

S1b



AGREEMENT
BINDING

on the one hand,
The Employer Bargaining
Committee for Protestant
School Boards (CPNCP)

and on the other hand,
the Union des employé-e-s
de service, local 800,
affiliated with the Fédération
des travailleurs et travailleuses
du Québec (FTQ)

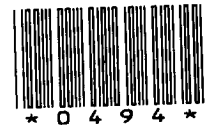
CENTRE DE DOCUMENTATION

D. G. P. R.

AMENDMENTS

AMENDMENT OF 1988-06-27

Pages 75 and 76
Pages 86a and 86b
Pages 89 to 92
Pages 153 and 154
Pages 157 to 182
Pages 195 and 196



SECTION OF AMENDMENTS

Pages A-1 to A-32

1986-1988

UPDATING
INSTRUCTIONS

Amendment of 1988-06-27

- 1- Replace pages 75 and 76
- 2- Add pages 86a and 86b
- 3- Replace pages 89 to 92
- 4- Replace pages 153 and 154
- 5- Replace pages 157 to 182
- 6- Replace pages 195 and 196
- 7- Add the Section of Amendments at the end of the collective agreement
- 8- Add pages A-1 to A-32

Update done

Date: _____

By: _____

NOTE: To be kept for your files

5-10.09 (cont'd) Clauses 5-10.05, 5-10.06, 5-10.07 and 5-10.10 shall apply to such a leave.

Notwithstanding the foregoing, if the board deems it necessary to replace the employee who requests such a leave and is unable to find a replacement, it may defer the leave to another date to be agreed upon with the employee.

If more than one employee at a time in the same office, department or school, also wishes to take such a leave, the board may defer the leave to another date, it shall then proceed according to seniority.

5-10.10 The employee may, for a valid reason, terminate any leave without pay and return to the board before the date foreseen by giving the board an advance written notice of at least thirty (30) days.

5-11.00 SABBATICAL LEAVE WITH DEFERRED SALARY

5-11.01 The board may grant a sabbatical leave with deferred salary to a permanent regular employee, under the following terms and conditions:

- 1) this leave shall permit a permanent regular employee to have his salary spread over a determined period in order to benefit from a sabbatical leave with pay;
- 2) the granting of such a leave shall be the exclusive responsibility of the board;
- 3) the board and the employee shall sign, where applicable, the contract provided for in Appendix IV;
- 4) the permanent regular employee receiving salary insurance benefits or on a leave without pay at the time of the coming into force of the contract provided for in Appendix IV shall not be eligible. Subsequently, the provisions provided for in the contract for such situations shall apply.

5-11.02 The sabbatical leave shall only apply for the period of the contract and duration of the leave as determined in the following table and according to the percentages of salary paid during the contract:

| * 5-11.02 (cont'd) | <u>Duration of leave</u> | <u>Duration of participation in plan (contract)</u> | | | |
|-----------------------|--------------------------|---|----------------|----------------|----------------|
| | | <u>2 years</u> | <u>3 years</u> | <u>4 years</u> | <u>5 years</u> |
| | 6 months | 75,00% | 83,34% | 87,50% | 90,00% |
| | 7 months | 70,80% | 80,53% | 85,40% | 88,32% |
| | 8 months | 66,67% | 77,76% | 83,32% | 86,60% |
| | 9 months | | 75,00% | 81,25% | 85,00% |
| | 10 months | | 72,20% | 79,15% | 83,32% |
| | 11 months | | 69,44% | 77,07% | 81,66% |
| | 12 months | | 66,67% | 75,00% | 80,00% |

5-11.03 The employee must return to work, following his sabbatical leave with pay, for a period at least equal to that of the leave. He may return to work during or at the expiry of the contract according to the date of the leave.

5-11.04 The amounts of deferred salary may not be paid to an employee at the time of his retirement.

* 1988-06-27

c) Increase in salary scales and rates in effect on December 1988

Every rate and every salary scale in effect on December 31, 1988 shall be increased by 4% effective January 1, 1989.

The rates and salary scales which apply for the period January 1, 1989 to December 31, 1989 are contained in Appendix I attached hereto.

The percentage increase referred to in the first sub-paragraph of paragraph c) of clause 6-3.02 above shall be replaced, if applicable, by a maximum of 5%, calculated according to the following formula:

$$\text{Percentage which applies= } \frac{\text{CPI for December 1988} - \text{CPI for December 1987}}{\text{CPI for December 1987}} \times 100 \quad (1)$$

on January 1, 1989

where CPI = Consumer Price Index as published by Statistics Canada.

If the percentage increase thus calculated is higher than 4%, the resulting salary rates and scales shall replace, if applicable, those provided in Appendix I attached hereto.

The salary rates and scales shall be increased within three (3) months following the publication of the CPI for the month of December 1988.

(1) When, in the quotient obtained, the decimal point is followed by five numbers, the fifth number is dropped if it is less than five, or if the fifth number is equal to or greater than five, the fourth number is brought to the next higher number and the fifth number is dropped.

6-5.00 TRAVEL EXPENSES

6-5.01 The employee, who is required to travel within or outside the school board's territory in order to perform his duties must be reimbursed for the expenses actually incurred for this purpose, upon presentation of supporting vouchers in accordance with the policies established by the school board.

6-5.02 In order to justify reimbursement, any travelling must be authorized by the competent authority.

6-5.03 The employee who uses his car shall be entitled to a reimbursement, which shall take into account the extra premium required in clause 6-5.07, at the rate set by the school board.

6-5.04 The other expenses (public transportation, taxis, parking, accommodations, meals) shall be reimbursed upon presentation of supporting vouchers in accordance with the policies of the school board.

6-5.05 The possession of a vehicle may be a prerequisite in order to obtain and maintain a position in which the employee is required to travel regularly in order to perform his duties.

6-5.06 Travelling time in the service of the school board must be considered as work time if the employee travels, the same day, with the authorization of the school board, from one workplace to another within the territory of the school board.

Insurance

6-5.07 The employee who uses his automobile must provide proof that his insurance policy category is "pleasure and occasional business" or "pleasure and business" and that his public liability coverage is at least one hundred thousand dollars (\$100,000) for damages to another's property.

6-6.00 PREMIUMS

6-6.01 Evening and Night Shift Premiums

The employee, for whom half or more of the regular working hours are between 16:00 hours and 07:00 hours, shall benefit from an hourly premium for each hour of work in his regular day:

| | |
|--|--------------|
| From January 1, 1986 to December 31, 1986: | \$0,47/hour. |
| From January 1, 1987 to December 31, 1988: | \$0,49/hour. |
| From January 1, 1989 to December 31, 1989: | \$0,51/hour. |

*

* 1988-06-27

6-6.01 This premium shall not apply for overtime.
(cont'd)

6-6.02 Premium for Additional Responsibility

- a) The employee who is a stationary engineer and who principally and customarily supervises 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 provided for in his class of employment, a salary supplement determined hereinafter:

From January 1, 1986 to December 31, 1986: \$6,31/week.
From January 1, 1987 to December 31, 1987: \$6,56/week.
From January 1, 1988 to December 31, 1988: \$6,86/week.
From January 1, 1989 to December 31, 1989: \$7,13/week.

*

- b) The driver of heavy vehicles or of light vehicles who only transports handicapped students, recognized as such by the school board and who assists them in their transportation shall receive, in addition to the salary rate provided for in his class, an hourly premium equal to:

From January 1, 1986 to December 31, 1986: \$0,52/hour.
From January 1, 1987 to December 31, 1987: \$0,54/hour.
From January 1, 1988 to December 31, 1988: \$0,56/hour.
From January 1, 1989 to December 31, 1989: \$0,58/hour.

*

- c) The welder who possesses the "high pressure welder certificate" issued by the Ministère du Travail shall receive, when he is required to work in this capacity, in addition to the salary rate provided for in his class of employment, and for each hour thus worked, an hourly premium equal to:

From January 1, 1986 to December 31, 1986: \$0,91/hour.
From January 1, 1987 to December 31, 1987: \$0,95/hour.
From January 1, 1988 to December 31, 1988: \$0,99/hour.
From January 1, 1989 to December 31, 1989: \$1,03/hour.

*

- d) Lead Hand Premium

The employee who, at the request of the school board acts as lead hand for a group of five (5) or more employees, shall benefit from an hourly premium for each hour of work when he acts as such:

* 1988-06-27

6-6.02 From January 1, 1986 to December 31, 1986: \$0,54/hour.
 (cont'd) From January 1, 1987 to December 31, 1987: \$0,56/hour.
 * From January 1, 1988 to December 31, 1988: \$0,59/hour.
 From January 1, 1989 to December 31, 1989: \$0,61/hour.

This premium shall not apply to the employee whose class of employment involves the supervision of a group of employees.

* The premiums for responsibility provided for in this clause shall be replaced, if applicable, by the premiums calculated according to the formula provided for 1989 which appears in sub-paragraph c) of clause 6-3.02 contained herein.

6-6.03 Living Quarters

When, on the date of the signing of the former agreement, living quarters were occupied by an employee, in a building belonging to the school board, and if this employee has continued to occupy the same position between the date of the signing of the former agreement and the date of the coming into force of the agreement he shall be entitled to the same benefits as in the past for as long as he continues to occupy the same position.

However, the school board may apply a rate of increase to the rent payable by the said employee equal to the increase in salary granted to the employee by virtue of the agreement for the period concerned.

6-6.04 Verification of Furnaces

The school board may request, subject to clause 8-3.04, that a non-resident employee proceed with the verification of furnaces on Saturdays, Sundays and paid legal holidays. This employee shall receive for each visit:

From January 1, 1986 to December 31, 1986: \$12.
 * From January 1, 1987 to December 31, 1988: \$16.
 From January 1, 1989 to December 31, 1989: \$16.

6-6.05 Notwithstanding the foregoing, the indemnity shall not be paid if an employee is at school for any activity involving a salary provided for in the agreement (loan and rental of rooms or halls, overtime). Such remuneration must be at least equal to that provided for in clause 6-6.04.

6-6.06 If an employee is absent because of illness or has a day off with pay the preceding workday, he may carry out the verification if he notifies his immediate superior before noon the preceding workday.

* 1988-06-27

6-6.07 The school board and the union may agree on different terms and conditions; failing an agreement, the provisions provided for in the above paragraphs shall apply.

6-7.00 LOAN AND RENTAL OF ROOMS OR HALLS

6-7.01 Within sixty (60) days of the signing of the agreement, the union shall choose, for the duration of the agreement, one of the plans described hereinafter. Nevertheless, the school board and the union may agree to extend such a time limit. If the union fails to choose one of the plans described hereinafter within the time limits prescribed in this clause, it shall be considered as having chosen Plan II subject to clause 6-7.05.

Plan I

6-7.02 If, in the rental of rooms or halls, the lessee bears rental costs for the use of such rooms or halls, in the evening, on the weekend or during a paid legal holiday, the school board shall be required to assign, to such activity, the caretaker who works on a regular day shift and who possesses the most seniority in the building. If the maintenance work is carried out, during this shift, by a maintenance employee other than a caretaker, the school board shall assign such other employee according to seniority. The remuneration provided for such an activity outside of the regular schedule of the employee concerned shall be equal to the single hourly rate applicable to such an employee.

The school board and the union may agree on terms and conditions that shall apply when the caretaker or maintenance employee concerned is absent or when he refuses to perform the work thus offered.

The preceding provisions shall not apply if the rooms or halls are used by a municipality within the framework of an agreement confirmed in writing between the school board and the municipality (except in the case of an ad hoc rental of rooms or halls by the municipality for an evening, weekend or paid legal holiday activity) if the rooms or halls are used for the purposes of student socio-cultural or sport activities.

However, in the case where or if by virtue of this plan the school board is not required to assign an employee, the provisions of clause 8-3.05 shall apply to the employee who looks after, at the specific request of the school board, in addition to or outside of the hours provided for in his schedule, the preparation, cleaning and supervision of the rooms or halls.

11-3.05 8-7.00 Technological Changes: the clauses of article 8-7.00
(cont'd) excluding clauses 8-7.01, 8-7.06 and 8-7.07.

11-3.06 To be considered valid, an agreement must meet the following requirements:

- a) it must be concluded within a time limit of sixty (60) days of the coming into force of the agreement. The parties may agree to extend this time limit;
- b) it must be in writing;
- c) the school board and the union must sign it through their authorized representatives;
- d) any article thus modified must appear in the agreement;
- e) it must be filed in accordance with the provisions of Section 72 of the Labour Code;
- f) the effective date of the application of the agreement must be stipulated therein and may in no case be prior to the coming into force of the agreement and, unless otherwise indicated, shall be valid for the life of the agreement.

11-3.07 No provision of this article may give rise to the right to strike or to lockout nor may it lead to a dispute as defined in the Labour Code.

11-3.08 Any local arrangement may be cancelled or replaced by a written agreement between the school board and the union and it must fulfill the requirements of paragraphs b), c), d), e), and f) of clause 11-3.06.

11-3.09 At the union's request, the school board shall release without loss of salary or reimbursement, a maximum of three (3) employees designated by the union in order to participate in the joint meetings required to discuss the provisions arising from this article. The employee must notify his immediate superior.

11-3.10 The board or union may give an eight (8) day written notice of its intention to meet the other party for the purposes of discussing the replacement of one or more provisions of the agreement which could be the subject of local arrangements within the prescribed time limits, if any.

11-3.11 Moreover, any provision of the agreement which expressly so stipulates, may be the subject of a local arrangement, under the conditions provided for in this article.

11-4.00 INTERPRETATION OF TEXTS

11-4.01 The French text shall constitute the official text of the agreement.

11-5.00 COMING INTO FORCE OF THE AGREEMENT

11-5.01 The agreement shall come into force on the date it is signed and shall not have any retroactive effect unless there are specific provisions to the contrary, and shall expire on December 31, 1989.

The following provisions shall come into force on the dates specified: articles 5-3.00, 5-7.00, 6-3.00, 6-4.00, 6-6.00 and 8-1.00. Moreover the amounts received by the employee (salary, allowances and benefits), in accordance with clauses or articles 2-1.01, 5-3.00, 5-4.00, 5-9.00, 6-7.00, 7-3.00, 8-3.00 and 10-1.00, shall be readjusted in accordance with the new salary.

It shall be understood that the amounts paid by virtue of this agreement shall be reduced by the amounts already paid by the board.

11-5.02 For the employees in the employ of the board on the date the agreement is signed, payment of the amounts resulting from the application of clause 11-5.01 shall be paid within sixty (60) days of that date.

11-5.03 For the employees in the employ of the board between January 1, 1986 and the date of the signing of the agreement and who are no longer employed at that date, the board shall provide the union with a list of such employees along with the last known address, within sixty (60) days of the signing of the agreement.

The employee concerned must submit a written request to this effect to the board within sixty (60) days of the preparation of such a list. In the event of the employee's death, the request may be made by his next of kin.

The amounts to be paid, by virtue of clause 11-5.01, are payable within seventy-five (75) days of the preparation of the list of such employees for the union.

11-5.04 The board shall provide the employees with a statement of the calculations of their retroactivity at the same time as the payment of retroactivity and shall forward a copy to the union.

* 1988-06-27

NEGOTIATORS

(signed) Guy Boucher
Guy Boucher (MEQ)

(signed) Arie G. van der Vlist
Arie G. van der Vlist
(QAPSB)

NEGOTIATORS

(signed) Gérard Langlois
Gérard Langlois

(signed) Terry Asselin
Terry Asselin

(signed) Bertrand Day
Bertrand Day

(signed) Pierre Blouin
Pierre Blouin

(signed) Sharon Piette
Sharon Piette

APPENDIX I

HOURLY SALARY SCALES AND RATES
FOR THE PERIODS

- ° from 1986-01-01 to 1986-12-31
- ° from 1987-01-01 to 1987-12-31
- ° from 1988-01-01 to 1988-12-31
- * ° from 1989-01-01 to 1989-12-31

* 1988-06-27

HOURLY SALARY SCALES AND RATES

*

INDEX

I- CATEGORY OF TECHNICAL SUPPORT POSITIONS

| I-1 | <u>Subcategory of Technical Support Positions</u> | PAGE |
|-----|---|------|
| | Nurse | 162 |
| | Audiovisual Technician | 162a |
| | Documentation Technician | 162a |
| | Braille Technician | 162a |
| | Recreational Activities Technician | 162a |
| | Psychometry Technician | 162a |
| | Special Education Technician | 163 |
| | Administration Technician | 163a |
| | Social Aid Technician | 163a |
| | Graphic Arts Technician | 163a |
| | Electronics Technician | 163a |
| | Vocational Training Technician | 163a |
| | Civil Engineering Technician | 163a |
| | School Organization Technician | 163a |
| | School Transportation Technician | 163a |
| | Laboratory Technician | 163a |
| | Food Management Technician | 164 |
| | Data Processing Technician | 164 |
| | Data Processing Technician, principal class | 165 |

I-2 Subcategory of Para-technical Support Positions

| | | |
|--|--------------------------------|-----|
| | Laboratory Attendant | 166 |
| | Draftsman | 166 |
| | Nurse's Aid | 167 |
| | Transportation Inspector | 167 |

* 1988-06-27

I-2
(cont'd)

Offset Duplicator Operator168
 Offset Duplicator Operator, principal class168
 Data Processing Operator, class II169
 Data Processing Operator, class I169
 Data Processing Operator, principal class170
 Photographer170
 "Préposé au service de garde en milieu scolaire"170a
 Binder170a
 "Responsable d'un service de garde en milieu scolaire"170a
 Student Supervisor171
 Swimming Pool Supervisor171

II- CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

Office Agent, class II172
 Office Agent, class I172
 Office Agent, principal class173
 Buyer173
 Office Assistant173
 Data Processing Assistant173
 Data Processing Assistant, principal class174
 Storekeeper, class II174
 Storekeeper, class I174
 Storekeeper, principal class175
 Secretary175
 School Secretary176
 Executive Secretary176
 Telephone Operator176

III- CATEGORY OF TRADES AND LABOUR SUPPORT POSITIONS

III-1 Subcategory of Skilled Workman Positions

Trade Apprentice177
 Bricklayer-Mason177
 Cabinetmaker177
 Electrician177

III-1
(cont'd)

| | |
|--------------------------------------|-----|
| Master Electrician | 177 |
| Metal Worker-Roofer | 177 |
| Mechanic, class II | 177 |
| Mechanic, class I | 177 |
| Office Equipment Mechanic | 177 |
| Stationary Engineer, class IV | 178 |
| Stationary Engineer, class III | 178 |
| Stationary Engineer, class II | 178 |
| Stationary Engineer, class I | 178 |
| Pipe Mechanic | 178 |
| Master Pipe Mechanic | 178 |
| Carpenter | 178 |
| Certified Maintenance Workman | 178 |
| Painter | 178 |
| Plasterer | 178 |
| Locksmith | 179 |
| Welder | 179 |
| Specialized Shop Mechanic | 179 |
| Glazier-Installer-Mechanic | 179 |

III-2 Subcategory of Maintenance and Service Positions

| | |
|---|-----|
| Trades Helper | 180 |
| General Kitchen Helper | 180 |
| Butcher | 180 |
| Laundryman | 180 |
| Heavy Vehicle Driver's Assistant | 180 |
| Light Vehicle Driver | 180 |
| Heavy Vehicle Driver | 180 |
| Cook, class III | 180 |
| Cook, class II | 180 |
| Cook, class I | 180 |
| Guard | 181 |
| Gardener | 181 |
| Boiler and Refrigeration Equipment Operator | 181 |
| Caretaker | 181 |
| Night Caretaker | 181 |
| Maintenance Workman, class III | 181 |
| Maintenance Workman, class II | 181 |
| Maintenance Workman, class I | 181 |
| Pastrycook | 181 |
| Alarm serviceman (P.S.B.G.M.) | 181 |

HOURLY SALARY SCALES AND RATES

I- CATEGORY OF TECHNICAL SUPPORT POSITIONS

I-1 Subcategory of Technical Support Positions

*

CLASS Nurse

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 11,57 | 12,03 | 12,63 | 13,14 |
| 02 | 11,91 | 12,39 | 13,00 | 13,52 |
| 03 | 12,24 | 12,73 | 13,36 | 13,89 |
| 04 | 12,61 | 13,11 | 13,75 | 14,30 |
| 05 | 12,99 | 13,51 | 14,17 | 14,74 |
| 06 | 13,34 | 13,87 | 14,55 | 15,13 |
| 07 | 13,72 | 14,27 | 14,96 | 15,56 |
| 08 | 14,12 | 14,68 | 15,39 | 16,01 |
| 09 | 14,54 | 15,12 | 15,85 | 16,48 |
| 10 | 14,96 | 15,56 | 16,31 | 16,96 |
| 11 | 15,40 | 16,02 | 16,78 | 17,45 |
| 12 | 15,84 | 16,47 | 17,25 | 17,94 |

* 1988-06-27

*

CLASSES Audiovisual Technician
 Documentation Technician
 Braille Technician
 Recreational Activities Technician
 Psychometry Technician

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 10,16 | 10,59 | 11,13 | 11,58 |
| 02 | 10,57 | 11,00 | 11,56 | 12,02 |
| 03 | 10,95 | 11,39 | 11,96 | 12,44 |
| 04 | 11,34 | 11,79 | 12,38 | 12,88 |
| 05 | 11,77 | 12,24 | 12,85 | 13,36 |
| 06 | 12,18 | 12,67 | 13,30 | 13,83 |
| 07 | 12,62 | 13,12 | 13,76 | 14,31 |
| 08 | 13,12 | 13,64 | 14,31 | 14,88 |
| 09 | 13,61 | 14,15 | 14,84 | 15,43 |
| 10 | 14,11 | 14,67 | 15,38 | 16,00 |
| 11 | 14,62 | 15,20 | 15,93 | 16,57 |
| 12 | 15,16 | 15,77 | 16,52 | 17,18 |

* 1988-06-27

*

CLASS Special Education Technician

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 11,21 | 11,66 | 12,24 | 12,73 |
| 02 | 11,54 | 12,00 | 12,60 | 13,10 |
| 03 | 11,85 | 12,32 | 12,93 | 13,45 |
| 04 | 12,18 | 12,67 | 13,30 | 13,83 |
| 05 | 12,58 | 13,08 | 13,72 | 14,27 |
| 06 | 12,94 | 13,46 | 14,12 | 14,68 |
| 07 | 13,28 | 13,81 | 14,48 | 15,06 |
| 08 | 13,67 | 14,22 | 14,91 | 15,51 |
| 09 | 14,06 | 14,62 | 15,33 | 15,94 |
| 10 | 14,46 | 15,04 | 15,76 | 16,39 |
| 11 | 14,89 | 15,49 | 16,23 | 16,88 |
| 12 | 15,32 | 15,93 | 16,69 | 17,36 |

* 1988-06-27

*

CLASSES Administration Technician
Social Aid Technician
Graphic Arts Technician
Electronic Technician
Vocational Training Technician
Civil Engineering Technician
School Organization Technician
School Transportation Technician
Laboratory Technician

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 10,34 | 10,77 | 11,32 | 11,77 |
| 02 | 10,72 | 11,15 | 11,71 | 12,18 |
| 03 | 11,14 | 11,59 | 12,17 | 12,66 |
| 04 | 11,56 | 12,02 | 12,62 | 13,12 |
| 05 | 12,00 | 12,48 | 13,10 | 13,62 |
| 06 | 12,44 | 12,94 | 13,58 | 14,12 |
| 07 | 12,94 | 13,46 | 14,12 | 14,68 |
| 08 | 13,43 | 13,97 | 14,65 | 15,24 |
| 09 | 13,94 | 14,50 | 15,20 | 15,81 |
| 10 | 14,45 | 15,03 | 15,75 | 16,38 |
| 11 | 15,00 | 15,60 | 16,35 | 17,00 |
| 12 | 15,59 | 16,21 | 16,98 | 17,66 |

* 1988-06-27

* CLASS Food Management Technician

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 11,46 | 11,92 | 12,51 | 13,01 |
| 02 | 11,82 | 12,29 | 12,90 | 13,42 |
| 03 | 12,16 | 12,65 | 13,27 | 13,80 |
| 04 | 12,50 | 13,00 | 13,64 | 14,19 |
| 05 | 12,87 | 13,38 | 14,04 | 14,60 |
| 06 | 13,27 | 13,80 | 14,47 | 15,05 |
| 07 | 13,62 | 14,16 | 14,85 | 15,44 |
| 08 | 14,00 | 14,56 | 15,26 | 15,87 |
| 09 | 14,40 | 14,98 | 15,70 | 16,33 |
| 10 | 14,82 | 15,41 | 16,15 | 16,80 |
| 11 | 15,30 | 15,91 | 16,67 | 17,34 |
| 12 | 15,72 | 16,35 | 17,13 | 17,82 |

* CLASS Data Processing Technician

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 11,35 | 11,80 | 12,39 | 12,89 |
| 02 | 11,77 | 12,24 | 12,85 | 13,36 |
| 03 | 12,17 | 12,66 | 13,29 | 13,82 |
| 04 | 12,61 | 13,11 | 13,75 | 14,30 |
| 05 | 13,04 | 13,56 | 14,22 | 14,79 |
| 06 | 13,54 | 14,08 | 14,76 | 15,35 |
| 07 | 14,00 | 14,56 | 15,26 | 15,87 |
| 08 | 14,53 | 15,11 | 15,84 | 16,47 |
| 09 | 15,03 | 15,63 | 16,38 | 17,04 |
| 10 | 15,58 | 16,20 | 16,97 | 17,65 |
| 11 | 16,15 | 16,80 | 17,60 | 18,30 |
| 12 | 16,75 | 17,42 | 18,24 | 18,97 |

* 1988-06-27

*

CLASS Data Processing Technician, principal class

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 14,04 | 14,60 | 15,31 | 15,92 |
| 02 | 14,53 | 15,11 | 15,84 | 16,47 |
| 03 | 15,00 | 15,60 | 16,35 | 17,00 |
| 04 | 15,54 | 16,16 | 16,93 | 17,61 |
| 05 | 16,07 | 16,71 | 17,50 | 18,20 |
| 06 | 16,61 | 17,27 | 18,09 | 18,81 |
| 07 | 17,23 | 17,92 | 18,76 | 19,51 |
| 08 | 17,83 | 18,54 | 19,41 | 20,19 |
| 09 | 18,46 | 19,20 | 20,10 | 20,90 |

* 1988-06-27

I-2 Subcategory of Para-technical Support Positions

* CLASS Laboratory Attendant

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,89 | 9,36 | 9,85 | 10,24 |
| 02 | 9,11 | 9,57 | 10,07 | 10,47 |
| 03 | 9,34 | 9,79 | 10,30 | 10,71 |
| 04 | 9,59 | 10,03 | 10,55 | 10,97 |
| 05 | 9,85 | 10,28 | 10,81 | 11,24 |
| 06 | 10,10 | 10,53 | 11,07 | 11,51 |
| 07 | 10,34 | 10,77 | 11,32 | 11,77 |

* CLASS Draftsman

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,89 | 9,36 | 9,85 | 10,24 |
| 02 | 9,18 | 9,63 | 10,13 | 10,54 |
| 03 | 9,50 | 9,94 | 10,45 | 10,87 |
| 04 | 9,77 | 10,20 | 10,72 | 11,15 |
| 05 | 10,11 | 10,54 | 11,08 | 11,52 |
| 06 | 10,43 | 10,86 | 11,41 | 11,87 |
| 07 | 10,78 | 11,21 | 11,78 | 12,25 |
| 08 | 11,13 | 11,58 | 12,16 | 12,65 |
| 09 | 11,50 | 11,96 | 12,56 | 13,06 |
| 10 | 11,85 | 12,32 | 12,93 | 13,45 |

* 1988-06-27

*

CLASS Nurse's Aid

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,97 | 9,43 | 9,92 | 10,32 |
| 02 | 9,27 | 9,72 | 10,22 | 10,63 |
| 03 | 9,56 | 10,00 | 10,52 | 10,94 |
| 04 | 9,87 | 10,30 | 10,83 | 11,26 |
| 05 | 10,21 | 10,64 | 11,18 | 11,63 |
| 06 | 10,58 | 11,01 | 11,57 | 12,03 |
| 07 | 10,89 | 11,33 | 11,90 | 12,38 |
| 08 | 11,25 | 11,70 | 12,29 | 12,78 |
| 09 | 11,64 | 12,11 | 12,71 | 13,22 |
| 10 | 12,01 | 12,49 | 13,11 | 13,63 |
| 11 | 12,44 | 12,94 | 13,58 | 14,12 |
| 12 | 12,90 | 13,42 | 14,08 | 14,64 |

*

CLASS School Transportation Inspector

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 9,50 | 9,94 | 10,45 | 10,87 |
| 02 | 9,81 | 10,24 | 10,76 | 11,19 |
| 03 | 10,12 | 10,55 | 11,09 | 11,53 |
| 04 | 10,45 | 10,88 | 11,43 | 11,89 |
| 05 | 10,82 | 11,25 | 11,82 | 12,29 |
| 06 | 11,17 | 11,62 | 12,20 | 12,69 |
| 07 | 11,55 | 12,01 | 12,61 | 13,11 |
| 08 | 11,92 | 12,40 | 13,01 | 13,53 |
| 09 | 12,33 | 12,82 | 13,45 | 13,99 |
| 10 | 12,77 | 13,28 | 13,93 | 14,49 |

* 1988-06-27

* CLASS Offset Duplicator Operator

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,99 | 9,45 | 9,94 | 10,34 |
| 02 | 9,28 | 9,73 | 10,23 | 10,64 |
| 03 | 9,56 | 10,00 | 10,52 | 10,94 |
| 04 | 9,87 | 10,30 | 10,83 | 11,26 |
| 05 | 10,18 | 10,61 | 11,15 | 11,60 |
| 06 | 10,55 | 10,98 | 11,54 | 12,00 |
| 07 | 10,86 | 11,29 | 11,86 | 12,33 |
| 08 | 11,21 | 11,66 | 12,24 | 12,73 |
| 09 | 11,56 | 12,02 | 12,62 | 13,12 |

* CLASS Offset Duplicator Operator, principal class

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 10,55 | 10,98 | 11,54 | 12,00 |
| 02 | 10,88 | 11,32 | 11,89 | 12,37 |
| 03 | 11,21 | 11,66 | 12,24 | 12,73 |
| 04 | 11,57 | 12,03 | 12,63 | 13,14 |
| 05 | 11,92 | 12,40 | 13,01 | 13,53 |
| 06 | 12,30 | 12,79 | 13,42 | 13,96 |
| 07 | 12,71 | 13,22 | 13,87 | 14,42 |

* 1988-06-27

* CLASS Data Processing Operator, class II

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,99 | 9,45 | 9,94 | 10,34 |
| 02 | 9,26 | 9,71 | 10,21 | 10,62 |
| 03 | 9,51 | 9,95 | 10,46 | 10,88 |
| 04 | 9,76 | 10,20 | 10,72 | 11,15 |
| 05 | 10,04 | 10,47 | 11,00 | 11,44 |
| 06 | 10,30 | 10,73 | 11,28 | 11,73 |
| 07 | 10,61 | 11,04 | 11,60 | 12,06 |

* CLASS Data Processing Operator, class I

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 9,90 | 10,33 | 10,86 | 11,29 |
| 02 | 10,30 | 10,73 | 11,28 | 11,73 |
| 03 | 10,64 | 11,07 | 11,63 | 12,10 |
| 04 | 11,04 | 11,48 | 12,06 | 12,54 |
| 05 | 11,43 | 11,89 | 12,48 | 12,98 |
| 06 | 11,88 | 12,36 | 12,97 | 13,49 |
| 07 | 12,31 | 12,80 | 13,43 | 13,97 |
| 08 | 12,79 | 13,30 | 13,95 | 14,51 |

* 1988-06-27

* CLASS Data Processing Operator, principal class

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 12,79 | 13,30 | 13,95 | 14,51 |
| 02 | 13,21 | 13,74 | 14,41 | 14,99 |
| 03 | 13,67 | 14,22 | 14,91 | 15,51 |
| 04 | 14,12 | 14,68 | 15,39 | 16,01 |
| 05 | 14,61 | 15,19 | 15,92 | 16,56 |
| 06 | 15,10 | 15,70 | 16,45 | 17,11 |
| 07 | 15,62 | 16,24 | 17,01 | 17,69 |

* CLASS Photographer

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,89 | 9,36 | 9,85 | 10,24 |
| 02 | 9,18 | 9,63 | 10,13 | 10,54 |
| 03 | 9,50 | 9,94 | 10,45 | 10,87 |
| 04 | 9,81 | 10,24 | 10,76 | 11,19 |
| 05 | 10,12 | 10,55 | 11,09 | 11,53 |
| 06 | 10,45 | 10,88 | 11,43 | 11,89 |
| 07 | 10,83 | 11,26 | 11,83 | 12,30 |
| 08 | 11,16 | 11,61 | 12,19 | 12,68 |
| 09 | 11,55 | 12,01 | 12,61 | 13,11 |

* 1988-06-27

* CLASS "Préposé au service de garde en milieu scolaire"

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,78 | 9,43 | 9,92 | 10,32 |
| 02 | | 9,69 | 10,19 | 10,60 |
| 03 | | 9,95 | 10,46 | 10,88 |
| 04 | | 10,20 | 10,72 | 11,15 |
| 05 | | 10,48 | 11,01 | 11,45 |
| 06 | | 10,77 | 11,32 | 11,77 |

* CLASS Binder

Week: 35 hours

| STEP | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 0 | 12,00 | 12,48 | 13,10 | 13,62 |

* CLASS "Responsable d'un service de garde en milieu scolaire"

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,97 | 9,95 | 10,46 | 10,88 |
| 02 | 9,24 | 10,20 | 10,72 | 11,15 |
| 03 | 9,51 | 10,48 | 11,01 | 11,45 |
| 04 | 9,76 | 10,77 | 11,32 | 11,77 |
| 05 | 10,05 | 11,08 | 11,64 | 12,11 |
| 06 | 10,34 | 11,41 | 11,98 | 12,46 |

* 1988-06-27

*

CLASSES Student Supervisor
Swimming Pool Supervisor

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,97 | 9,43 | 9,92 | 10,32 |
| 02 | 9,24 | 9,69 | 10,19 | 10,60 |
| 03 | 9,51 | 9,95 | 10,46 | 10,88 |
| 04 | 9,76 | 10,20 | 10,72 | 11,15 |
| 05 | 10,05 | 10,48 | 11,01 | 11,45 |
| 06 | 10,34 | 10,77 | 11,32 | 11,77 |

* 1988-06-27

II- CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

* CLASS Office Agent, class II

Week: 35 hours

| | | | | |
|-------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| STEPS | 86-01-01 to <u>86-12-31</u> | 87-01-01 to <u>87-12-31</u> | 88-01-01 to <u>88-12-31</u> | 89-01-01 to <u>89-12-31</u> |
|-------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|

| | | | | |
|----|------|------|-------|-------|
| | \$ | \$ | \$ | \$ |
| 01 | 8,86 | 9,33 | 9,82 | 10,21 |
| 02 | 9,07 | 9,53 | 10,03 | 10,43 |
| 03 | 9,32 | 9,77 | 10,28 | 10,69 |

* CLASS Office Agent, class I

Week: 35 hours

| | | | | |
|-------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| STEPS | 86-01-01 to <u>86-12-31</u> | 87-01-01 to <u>87-12-31</u> | 88-01-01 to <u>88-12-31</u> | 89-01-01 to <u>89-12-31</u> |
|-------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|

| | | | | |
|----|-------|-------|-------|-------|
| | \$ | \$ | \$ | \$ |
| 01 | 9,43 | 9,87 | 10,38 | 10,80 |
| 02 | 9,76 | 10,20 | 10,72 | 11,15 |
| 03 | 10,11 | 10,54 | 11,08 | 11,52 |
| 04 | 10,43 | 10,86 | 11,41 | 11,87 |
| 05 | 10,82 | 11,25 | 11,82 | 12,29 |
| 06 | 11,20 | 11,65 | 12,23 | 12,72 |
| 07 | 11,63 | 12,10 | 12,70 | 13,21 |

* 1988-06-27

* CLASSES Office Agent, principal class
Buyer

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 12,00 | 12,48 | 13,10 | 13,62 |
| 02 | 12,37 | 12,86 | 13,49 | 14,03 |
| 03 | 12,78 | 13,29 | 13,94 | 14,50 |
| 04 | 13,19 | 13,72 | 14,39 | 14,97 |
| 05 | 13,61 | 14,15 | 14,84 | 15,43 |
| 06 | 14,00 | 14,56 | 15,26 | 15,87 |

* CLASS Office Assistant

Week: 35 hours

| STEP | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 0 | 8,78 | 9,25 | 9,73 | 10,12 |

* CLASS Data Processing Assistant

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,86 | 9,33 | 9,82 | 10,21 |
| 02 | 9,08 | 9,54 | 10,04 | 10,44 |
| 03 | 9,34 | 9,79 | 10,30 | 10,71 |
| 04 | 9,63 | 10,07 | 10,59 | 11,01 |

* 1988-06-27

* CLASS Data Processing Assistant, principal class

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 10,18 | 10,61 | 11,15 | 11,60 |
| 02 | 10,57 | 11,00 | 11,56 | 12,02 |
| 03 | 10,89 | 11,33 | 11,90 | 12,38 |
| 04 | 11,25 | 11,70 | 12,29 | 12,78 |
| 05 | 11,64 | 12,11 | 12,71 | 13,22 |

* CLASS Storekeeper, class II

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,86 | 9,33 | 9,82 | 10,21 |
| 02 | 9,08 | 9,54 | 10,04 | 10,44 |
| 03 | 9,33 | 9,78 | 10,29 | 10,70 |
| 04 | 9,56 | 10,00 | 10,52 | 10,94 |
| 05 | 9,84 | 10,27 | 10,80 | 11,23 |

* CLASS Storekeeper, class I

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 9,77 | 10,20 | 10,72 | 11,15 |
| 02 | 10,11 | 10,54 | 11,08 | 11,52 |
| 03 | 10,44 | 10,87 | 11,42 | 11,88 |
| 04 | 10,82 | 11,25 | 11,82 | 12,29 |
| 05 | 11,17 | 11,62 | 12,20 | 12,69 |
| 06 | 11,56 | 12,02 | 12,62 | 13,12 |
| 07 | 11,93 | 12,41 | 13,03 | 13,55 |

* 1988-06-27

* CLASS Storekeeper, principal class

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 11,92 | 12,40 | 13,01 | 13,53 |
| 02 | 12,35 | 12,84 | 13,47 | 14,01 |
| 03 | 12,78 | 13,29 | 13,94 | 14,50 |
| 04 | 13,19 | 13,72 | 14,39 | 14,97 |
| 05 | 13,62 | 14,16 | 14,85 | 15,44 |
| 06 | 14,08 | 14,64 | 15,35 | 15,96 |
| 07 | 14,55 | 15,13 | 15,86 | 16,49 |

* CLASS Secretary

Week: 35 hours

| STEPS | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|-------|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| 01 | 8,86 | 9,33 | 9,82 | 10,21 |
| 02 | 9,08 | 9,54 | 10,04 | 10,44 |
| 03 | 9,34 | 9,79 | 10,30 | 10,71 |
| 04 | 9,63 | 10,07 | 10,59 | 11,01 |
| 05 | 9,87 | 10,30 | 10,83 | 11,26 |
| 06 | 10,13 | 10,56 | 11,10 | 11,54 |
| 07 | 10,40 | 10,83 | 11,38 | 11,84 |
| 08 | 10,70 | 11,13 | 11,69 | 12,16 |

* 1988-06-27

| | | | | | |
|---|--------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| * | <u>CLASS</u> | School Secretary | | | |
| | Week: | 35 hours | | | |
| | STEPS | 86-01-01 to <u>86-12-31</u> | 87-01-01 to <u>87-12-31</u> | 88-01-01 to <u>88-12-31</u> | 89-01-01 to <u>89-12-31</u> |
| | | \$ | \$ | \$ | \$ |
| | 01 | 9,63 | 10,07 | 10,59 | 11,01 |
| | 02 | 9,90 | 10,33 | 10,86 | 11,29 |
| | 03 | 10,21 | 10,64 | 11,18 | 11,63 |
| | 04 | 10,49 | 10,92 | 11,47 | 11,93 |
| | 05 | 10,80 | 11,23 | 11,80 | 12,27 |
| | 06 | 11,11 | 11,55 | 12,13 | 12,62 |
| | 07 | 11,43 | 11,89 | 12,48 | 12,98 |

| | | | | | |
|---|--------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| * | <u>CLASS</u> | Executive Secretary | | | |
| | Week: | 35 hours | | | |
| | STEPS | 86-01-01 to <u>86-12-31</u> | 87-01-01 to <u>87-12-31</u> | 88-01-01 to <u>88-12-31</u> | 89-01-01 to <u>89-12-31</u> |
| | | \$ | \$ | \$ | \$ |
| | 01 | 10,30 | 10,73 | 11,28 | 11,73 |
| | 02 | 10,66 | 11,09 | 11,65 | 12,12 |
| | 03 | 11,03 | 11,47 | 12,05 | 12,53 |
| | 04 | 11,41 | 11,87 | 12,46 | 12,96 |
| | 05 | 11,82 | 12,29 | 12,90 | 13,42 |

| | | | | | |
|---|--------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| * | <u>CLASS</u> | Telephone Operator | | | |
| | Week: | 35 hours | | | |
| | STEPS | 86-01-01 to <u>86-12-31</u> | 87-01-01 to <u>87-12-31</u> | 88-01-01 to <u>88-12-31</u> | 89-01-01 to <u>89-12-31</u> |
| | | \$ | \$ | \$ | \$ |
| | 01 | 8,89 | 9,36 | 9,85 | 10,24 |
| | 02 | 9,17 | 9,62 | 10,12 | 10,52 |
| | 03 | 9,48 | 9,92 | 10,43 | 10,85 |
| | 04 | 9,74 | 10,18 | 10,70 | 11,13 |

* 1988-06-27

Page added

1988-06-27



III- CATEGORY OF TRADES AND LABOUR SUPPORT STAFF POSITIONS

III-1 Subcategory of Skilled Workman Positions

Week: 38,75 hours

| * <u>CLASSES</u> | 86-01-01 to <u>86-12-31</u> | 87-01-01 to <u>87-12-31</u> | 88-01-01 to <u>88-12-31</u> | 89-01-01 to <u>89-12-31</u> |
|----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| | \$ | \$ | \$ | \$ |
| Trade Apprentice: | | | | |
| 1st year 01 | 9,47 | 9,91 | 10,42 | 10,84 |
| 2nd year 02 | 9,80 | 10,23 | 10,75 | 11,18 |
| 3rd year 03 | 10,17 | 10,60 | 11,14 | 11,59 |
| 4th year 04 | 10,51 | 10,94 | 11,49 | 11,95 |
| Bricklayer-Mason: | 12,16 | 12,65 | 13,27 | 13,80 |
| Cabinetmaker: | 12,87 | 13,38 | 14,04 | 14,60 |
| Electrician | 13,38 | 13,92 | 14,60 | 15,18 |
| Master Electrician: | 14,24 | 14,81 | 15,52 | 16,14 |
| Metal Worker-Roofer: | 12,16 | 12,65 | 13,27 | 13,80 |
| Mechanic, class II: | 12,44 | 12,94 | 13,58 | 14,12 |
| Mechanic, class I: | 12,97 | 13,49 | 14,15 | 14,72 |
| Office Equipment Mechanic: | 13,51 | 14,05 | 14,73 | 15,32 |

* 1988-06-27

Page modified

| * <u>CLASSES</u> | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|---------------------------------|-----------------|-----------------|-----------------|-----------------|
| | to | to | to | to |
| | <u>86-12-31</u> | <u>87-12-31</u> | <u>88-12-31</u> | <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| Stationary Engineer, class IV: | 11,07 | 11,51 | 12,09 | 12,57 |
| Stationary Engineer, class III: | 12,16 | 12,65 | 13,27 | 13,80 |
| Stationary Engineer, class II: | 13,51 | 14,05 | 14,73 | 15,32 |
| Stationary Engineer, class I: | 13,98 | 14,54 | 15,24 | 15,85 |
| Pipe Mechanic: | 13,38 | 13,92 | 14,60 | 15,18 |
| Master Pipe Mechanic: | 14,24 | 14,81 | 15,52 | 16,14 |
| Carpenter: | 12,16 | 12,65 | 13,27 | 13,80 |
| Certified Maintenance Workman: | 12,66 | 13,17 | 13,82 | 14,37 |
| Painter: | 11,86 | 12,33 | 12,94 | 13,46 |
| Plasterer: | 12,16 | 12,65 | 13,27 | 13,80 |

* 1988-06-27

Page modified

| | 86-01-01 to <u>86-12-31</u> | 87-01-01 to <u>87-12-31</u> | 88-01-01 to <u>88-12-31</u> | 89-01-01 to <u>89-12-31</u> |
|-----------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| | \$ | \$ | \$ | \$ |
| * <u>CLASSES</u> | | | | |
| Locksmith: | 12,16 | 12,65 | 13,27 | 13,80 |
| Welder: | 12,66 | 13,17 | 13,82 | 14,37 |
| Specialized Shop Mechanic: | 12,87 | 13,38 | 14,04 | 14,60 |
| Glazier-Installer-Mechanic: | 12,16 | 12,65 | 13,27 | 13,80 |

* 1988-06-27

III-2 Subcategory of Maintenance and Service Positions

Week: 38,75 hours

| * <u>CLASSES</u> | <u>86-01-01</u> to <u>86-12-31</u> | <u>87-01-01</u> to <u>87-12-31</u> | <u>88-01-01</u> to <u>88-12-31</u> | <u>89-01-01</u> to <u>89-12-31</u> |
|-------------------------|--|--|--|--|
| | \$ | \$ | \$ | \$ |
| Trades Helper: | 10,51 | 10,94 | 11,49 | 11,95 |
| General Kitchen Helper: | 9,47 | 9,91 | 10,42 | 10,84 |
| Butcher: | 11,86 | 12,33 | 12,94 | 13,46 |
| Laundryman: | 9,80 | 10,23 | 10,75 | 11,18 |
| Heavy Vehicle Driver's | | | | |
| Assistant: | 10,26 | 10,69 | 11,23 | 11,68 |
| Light Vehicle Driver: | 10,26 | 10,69 | 11,23 | 11,68 |
| Heavy Vehicle Driver: | 11,41 | 11,87 | 12,46 | 12,96 |
| Cook, class III: | 11,11 | 11,55 | 12,13 | 12,62 |
| Cook, class II: | 11,86 | 12,33 | 12,94 | 13,46 |
| Cook, class I: | 12,34 | 12,83 | 13,46 | 14,00 |

* 1988-06-27

Page modified

| * CLASSES | 86-01-01 | 87-01-01 | 88-01-01 | 89-01-01 |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| | to <u>86-12-31</u> | to <u>87-12-31</u> | to <u>88-12-31</u> | to <u>89-12-31</u> |
| | \$ | \$ | \$ | \$ |
| Guard: | 9,76 | 10,20 | 10,72 | 11,15 |
| Gardener: | 11,02 | 11,46 | 12,04 | 12,52 |
| Boiler and Refrigeration Equipment Operator: | 10,51 | 10,94 | 11,49 | 11,95 |
| Caretaker (less than 9 275 m ²): | 10,97 | 11,41 | 11,98 | 12,46 |
| Caretaker (9 275 m ² or more): | 12,10 | 12,58 | 13,20 | 13,73 |
| Night Caretaker (less than 9 275 m ²): | 10,69 | 11,12 | 11,68 | 12,15 |
| Night Caretaker (9 275 m ² or more): | 11,65 | 12,12 | 12,72 | 13,23 |
| Maintenance Workman, class III (domestic helper): | 9,47 | 9,91 | 10,42 | 10,84 |
| Maintenance Workman, class II (assistant caretaker, labourer): | 10,01 | 10,44 | 10,97 | 11,41 |
| Maintenance Workman, class I (window installer, tile setter, sander): | 10,97 | 11,41 | 11,98 | 12,46 |
| Pastrycook: | 11,86 | 12,33 | 12,94 | 13,46 |
| Alarm Serviceman (P.S.B.G.M.): | 13,25 | 13,78 | 14,45 | 15,03 |

* 1988-06-27

APPENDIX II

MOVING EXPENSES

1. The provisions of this appendix aim to determine that to which the employee, who can benefit from a reimbursement of his moving costs, is entitled as moving expenses within the framework of relocation as provided for in article 7-3.00.
2. Moving expenses shall not be applicable to the employee unless the Provincial Relocation Bureau accepts that the relocation of the said employee necessitates his moving.

Moving shall be deemed necessary if it takes place and if the distance between the employee's new place of work and his former domicile is greater than sixty-five (65) kilometres.

Transportation Costs of Furniture and of Personal Effects

3. The school board shall assume, upon presentation of supporting vouchers, the costs incurred for the transportation of the furniture and personal effects of the employee concerned, including the packing, unpacking and the costs of the insurance premium, or the costs of towing a mobile home, on the condition that he supply, in advance, at least two (2) detailed quotations of the costs to be incurred.
4. However, the school board shall not pay the cost of transporting the employee's personal vehicle unless the location of his new domicile is inaccessible by road. Moreover, the cost of transporting a boat, canoe, etc., shall not be reimbursed by the school board.

Storage

5. When the move from one domicile to another cannot take place directly because of uncontrollable reasons, other than the construction of a new domicile, the school board shall pay the costs of storing the employee's furniture and personal effects and those of his dependents, for a period not exceeding two (2) months.

APPENDIX V

Subject: Classification of Certain Employees

This appendix shall apply solely to the employees for whom this agreement constitutes the first agreement and to the employees who receive a * first certification before December 31, 1989.

In this case, the school board shall send the employee a notice confirming the class of employment and the step he holds and shall also send a copy to the union.

The employee whose classification has been confirmed and who claims that the duties which he is required to perform principally and customarily by the school board correspond to a different class of employment, shall benefit from the provisions of clause 6-1.04 of the 1979-1982 agreement which shall apply "mutatis mutandis", it being understood that solely in this case the arbitrator's mandate shall be to determine the class of employment of the classification plan in which the employee should have been classified and the salary step. If the arbitrator cannot establish concordance between the characteristic duties which the employee is required to perform principally and customarily by the school board and a class of employment provided for in the classification plan, clauses 6-1.10 to 6-1.18 shall apply.

This decision shall be retroactive to the certification date even if the latter is prior to January 1, 1986, in this case, the scales applicable shall be those which were in effect for each year of the agreement ending on December 31, 1985.

* 1988-06-27

APPENDIX VI

Subject: Grievances and Arbitrations before the
Coming into Force of the Agreement

Any grievance which arose before the coming into force of the agreement shall be settled according to the previous collective agreement.

Any arbitrator appointed by virtue of the provisions of the agreement shall be deemed competent to sit for any grievance lodged by virtue of a previous collective agreement.

SECTION
OF
AMENDMENTS

AN ACCORD BY VIRTUE OF CLAUSE 2-2.04

THIS ACCORD IS TO AMEND THE COLLECTIVE AGREEMENT

(1986-1988) BETWEEN

ON THE ONE HAND

THE MANAGEMENT BARGAINING COMMITTEE FOR PROTESTANT SCHOOL BOARDS,
PROTESTANT CONFSSIONAL SCHOOL BOARDS AND CORPORATIONS OF SCHOOL TRUSTEES
FOR PROTESTANTS (CPNCP)

AND

ON THE OTHER HAND

L'UNION DES EMPLOYÉS-ES DE SERVICE, LOCAL 800, AFFILIATED WITH THE QUEBEC
FEDERATION OF LABOUR ON BEHALF OF THE UNIONS REPRESENTING SUPPORT STAFF
EMPLOYEES OF SCHOOL BOARDS AND REGIONAL SCHOOL BOARDS FOR PROTESTANTS OF
QUEBEC.

SUBJECT: Modifications to clauses 5-11.02, 6-3.02, 6-6.01, 6-6.02, 6-6.04,
11-5.01 and to appendix V.

The signing parties agree to the following:

1. Clause 6-3.02 shall be modified by adding the following paragraph c):

- c) Increase in salary scales and rates in effect on December 1988.

Every rate and every salary scale in effect on December 31, 1988 shall be increased by 4% effective January 1, 1989.

The rates and salary scales which apply for the period January 1, 1989 to December 31, 1989 are contained in Appendix I attached hereto.

The percentage increase referred to in the first sub-paragraph of paragraph c) of clause 6-3.02 above shall be replaced, if applicable, by a maximum of 5%, calculated according to the following formula:

$$\text{Percentage which applies on January 1, 1989} = \left[\frac{\text{CPI for December 1988} - \text{CPI for December 1987}}{\text{CPI for December 1987}} \right]^{(1)} \times 100$$

where CPI = Consumer Price Index as published by Statistics Canada.

If the percentage increase thus calculated is higher than 4%, the resulting salary rates and scales shall replace, if applicable, those provided in Appendix I attached hereto.

The salary rates and scales shall be increased within three (3) months following the publication of the CPI for the month of December 1988.

-
- (1) When, in the quotient obtained, the decimal point is followed by five numbers, the fifth number is dropped if it is less than five, or if the fifth number is equal to or greater than five, the fourth number is brought to the next higher number and the fifth number is dropped.

2. Clause 6-6.01 (evening and night shift premiums) shall be modified by adding the following to the first paragraph:

- From January 1, 1989 to December 31, 1989: \$0,51/hour

3. Clause 6-6.02 (premium for additional responsibility) shall be modified as follows:

By adding the following to paragraph a):

-From January 1, 1989 to December 31, 1989: \$7,13/week

By adding the following to paragraph b):

-From January 1, 1989 to December 31, 1989: \$0,58/hour

By adding the following to paragraph c):

-From January 1, 1989 to December 31, 1989: \$1,03/hour

By adding the following to paragraph d):

-From January 1, 1989 to December 31, 1989: \$0,61/hour

The premiums for responsibility provided for in this clause shall be replaced, if applicable, by the premiums calculated according to the formula provided for 1989 which appears in sub-paragraph c) of clause 6-3.02 contained herein.

4. Clause 6-6.04 (verification of furnaces) shall be modified by adding the following:

-From January 1, 1989 to December 31, 1989: \$16.

5. The first paragraph of clause 11-5.01 shall be modified by replacing the words "December 31, 1988" by "December 31, 1989".

6. The first paragraph of Appendix V (Classification of certain employees) shall be modified by replacing the words "December 31, 1988" by "December 31, 1989".
7. The table in clause 5-11.02 (Sabbatical leave with deferred salary) shall be replaced by the following:

| <u>Duration of leave</u> | <u>Duration of participation in plan (contract)</u> | | | |
|--------------------------|---|----------------|----------------|----------------|
| | <u>2 years</u> | <u>3 years</u> | <u>4 years</u> | <u>5 years</u> |
| 6 months | 75,00% | 83,34% | 87,50% | 90,00% |
| 7 months | 70,80% | 80,53% | 85,40% | 88,32% |
| 8 months | 66,67% | 77,76% | 83,32% | 86,60% |
| 9 months | | 75,00% | 81,25% | 85,00% |
| 10 months | | 72,20% | 79,15% | 83,32% |
| 11 months | | 69,44% | 77,07% | 81,66% |
| 12 months | | 66,67% | 75,00% | 80,00% |

This agreement shall come into effect on January 1, 1989 with the exception of article 7 above (sabbatical leave with deferred salary) which comes into effect on the date of signing of this accord.

IN WITNESS WHEREOF, the parties to this agreement have signed in Montreal, on this the 27th day of June, 1988.

FOR THE MANAGEMENT BARGAINING COMMITTEE
FOR PROTESTANTS SCHOOL BOARDS,
PROTESTANT CONFSSIONAL SCHOOL BOARDS,
AND CORPORATIONS OF SCHOOL TRUSTEES FOR
PROTESTANTS (CPNCP)

L'UNION DES EMPLOYÉ-E-S DE
SERVICE, LOCAL 800

AFFILIATED WITH:

THE QUEBEC FEDERATION OF
LABOUR (QFL)

(signed) Robin Drake
Mr. Robin Drake, President

(signed) Terry Asselin
Mr. Terry Asselin,
Negotiator

(signed) Michel Bergeron
Mr. Michel Bergeron,
Vice-President

(signed) Sandra King
Mrs. Sandra King, Negotiator

(signed) Thomas J. Hayden
Mr. Thomas J. Hayden
Negotiator, MEQ

(signed) Bertrand Day
Mr. Bertrand Day, Negotiator

(signed) Arie G. van der Vlist
Mr. Arie G. van der Vlist
Negotiator, QAPSB

(signed) Camille Raiche
Mr. Camille Raiche,
Negotiator

(signed) Robert Delorme
Mr. Robert Delorme,
Spokesman

APPENDIX I

SUPPORT STAFF EMPLOYEES

HOURLY SALARY SCALES AND RATES

FOR THE PERIOD:

FROM JANUARY 1, 1989

TO DECEMBER 31, 1989

HOURLY SALARY SCALES AND RATES

INDEX

I- CATEGORY OF TECHNICAL SUPPORT POSITIONS

I-1 Subcategory of Technical Support Positions PAGE

Nurse.....1
 Audiovisual Technician.....2
 Documentation Technician.....2
 Braille Technician.....2
 Recreational Activities Technician.....2
 Psychometry Technician.....2
 Administration Technician.....3
 Social Aid Technician.....3
 Graphic Arts Technician.....3
 Electronics Technician.....3
 Vocational Training Technician.....3
 Civil Engineering Technician.....3
 School Organization Technician.....3
 School Transportation Technician.....3
 Laboratory Technician.....3
 Special Education Technician.....4
 Food Management Technician.....4
 Data Processing Technician.....5
 Data Processing Technician, principal class.....5

I-2 Subcategory of Para-technical Support Positions

Laboratory Attendant.....6
 Draftsman.....6
 Nurse's Aid.....7
 School Transportation Inspector.....7

I-2
(cont'd)

Offset Duplicator Operator.....8
 Offset Duplicator Operator, principal class.....8
 Data Processing Operator, class II.....9
 Data Processing Operator, class I.....9
 Data Processing Operator, principal class.....10
 Photographer.....10
 Day Care Service -Attendant.....11
 Day Care Service - Person-in-charge.....11
 Binder.....12
 Student Supervisor.....12
 Swimming Pool Supervisor.....12

II- CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

Office Agent, class II.....13
 Office Agent, class I.....13
 Office Agent, principal class.....14
 Buyer.....14
 Office Assistant.....14
 Data Processing Assistant.....15
 Data Processing Assistant, principal class.....15
 Storekeeper, class II.....16
 Storekeeper, class I.....16
 Storekeeper, principal class.....17
 Secretary.....17
 School Secretary.....18
 Executive Secretary.....18
 Telephone Operator.....19

III- CATEGORY OF TRADES AND LABOUR SUPPORT POSITIONS

III-1 Subcategory of Skilled Workman Positions

Trade Apprentice.....20
 Bricklayer-Mason.....20
 Cabinetmaker.....20
 Electrician.....20

III-1
(cont'd)

| | |
|-------------------------------------|----|
| Master Electrician..... | 20 |
| Metal Worker-Roofer..... | 20 |
| Mechanic, class II..... | 20 |
| Mechanic, class I..... | 20 |
| Office Equipment Mechanic..... | 20 |
| Stationary Engineer, class IV..... | 21 |
| Stationary Engineer, class III..... | 21 |
| Stationary Engineer, class II..... | 21 |
| Stationary Engineer, class I..... | 21 |
| Pipe Mechanic..... | 21 |
| Master Pipe Mechanic..... | 21 |
| Carpenter..... | 21 |
| Certified Maintenance Workman..... | 21 |
| Painter..... | 21 |
| Plasterer..... | 21 |
| Locksmith..... | 21 |
| Welder..... | 21 |
| Specialized Shop Mechanic..... | 21 |
| Glazier-Installer-Mechanic..... | 21 |

III-2 Subcategory of Maintenance and Service Positions

| | |
|--|----|
| Trades Helper..... | 22 |
| General Kitchen Helper..... | 22 |
| Butcher..... | 22 |
| Laundryman..... | 22 |
| Heavy Vehicle Driver's Assistant..... | 22 |
| Light Vehicle Driver..... | 22 |
| Heavy Vehicle Driver..... | 22 |
| Cook, class III..... | 22 |
| Cook, class II..... | 22 |
| Cook, class I..... | 22 |
| Guard..... | 22 |
| Gardener..... | 22 |
| Boiler and Refrigeration Equipment Operator..... | 22 |
| Caretaker..... | 22 |
| Night Caretaker..... | 22 |
| Maintenance Workman, class III..... | 23 |
| Maintenance Workman, class II..... | 23 |
| Maintenance Workman, class I..... | 23 |
| Pastrycook..... | 23 |
| Alarm serviceman (P.S.B.G.M.)..... | 23 |

HOURLY SALARY SCALES AND RATES

I- CATEGORY OF TECHNICAL SUPPORT POSITIONS

I-1 Subcategory of Technical Support Positions

| | | |
|--------------|--------------|-----------------|
| <u>CLASS</u> | <u>Nurse</u> | |
| Week: | 35 hours | |
| | | 89-01-01 |
| | | to |
| <u>STEPS</u> | | <u>89-12-31</u> |
| | | \$ |
| 01 | | 13,14 |
| 02 | | 13,52 |
| 03 | | 13,89 |
| 04 | | 14,30 |
| 05 | | 14,74 |
| 06 | | 15,13 |
| 07 | | 15,56 |
| 08 | | 16,01 |
| 09 | | 16,48 |
| 10 | | 16,96 |
| 11 | | 17,45 |
| 12 | | 17,94 |

CLASSES Audiovisual Technician
 Documentation Technician
 Braille Technician
 Recreational Activities Technician
 Psychometry Technician

Week: 35 hours

STEPS 89-01-01
 to
 89-12-31

| | \$ |
|----|-------|
| 01 | 11,58 |
| 02 | 12,02 |
| 03 | 12,44 |
| 04 | 12,88 |
| 05 | 13,36 |
| 06 | 13,83 |
| 07 | 14,31 |
| 08 | 14,88 |
| 09 | 15,43 |
| 10 | 16,00 |
| 11 | 16,57 |
| 12 | 17,18 |

CLASS Special Education Technician

Week 35 hours

STEPS 89-01-01
to
89-12-31

| | \$ |
|----|-------|
| 01 | 12,73 |
| 02 | 13,10 |
| 03 | 13,45 |
| 04 | 13,83 |
| 05 | 14,27 |
| 06 | 14,68 |
| 07 | 15,06 |
| 08 | 15,51 |
| 09 | 15,94 |
| 10 | 16,39 |
| 11 | 16,88 |
| 12 | 17,36 |

CLASS Food Management Technician

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | \$ |
|----|-------|
| 01 | 13,01 |
| 02 | 13,42 |
| 03 | 13,80 |
| 04 | 14,19 |
| 05 | 14,60 |
| 06 | 15,05 |
| 07 | 15,44 |
| 08 | 15,87 |
| 09 | 16,33 |
| 10 | 16,80 |
| 11 | 17,34 |
| 12 | 17,82 |

CLASS Data Processing Technician

Week: 35 hours

STEPS 89-01-01
to
89-12-31

\$

| | |
|----|-------|
| 01 | 12,89 |
| 02 | 13,36 |
| 03 | 13,82 |
| 04 | 14,30 |
| 05 | 14,79 |
| 06 | 15,35 |
| 07 | 15,87 |
| 08 | 16,47 |
| 09 | 17,04 |
| 10 | 17,65 |
| 11 | 18,30 |
| 12 | 18,97 |

CLASS Data Processing Technician, principal class

Week: 35 hours

STEPS 89-01-01
to
89-12-31

\$

| | |
|----|-------|
| 01 | 15,92 |
| 02 | 16,47 |
| 03 | 17,00 |
| 04 | 17,61 |
| 05 | 18,20 |
| 06 | 18,81 |
| 07 | 19,51 |
| 08 | 20,19 |
| 09 | 20,90 |

-7-

CLASS Nurse's Aid

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | \$ |
|----|-------|
| 01 | 10,32 |
| 02 | 10,63 |
| 03 | 10,94 |
| 04 | 11,26 |
| 05 | 11,63 |
| 06 | 12,03 |
| 07 | 12,38 |
| 08 | 12,78 |
| 09 | 13,22 |
| 10 | 13,63 |
| 11 | 14,12 |
| 12 | 14,64 |

CLASS School Transportation Inspector

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | \$ |
|----|-------|
| 01 | 10,87 |
| 02 | 11,19 |
| 03 | 11,53 |
| 04 | 11,89 |
| 05 | 12,29 |
| 06 | 12,69 |
| 07 | 13,11 |
| 08 | 13,53 |
| 09 | 13,99 |
| 10 | 14,49 |

CLASS Offset Duplicator Operator

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 10,34 |
| 02 | 10,64 |
| 03 | 10,94 |
| 04 | 11,26 |
| 05 | 11,60 |
| 06 | 12,00 |
| 07 | 12,33 |
| 08 | 12,73 |
| 09 | 13,12 |

CLASS Offset Duplicator Operator, principal class

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 12,00 |
| 02 | 12,37 |
| 03 | 12,73 |
| 04 | 13,14 |
| 05 | 13,53 |
| 06 | 13,96 |
| 07 | 14,42 |

CLASS Data Processing Operator, principal class

Week: 35 hours

89-01-01
to
89-12-31

STEPS

\$

| | |
|----|-------|
| 01 | 14,51 |
| 02 | 14,99 |
| 03 | 15,51 |
| 04 | 16,01 |
| 05 | 16,56 |
| 06 | 17,11 |
| 07 | 17,69 |

CLASS Photographer

Week: 35 hours

89-01-01
to
89-12-31

STEPS

\$

| | |
|----|-------|
| 01 | 10,24 |
| 02 | 10,54 |
| 03 | 10,87 |
| 04 | 11,19 |
| 05 | 11,53 |
| 06 | 11,89 |
| 07 | 12,30 |
| 08 | 12,68 |
| 09 | 13,11 |

CLASS Day Care Service - Attendant

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 10,32 |
| 02 | 10,60 |
| 03 | 10,88 |
| 04 | 11,15 |
| 05 | 11,45 |
| 06 | 11,77 |

CLASS Day Care Service - Person-in-charge

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 10,88 |
| 02 | 11,15 |
| 03 | 11,45 |
| 04 | 11,77 |
| 05 | 12,11 |
| 06 | 12,46 |

CLASS Binder

Week: 35 hours

STEP 89-01-01
to
89-12-31

\$
0 13,62

CLASSES Student Supervisor
Swimming Pool Supervisor

Week: 35 hours

STEPS 89-01-01
to
89-12-31

\$
01 10,32
02 10,60
03 10,88
04 11,15
05 11,45
06 11,77

II- CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONSCLASS Office Agent, class II

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 10,21 |
| 02 | 10,43 |
| 03 | 10,69 |

CLASS Office Agent, class I

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 10,80 |
| 02 | 11,15 |
| 03 | 11,52 |
| 04 | 11,87 |
| 05 | 12,29 |
| 06 | 12,72 |
| 07 | 13,21 |

CLASSES Office Agent, principal class
Buyer

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 13,62 |
| 02 | 14,03 |
| 03 | 14,50 |
| 04 | 14,97 |
| 05 | 15,43 |
| 06 | 15,87 |

CLASS Office Assistant

Week: 35 hours

STEP 89-01-01
to
89-12-31

| | |
|---|-------|
| | \$ |
| 0 | 10,12 |

-15-

CLASS Data Processing Assistant

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 10,21 |
| 02 | 10,44 |
| 03 | 10,71 |
| 04 | 11,01 |

CLASS Data Processing Assistant, principal class

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 11,60 |
| 02 | 12,02 |
| 03 | 12,38 |
| 04 | 12,78 |
| 05 | 13,22 |

CLASS Storekeeper, class II

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 10,21 |
| 02 | 10,44 |
| 03 | 10,70 |
| 04 | 10,94 |
| 05 | 11,23 |

CLASS Storekeeper, class I

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 11,15 |
| 02 | 11,52 |
| 03 | 11,88 |
| 04 | 12,29 |
| 05 | 12,69 |
| 06 | 13,12 |
| 07 | 13,55 |

CLASS Storekeeper, principal class

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | \$ |
|----|-------|
| 01 | 13,53 |
| 02 | 14,01 |
| 03 | 14,50 |
| 04 | 14,97 |
| 05 | 15,44 |
| 06 | 15,96 |
| 07 | 16,49 |

CLASS Secretary

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | \$ |
|----|-------|
| 01 | 10,21 |
| 02 | 10,44 |
| 03 | 10,71 |
| 04 | 11,01 |
| 05 | 11,26 |
| 06 | 11,54 |
| 07 | 11,84 |
| 08 | 12,16 |

CLASS School Secretary

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 11,01 |
| 02 | 11,29 |
| 03 | 11,63 |
| 04 | 11,93 |
| 05 | 12,27 |
| 06 | 12,62 |
| 07 | 12,98 |

CLASS Executive Secretary

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 11,73 |
| 02 | 12,12 |
| 03 | 12,53 |
| 04 | 12,96 |
| 05 | 13,42 |

CLASS Telephone Operator

Week: 35 hours

STEPS 89-01-01
to
89-12-31

| | |
|----|-------|
| | \$ |
| 01 | 10,24 |
| 02 | 10,52 |
| 03 | 10,85 |
| 04 | 11,13 |

| <u>CLASSES</u> | 89-01-01 to 89-12-31 |
|---------------------------------|----------------------------|
| | \$ |
| Stationary Engineer, class IV: | 12,57 |
| Stationary Engineer, class III: | 13,80 |
| Stationary Engineer, class II: | 15,32 |
| Stationary Engineer, class I: | 15,85 |
| Pipe Mechanic: | 15,18 |
| Master Pipe Mechanic: | 16,14 |
| Carpenter: | 13,80 |
| Certified Maintenance Workman: | 14,37 |
| Painter: | 13,46 |
| Plasterer: | 13,80 |
| Locksmith: | 13,80 |
| Welder: | 14,37 |
| Specialized Shop Mechanic: | 14,60 |
| Glazier-Installer-Mechanic: | 13,80 |

III-2 Subcategory of maintenance and Service Positions

Week: 38,75 hours

| <u>CLASSES</u> | 89-01-01 to 89-12-31 |
|---|----------------------------|
| | \$ |
| Trades Helper: | 11,95 |
| General Kitchen Helper: | 10,84 |
| Butcher: | 13,46 |
| Laundryman: | 11,18 |
| Heavy Vehicle Driver's Assistant: | 11,68 |
| Light Vehicle Driver: | 11,68 |
| Heavy Vehicle Driver: | 12,96 |
| Cook, class III: | 12,62 |
| Cook, class II: | 13,46 |
| Cook, class I: | 14,00 |
| Guard: | 11,15 |
| Gardener: | 12,52 |
| Boiler and Refrigeration Equipment Operator: | 11,95 |
| Caretaker (less than 9 275 m ²): | 12,46 |
| Caretaker (9 275 m ² or more): | 13,73 |
| Night Caretaker (less than 9 275 m ²): | 12,15 |
| Night Caretaker (9 275 m ² or more): | 13,23 |

CLASSES89-01-01
to
89-12-31

\$

Maintenance Workman,
class III (domestic helper):

10,84

Maintenance Workman,
class II (assistant caretaker,
labourer):

11,41

Maintenance Workman,
class I (window installer,
tile setter, sander):

12,46

Pastrycook:

13,46

Alarm Serviceman (P.S.B.G.M.):

15,03