19	13.59	13.73
06	12.56	13.19			

CLASS Swimming Pool Supervisor

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.11	11.94	12.03	12.39	12.51
02	11.41	12.27	12.39	12.76	12.89
03	11.71	12.59	12.75	13.13	13.26
04	12.00	12.90	13.14	13.53	13.67
05	12.32	13.24	13.52	13.93	14.07
06	12.67	13.62	13.92	14.34	14.48

II- CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

CLASS Office Agent, class II

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	10.99	11.81	12.03	12.39	12.51
02	11.23	12.07	12.31	12.68	12.81
03	11.51	12.37	12.60	12.98	13.11
04	11.51	12.37	12.89	13.28	13.41

CLASS Office Agent, class I

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.62	12.49	12.88	13.27	13.40
02	12.00	12.90	13.32	13.72	13.86
03	12.40	13.33	13.78	14.19	14.33
04	12.78	13.74	14.25	14.68	14.83
05	13.23	14.22	14.75	15.19	15.34
06	13.69	14.72			
07	14.05	14.75			

CLASSES Office Agent, principal class
Buyer

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$
01	14.32	15.04	15.49	15.64
02	14.75	15.49	15.95	16.11
03	15.24	16.00	16.48	16.64
04	15.74	16.53	17.03	17.20
05	16.22	17.03	17.54	17.72
06	16.68	17.51	18.04	18.22

CLASS Office Assistant

Week: 35 hours

STEP	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	10.89	11.71	11.97	12.33	12.45

CLASS Data Processing Assistant

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	10.99	11.81	11.97	12.33	12.45
02	11.24	12.08	12.31	12.68	12.81
03	11.53	12.31			
04	11.72	12.31			

CLASS Data Processing Assistant, principal class

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$
01	12.20	12.81	13.19	13.32
02	12.64	13.27	13.67	13.81
03	13.02	13.67	14.08	14.22
04	13.44	14.11	14.53	14.68
05	13.90	14.60	15.04	15.19

CLASS Storekeeper, class II

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1991-12-31	1991-12-31 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$	\$
01	10.99	11.81	12.03	12.39	12.51
02	11.24	12.08	12.31	12.68	12.81
03	11.52	12.38	12.60	12.98	13.11
04	11.77	12.65	12.89	13.28	13.41
05	12.09	12.89			

CLASS Storekeeper, class I

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1991-12-31	1991-12-31 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$	\$
01	12.00	12.90	13.11	13.50	13.64
02	12.40	13.33	13.57	13.98	14.12
03	12.79	13.75	14.01	14.43	14.57
04	13.23	14.22	14.48	14.91	15.06
05	13.66	14.68	14.96	15.41	15.56
06	14.12	14.96			
07	14.25	14.96			

CLASS Storekeeper, principal class

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$
01	14.22	14.93	15.38	15.53
02	14.73	15.47	15.93	16.09
03	15.24	16.00	16.48	16.64
04	15.74	16.53	17.03	17.20
05	16.23	17.04	17.55	17.73
06	16.78	17.62	18.15	18.33
07	17.34	18.21	18.76	18.95

CLASS Secretary

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	10.99	11.81	12.03	12.39	12.51
02	11.24	12.08	12.39	12.76	12.89
03	11.53	12.39	12.75	13.13	13.26
04	11.85	12.74	13.14	13.53	13.67
05	12.12	13.03	13.52	13.93	14.07
06	12.42	13.35	13.92	14.34	14.48
07	12.74	13.70			
08	13.09	13.92			

CLASS School Secretary

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.85	12.74	13.24	13.64	13.78
02	12.15	13.06	13.64	14.05	14.19
03	12.52	13.46	14.06	14.48	14.62
04	12.84	13.80	14.49	14.92	15.07
05	13.21	14.20	14.93	15.38	15.53
06	13.58	14.60	15.40	15.86	16.02
07	13.97	15.02			

CLASS Executive Secretary

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	12.62	13.57	14.06	14.48	14.62
02	13.04	14.02	14.49	14.92	15.07
03	13.49	14.50	14.93	15.38	15.53
04	13.95	15.00	15.40	15.86	16.02
05	14.44	15.40			

CLASS Telephone Operator

Week: 35 hours

STEPS	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
01	11.02	11.85	12.03	12.39	12.51
02	11.32	12.17	12.31	12.68	12.81
03	11.68	12.56	12.60	12.98	13.11
04	11.98	12.60			

III- CATEGORY OF LABOUR SUPPORT POSITIONS

III-1 Subcategory of Qualified Workman Positions

Week: 38.75 hours

<u>CLASSES</u>	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to 1990-12-31	1991-01-01 to 1991-12-31	1991-12-31 to 1992-06-30	1992-07-01 to 1993-03-31	as of 1993-04-01
	\$	\$	\$	\$	\$
Trade Apprentice:					
1st year	11.40	11.97		12.33	12.45
2nd year	11.75	12.34		12.71	12.84
3rd year	12.18	12.79		13.17	13.30
4th year	12.56	13.19		13.59	13.73
Bricklayer-Mason:					
	14.67	15.40	15.40	15.86	16.02
Chief Electrician:					
	16.97	17.82		18.35	18.53
Cabinetmaker:					
	15.71	16.76	16.76	17.26	17.43
Electrician:					
	15.96	16.76		17.26	17.43
Metal Worker-Roofer:					
	14.67	15.40	15.40	15.86	16.02
Master Pipe Mechanic:					
	16.97	17.82		18.35	18.53
Mechanic, class II:					
	14.84	15.58		16.05	16.21
Mechanic, class I:					
	15.84	16.76	16.76	17.26	17.43

<u>CLASSES</u>	<u>RATES</u> 1990-01-01 to 1990-12-31	<u>RATES</u> 1991-01-01 to 1991-12-31	<u>RATES</u> 1991-12-31 to 1992-06-30	<u>RATES</u> 1992-07-01 to 1993-03-31	<u>RATES</u> as of 1993-04-01
	\$	\$	\$	\$	\$
Office Equipment Mechanic:	16.11	16.92		17.43	17.60
Stationary Engineer, class IV:	13.26	13.92	13.92	14.34	14.48
Stationary Engineer, class III:	14.67	15.40	15.40	15.86	16.02
Stationary Engineer, class II:	16.11	16.92		17.43	17.60
Stationary Engineer, class I:	16.66	17.49		18.01	18.19
Carpenter:	14.85	15.96	16.02	16.50	16.67
Certified Maintenance Workman:	15.26	16.02	16.02	16.50	16.67
Painter:	14.15	14.86		15.31	15.46
Plasterer:	14.67	15.40	15.40	15.86	16.02

<u>CLASSES</u>	<u>RATES</u> 1990-01-01 to 1990-12-31	<u>RATES</u> 1991-01-01 to 1991-12-31	<u>RATES</u> 1991-12-31 to 1992-06-30	<u>RATES</u> 1992-07-01 to 1993-03-31	<u>RATES</u> as of 1993-04-01
	\$	\$	\$	\$	\$
Locksmith:	14.51	15.24		15.70	15.86
Welder:	15.47	16.63	16.76	17.26	17.43
Specialized Shop Mechanic:	15.71	16.76	16.76	17.26	17.43
Pipe Fitter:	15.96	16.76		17.26	17.43
Glazier-Installer-Mechanic:	14.67	15.40	15.40	15.86	16.02

III-2 Subcategory of Labour, Maintenance and Service Positions

Week: 38.75 hours

<u>CLASSES</u>	RATES 1990-01-01 to 1990-12-31	RATES 1991-01-01 to 1991-12-31	RATES 1991-12-31 to 1992-06-30	RATES 1992-07-01 to 1993-03-31	RATES as of 1993-04-01
	\$	\$	\$	\$	\$
Trades Helper:	12.56	13.19		13.59	13.73
General Kitchen Helper:	11.67	12.31	12.31	12.68	12.81
Butcher:	14.49	15.40	15.40	15.86	16.02
Laundryman:	12.00	12.60	12.60	12.98	13.11
Heavy Vehicle Driver's Assistant:	12.28	12.89		13.28	13.41
Light Vehicle Driver:	12.28	12.89		13.28	13.41
Heavy Vehicle Driver:	13.95	14.75	14.75	15.19	15.34
Cook, class III:	13.27	13.93		14.35	14.49
Cook, class II:	14.49	15.40	15.40	15.86	16.02
Cook, class I:	15.07	16.02	16.02	16.50	16.67

<u>CLASSES</u>	RATES	RATES	RATES	RATES	RATES
	1990-01-01 to <u>1990-12-31</u>	1991-01-01 to <u>1991-12-31</u>	1991-12-31 to <u>1992-06-30</u>	1992-07-01 to <u>1993-03-31</u>	as of <u>1993-04-01</u>
	\$	\$	\$	\$	\$
Guard:	11.72	12.31		12.68	12.81
Gardener:	13.26	13.92	13.92	14.34	14.48
Boiler and Refrigeration Equipment Operator:	12.56	13.19		13.59	13.73
Caretaker (less than 9,275 m ²):	13.10	13.76		14.17	14.31
Caretaker (9,275 m ² or more):	14.43	15.15		15.60	15.76
Night Caretaker (less than 9,275 m ²):	12.77	13.41		13.81	13.95
Night Caretaker (9,275 m ² or more):	13.91	14.61		15.05	15.20
Maintenance Workman, class III (Domestic Help):	11.40	11.97		12.33	12.45
Maintenance Workman, class II, (Assistant Caretaker, Labourer):	12.00	12.60		12.98	13.11
Maintenance Workman, class I (Window Installer, Tile Setter, Sander):	13.10	13.76		14.17	14.31
Pastrycook:	14.15	14.86		15.31	15.46
Alarm Serviceman (PSBGM)	15.80	16.59		17.09	17.26

APPENDIX XV

LETTER OF INTENTION REGARDING

THE RETIREMENT PLANS (RREGOP, RRE, RRF)

1. For employees who will retire between January 1, 1992 and December 31, 1997

The parties agree to continue discussions through a committee whose mandate shall be to adopt the appropriate measures in order to ensure that employees who will retire between January 1, 1992 and December 31, 1997 will be treated fairly with respect to those who will retire after December 31, 1997. The committee shall prepare a report within ninety (90) days of the signing of the agreement.

2. Early Retirement Program

As of the date of the signing of this agreement, a technical committee shall be set up and shall consist of representatives of the Secrétariat du Conseil du trésor and representatives* of the participants in the Government and Public Employees Retirement Plan (RREGOP), Teachers Pension Plan (RRE) and the Civil Service Superannuation Plan (RRF) to discuss the extension of the temporary early retirement programs (62 years - 2 years of service and 35 years of service). The committee's mandate shall be to make the necessary adjustments, if need be, to extend such programs within the guidelines of this agreement.

The costs related to the extension of these programs will be taken exclusively from the amounts available on September 1, 1992 and deriving from former programs.

The parties must take into account the existing legislative provisions and the administrative impacts in order to carry out the necessary adjustments, if need be.

Subject to the preceding provisions, the government shall propose to the National Assembly the adoption of the legislative provisions which result from the adjustments adopted unanimously by the committee, which are deemed necessary for the extension of the temporary early retirement programs and which have a retroactive effect to September 1, 1992.

3. Pension Credit (RREGOP)

The government shall propose to the National Assembly the adoption of the necessary legislative provisions designed to replace July 1, 1992 by July 1, 1994 in section 87 of RREGOP.

* Without modifying the rules respecting representation, each of the groups representing the participants shall be entitled to two (2) representatives.

APPENDIX XVI

INTERSECTORIAL COMMITTEES

Within fifteen (15) days of the coming into force of the agreement, the national negotiating parties shall meet to set up technical committees with a mandate to "reflect and exchange views" on employment.

Their first task shall be to draw up mechanisms (including, where applicable, union releases with pay), time frames and mandates of those committees that they deem necessary to create.

APPENDIX XVII

CALENDAR OF THE NEXT ROUND OF NEGOTIATIONS

The parties agree that the next round of negotiations will begin on May 1, 1993 and the employees, members of negotiations committees, shall be released, on that date, according to the same terms and conditions as those prescribed by the protocols agreed to during the last round of negotiations with respect to the maintenance of salary and the number of persons released.

The union proposals shall be tabled in June 1993.

The employer proposals shall be tabled in September 1993.

APPENDIX XVIII

SUBJECT: REMOVAL OF REFERENCES TO IMMEDIATE SUPERIOR WITH RESPECT
TO THE CLASSES OF EMPLOYMENT OF EXECUTIVE SECRETARY,
SCHOOL SECRETARY AND SECRETARY

- 1- Following the signing of this agreement and after consultation with the national negotiating union group, the national negotiating employer group shall remove any reference made to the title of immediate superior (rug ranking) with respect to the classes of employment of executive secretary, school secretary and secretary provided for in the classification plan. These modifications cannot have the effect of eliminating any of these classes of employment.

Consultation of the national negotiating union group shall begin during the month of September 1992.

- 2- The assignment of one of the classes of employment mentioned in paragraph 1 shall be based on the nature of the work and on the characteristic duties which the employee is required to perform principally and customarily on July 1, 1992.
- 3- The classification resulting from these modifications shall have a retroactive effect to July 1, 1992 or to the hiring date of the employee if it is later. Such classification cannot have the effect of causing the demotion of the employee concerned.
- 4- The terms and conditions of application following the removal of the references to the title of immediate superior (rug ranking) from the classification plan shall be agreed upon by the national negotiating parties in accordance with clause 2-2.04.