

**Letter of Agreement**

**concluded**

**between**

**the Management Negotiating Committee for English-language School Boards  
(CPNCA)**

**and**

**the Centrale des syndicats du Québec on behalf of  
the professionals' unions represented by its bargaining agent,  
the Fédération des professionnelles et professionnels de l'éducation du Québec  
(CSQ)**

**SUBJECT:** Payment of retroactive amounts due to psychologists in the education sector prescribed in the pay equity agreement

The purpose of this letter of agreement is to update the annual salary scales and rates of psychologists resulting from the reconciliation agreement endorsed by the Conseil du trésor on February 14, 2013 and the health-sector unions. The agreement also applies to psychologists in the education sector in accordance with the agreement concluded between the Conseil du trésor and the Centrale des syndicats du Québec, the terms and conditions of which are deemed to form part of this letter of agreement.

Consequently, psychologists in the education sector shall be paid two retroactive amounts in the following manner:

- A) a retroactive salary adjustment for the period from December 31, 2007 to December 31, 2010 based on ranking 23:

**2113 Psychologist**

	Periods and Rates				
	2007-12-30	As of 2007-12-31	2008-04-01 to 2009-03-31	2009-04-01 to 2010-03-31	2010-04-01 to 2010-12-31
Steps	\$	\$	\$	\$	\$
1	35 904	37 347	38 094	38 856	39 050
2	37 270	38 768	39 543	40 334	40 536
3	38 690	40 245	41 050	41 871	42 080
4	40165	41 780	42 616	43 468	43 685
5	41 695	43 371	44 238	45 123	45 349
6	43 298	45 039	45 940	46 859	47 093
7	44 997	46 806	47 742	48 697	48 940
8	48 022	49 952	50 951	51 970	52 230
9	49 920	51 927	52 966	54 025	54 295
10	51 894	53 980	55 060	56 161	56 442
11	53 964	56 133	57 256	58 401	58 693
12	56 123	58 379	59 547	60 738	61 042
13	58 413	60 761	61 976	63 216	63 532
14	60 764	63 207	64 471	65 760	66 089
15	63 257	65 800	67 116	68 458	68 800
16	64 814	67 420	68 768	70 143	70 494
17	66 409	69 079	70 461	71 870	72 229
18	68 069	70 814	72 230	73 675	74 043

B) a salary adjustment equal to ranking 24 on January 1, 2011 (only the following table replaces the one in the 2010-2015 Consolidated Collective Agreement (P2) found on the CPNCA Website):

**2113 Psychologist<sup>1</sup>**

	Periods and Rates					
	2010-04-01 to 2010-12-31	2011-01-01 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	As of 2014-04-01
Steps	\$	\$	\$	\$	\$	\$
1	39 050	41 460	41 771	42 398	43 140	44 003
2	40 536	43 037	43 360	44 010	44 780	45 676
3	42 080	44 677	45 012	45 687	46 487	47 417
4	43 685	46 380	46 728	47 429	48 259	49 224
5	45 349	48 148	48 509	49 237	50 099	51 101
6	47 093	49 998	50 373	51 129	52 024	53 064
7	48 940	51 961	52 351	53 136	54 066	55 147
8	52 230	55 453	55 869	56 707	57 699	58 853
9	54 295	57 645	58 077	58 948	59 980	61 180
10	56 442	59 925	60 374	61 280	62 352	63 599
11	58 693	62 315	62 782	63 724	64 839	66 136
12	61 042	64 808	65 294	66 273	67 433	68 782
13	63 532	67 453	67 959	68 978	70 185	71 589
14	66 089	70 167	70 693	71 753	73 009	74 469
15	68 800	73 045	73 593	74 697	76 004	77 524
16	70 494	74 844	75 405	76 536	77 875	79 433
17	72 229	76 685	77 260	78 419	79 791	81 387
18	74 043	78 604	79 194	80 382	81 789	83 425

*Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C) and the payment of the retroactive salary owing to psychologists prescribed in the pay equity agreement, which payment must be made no later than May 15, 2013.*

<sup>1</sup> Annual salary scales and rates resulting from the application of the Pay Equity Act (R.S.Q., c. E-12.001)

**IN WITNESS WHEREOF**, the parties have signed in Montréal on this 9<sup>th</sup> day of the month of May 2013.

**For the Management Negotiating  
Committee for English-language School  
Boards (CPNCA)**

**For the Centrale des syndicats du  
Québec (CSQ)**

(signed) Anne-Marie Lepage

(signed) Johanne Pomerleau

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Anne-Marie Lepage  
President

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Johanne Pomerleau  
President, FPPE

(signed) Éric Bergeron

(signed) Jean-Marie Comeau

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Éric Bergeron  
Vice-president

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Jean-Marie Comeau  
First vice-president, FPPE

(signed) Sophie Massé

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Sophie Massé  
Second vice-president, FPPE

(signed) Nancy Gagnon

(signed) Patrice Lemay

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Nancy Gagnon  
Negotiator

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Patrice Lemay  
Vice-president—affaires administratives,  
FPPE

(signed) Joanne Simoneau-Polenz

(signed) Stéphane Moreau

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Joanne Simoneau-Polenz  
Negotiator

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Stéphane Moreau  
Spokesperson, FPPE