

LA PASSERELLE NÉGO

Message from the president

We have just completed our tour of extraordinary general assemblies, where you overwhelmingly supported (by nearly 80%) the agreements negotiated between the employer side, the FPPE and the Front commun.

Collectively, we have chosen to commit to a new five-year employment contract. All of us are well aware that not everything is ideal in this agreement. It is not, of course, the solution to all our attraction and retention problems. Much remains to be done to ensure the continuity and accessibility of our public services.

The negotiation process involves both parties making demands. Some compromises will be unavoidable, and some priorities will remain, despite our best efforts.

Most of you are satisfied with this deal. The agreement contains major advances on several fronts.

We're convinced we've gone as far as we can, given the circumstances.

Details of the agreements are found in the following pages.



Jacques Landry,
Président, FPPE(CSQ)



NEW MEASURES AND APPLICATION DETAILS

Below, you will find the details of the agreement you accepted during the general assemblies held over the past few weeks. It is important to note that the application of the entire collective agreement will only be confirmed once the majority of federations representing the majority of members have accepted their respective agreements. Confirmation will be sent to you at the end of February.

We will then have to agree on the texts to be incorporated into the collective agreement before it can be signed—and thus come into force.

INTERSECTORAL

BONUSES AND COMPENSATION

(*Please note that salary increases are contributory for pension plan purposes but not bonuses.)

GENERAL PARAMETERS FOR SALARY INCREASES

Salary	2023-2028
April 1, 2023 (retroactive)	6 %
April 1, 2024 (retroactive, if necessary)	2,8 %
April 1, 2025	2,6 % + Purchasing power protection of up to 1.0% more on March 31, 2026, if inflation exceeds 2.6%.
April 1, 2026	2,5 % +Purchasing power protection of up to 1.0% more on March 31, 2027, if inflation exceeds 2.5%.
April 1, 2027	3,5 % +Purchasing power protection of up to 1.0% more on March 31, 2028, if inflation exceeds 3.5%.
Total	17,4 %

PSYCHOLOGIST

- ▶ A **ten percent (10%) salary increase** (all statuses, all ranks, regardless of the number of hours paid).
- ▶ A **bonus of six point five percent (6.5%)** (all statuses, all ranks, only for psychologists paid 70h per pay period – 35h per week). *Until March 30, 2028.

Application DATE : Signature of the collective agreement

MEASURES WITH FINANCIAL IMPACT

EMPLOYER'S INSURANCE CONTRIBUTION

- ▶ Increase in the employer's contribution to the insurance premium as follows:

		Annual employer's contribution under agreement 2020-2023	New annual employer's contribution under agreement
FPPE	Single participant	48,00 \$	298,00 \$
	With dependants	120,00 \$	660,00 \$

Application DATE : Signature of the collective agreement

RETIREMENT

- ▶ The initial progressive retirement agreement may be extended, with the employer's approval, up to a maximum of seven (7) years of progressive retirement in total. The current term was limited to five (5) years, and it was not possible to extend the initial agreement.
- ▶ Maximum age for participation in RREGOP will be increased from 69 to 71.

PARENTAL RIGHTS

- ▶ Allow leave without pay or part-time leave without pay to be taken before paternity or adoption leave, but not before the child arrives at home.
- ▶ Add one (1) day of leave to the maximum of four (4) days of special leave with pay provided for pregnancy.

WORKING CONDITIONS

ANNUAL LEAVE

- ▶ Faster access to additional vacation days:

Length of annual leave	Collective agreement 2020-2023	From July 1, 2024
21 days	17 and 18 years	15 years
21 days	19 and 20 years	16 years
23 days	21 and 22 years	17 years
24 days	23 and 24 years	18 years
25 days	25 years and more	19 years and more

Application date: July 1, 2024

SECTORAL

BONUSES AND COMPENSATION

(*Please note that salary increases are contributory for pension plan purposes but not bonuses.)

PSYCHOEDUCATOR

- ▶ A bonus of two point five percent (2.5%) (all statuses, all ranks, only for psychoeducators paid 70h per pay period – 35h per week). *Until March 30, 2028.

Application date: Signature of the collective agreement

ADDITIONAL COMPENSATION FOR MASTER'S DEGREE HOLDERS

- ▶ A salary increase of two point five percent (2.5%) for holders of a master's degree where it is required for, or relevant to, the performance of the function.
- ▶ Excluding job categories that already benefit from a salary increase (educational consultants, remedial teachers, psychologists).
- ▶ All statuses, after one year at rank 18, regardless of the number of hours worked.

Application date: July 1, 2024

BONUS FOR INTERN SUPERVISION

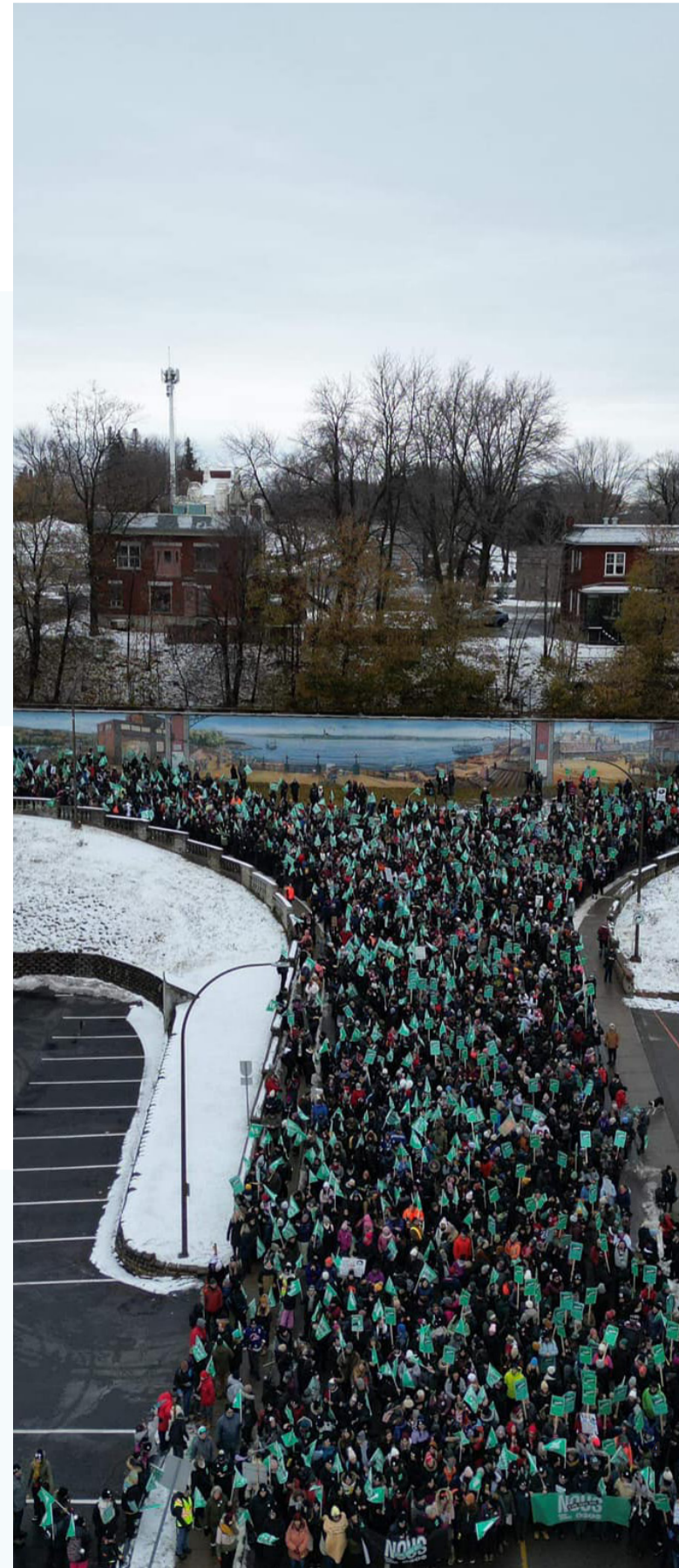
- ▶ A two percent (2%) bonus for supervising an intern.
- ▶ For the period during which the professional holds this function.
- ▶ Internship required to obtain a diploma.
- ▶ Bonus not cumulative with professional coordination bonus (6-2.03).

Application date: Signature of the collective agreement.

BONUS FOR MENTORING

- ▶ Additional amount of \$100 per FTE (full-time equivalent) at the School Service Centre for work integration projects.
- ▶ Within this amount, if a mentoring program is set up, a 1.5% bonus is awarded to the professional mentor.
- ▶ Bonus not cumulative with professional coordination bonus (6-2.03).

Application date: Signature of the collective agreement



MEASURES WITH FINANCIAL IMPACT

PARTIAL REIMBURSEMENT OF PROFESSIONAL ASSOCIATION FEES

- ▶ Reimbursement of 50% of the membership fee, up to a maximum of \$400.
- ▶ For regular professionals paid 70h per pay period – 35h per week.

Application date: Signature of the collective agreement

CREATION OF TWO NEW JOB CATEGORIES

- ▶ Material resources advisor Classification 23
- ▶ Specialized computer analyst Classification 23

Those who qualify will have to apply for a transfer.

Application date: Signature of the collective agreement

HUMAN RESOURCES DEVELOPMENT

- ▶ Additional amount of \$100 per FTE for professional development, for needs identified by the School Service Centre.

Application date: July 1, 2023

RECOGNITION OF SCHOOLING AT THE TIME OF HIRING

- ▶ Recognition of 2½ years of relevant schooling for a master's degree of 75 to 90 credits.

Application date: Signature of the collective agreement

CLASSIFICATION OF EDUCATIONAL CONSULTANTS AT THE TIME OF HIRING

- ▶ For a teacher in the service centre hired as an academic advisor—whose hourly rate as an academic advisor is lower than the one they held as a teacher at the time of their hiring—their **salary rate shall be maintained**.

Application date: Signature of the collective agreement

EASY PAYMENT OF OVERTIME

- ▶ Possibility of compensatory leave OR overtime pay.

WORKING CONDITIONS

■ ANNUAL LEAVE

- ▶ Possibility of using up to **five (5) vacation days** outside the usual vacation period.

Application date: Signature of the collective agreement

■ SUPERNUMERARY RIGHTS

- ▶ Inclusion of the nature of the task on the letter of commitment.
- ▶ If the additional work is extended beyond 24 months, it becomes a regular position.
- ▶ Upon regularization, the professional is credited with → 1 year to obtain tenure.
- ▶ When the supernumerary position is extended to the following year, there is no interruption of the contract during the summer months.

Application date: Signature of the collective agreement

■ TELEWORK

- ▶ Consultation with the union to develop a teleworking framework.
- ▶ In the job description of a professional, addition of administrative tasks, such as record keeping, upgrading, planning, training and report writing that can be performed at a location other than the professional's workplace.

Application date: Signature of the collective agreement

■ FLEXIBLE WORKING HOURS

- ▶ Possibility of requesting an agreement for flexible working hours from the immediate supervisor.
- ▶ The only grounds for refusal are educational, administrative or customer service reasons.
- ▶ Written agreement between the professional and the School Service Centre.
- ▶ A copy of the agreement will be sent to the union.
- ▶ Regular 35-hour workers.

Application date: Signature of the collective agreement