



2023–2028 Collective Agreement Coming Into Force

For professional staff of Francophone School Service Centres and Anglophone School Boards

After over a year of intensive negotiations and nearly three months of work to draft and review the texts, we are pleased to announce that the P1 and P2 collective agreements (French and English) will come into force on June 10, on the same day the agreements are signed.

With new provisions and working conditions coming into force, your union has a lot of work ahead to ensure that all the measures are applied properly and on time.

Here is a short checklist that may be useful based on your situation. Make sure to contact your delegate right away if you have any questions! We have strict deadlines to challenge employer decisions by way of a grievance; if in doubt, act fast.

Compensation

General parameter salary adjustments must be made within 45 days of the effective date (i.e. before July 25, 2024). You should therefore see the 6% increase of April 1, 2023, as well as the 2.8% increase of April 1, 2024. This is an 8.8% increase that should show on your pay stub.

In addition, amounts due since April 1, 2023, must be paid within 60 days of the effective date (i.e. before August 9, 2024). This is known as retroactive salary.

For **psychologists**, the salary increase (for all) and the bonus payment (for those who work the full 35-hour week) will apply starting on the effective date (i.e. June 10, 2024). You should therefore see this adjustment on your pay stub. There is no retroactive payment in this case.

For **psychoeducators** who work 35 hours per week, the bonus payment will apply starting

on the effective date (i.e. June 10, 2024). You should therefore see this adjustment on your pay stub. There is no retroactive payment in this case.

For those holding a **master's degree**, if you already have the additional 2% compensation, it will be adjusted to 2.5% on July 1, 2024. You don't need to do anything, but make sure that the adjustment appears on your pay stub.

If you have a master's degree that is not required for your job, but is in a relevant field, and you have completed one year at rank 18, you may have access to the additional 2.5% compensation starting July 1, 2024. If this applies to you, contact your union.

For **analysts who work in IT**, a new job category has been created as of June 10, 2024: specialized computer analyst. The salary for this classification is higher than that of an analyst. If you feel you are in this situation, you will need to apply for a transfer. Contact your union.

For those working on **material resources**, a new job category has been created as of June 10, 2024: material resources advisor. The salary is higher than that of an architect or engineer. If you feel you are in this situation, you will need to apply for a transfer. Contact your union.

If you are a member of a professional order, new provisions regarding the reimbursement of **professional dues** apply. Submit your claim directly to the Human Resources Department, and contact your union if it is refused. Please note that you must be a regular full-time (75% or more) professional. The reimbursement will cover half of the membership fee (50%), up to a maximum of \$400.

Also, if you have a group insurance with **Beneva**, the employer contributes a portion of your premium. As of April 1, 2024, you should see a reduction in your premium on your pay stub due to the increase in the employer's share of the insurance.

If you have **supernumerary status**, please contact your union as new regularization provisions apply as of July 1, 2024.

Once again, thank you for your exemplary engagement, and all the best for the last stretch until the end of the school year!