

APPENDIX 1 Email to Members Regarding the Master's Degree Compensation

Dear Members,

As you know, a pay increase related to the Master's degree has been negotiated as part of the new 2023-2028 collective agreement. Starting July 1, 2024, the additional compensation for people with a master's degree will be 2.5%. The conditions of application are as follows:

- The Master's degree must be mandatory or relevant to the performance of duties
- One year at step 18 is required. This measure does not apply to those who already have a salary bonus at step 18 (educational consultants, remedial teachers, psychologists).

Remember that this is compensation (not a bonus), i.e. it is contributory for pension purposes and is added to the salary scale.

If you belong to one of the following seven job categories, you **don't** need to contact us, as you will automatically benefit from this compensation (if you meet the above-mentioned application criteria) and will increase to 2.5% on July 1, 2024: speech therapist, psychoeducator, guidance counsellor, librarian, occupational therapist, architect, notary.

If you are in any other job category (except educational consultant and remedial teacher) and have completed a master's degree, please email HR as soon as possible and c.c. the union. In this email, please indicate your job category, your master's degree field and a copy of your diploma. If the employer refuses to pay this compensation on July 1, 2024, please contact the union to confirm whether the employer's refusal is justified. It should be noted that we have strict deadlines for contesting employer decisions. We therefore ask to take action before June 15, 2024, and to notify the union before August 21, 2024, of any problems related to this compensation's payment. Otherwise, we cannot guarantee that we will be able to file the grievance in time if necessary.

For any questions related to this letter, please contact us as soon as possible.