



What's the government doing? We're tired of waiting!

When will we receive our retroactive salary? Ask the Management Negotiating Committee!

Although most of the texts of have been drafted, the work to integrate the amended texts into the collective agreement and correct any inconsistencies remains to be done. The numerous changes to the status of employment adds further complexity to this process.

Unfortunately, at the time of writing, we still have not received any texts from the management negotiating committee and we have no indication of when we can expect them. A situation that we strongly condemn.

Upon receipt of the texts by the school support sector negotiating committee, the following steps must be taken:

- 1** Reception and analysis of the collective agreement texts by the union side.
- 2** A discussion and negotiation period with the employer to address the findings drawn from the analysis.
- 3** Conclusion and signing of the collective agreement.

According to the current parameters of the collective agreement, employers will have **45 days** to adjust the salary scales and **60 days** to ensure payment of retroactivity from the signing of the 2023–2028 collective agreement.

We will keep you informed of any developments.

Does the salary increase also apply to premiums?

YES... salary increases will apply to fixed amount premiums such as the daycare stabilization premium, evening, night and team lead premiums. Retroactive increases will also apply.

NO... salary increases will not apply to premiums expressed as a percentage, such as the premium for skilled workers. The additional 5% bonus increase will apply from the date of entry into force of the 2023–2028 collective agreement.

Increase to the employer contribution to the group insurance plan as of April 1, 2024

The central table negotiating parties have agreed to apply the increase in the employer's contribution to group insurance as of April 1, 2024, even though the collective agreement has not been signed.

As of **April 1, 2024**, the employer's additional contribution to health insurance will be as follows:

\$150 annually for a participating employee who is insured alone.

\$300 annually for a participating employee insuring themselves and their dependents (single parent and family plans).



Application of additional vacation days

The Conseil du trésor confirms that the advancement of the accumulation of the 5th week of vacation will start at the beginning of the 2024–2025 fiscal year, particularly for the upcoming summer season.

As a reminder, here are the new vacation parameters:

15 years of service	21 working days
16 years of service	22 working days
17 years of service	23 working days
18 years of service	24 working days
19 years of service and up	25 working days

Remuneration for participation in CPR training as of July 1, 2024

As of July 1, 2024, once every three (3) years, eligible employees who fall under the Regulation respecting childcare services provided at school (RLRQ, chapter I-13.3, r. 11) and require a refresher first aid course lasting six (6) hours are paid, at a straight-time rate, to participate. If such a course cannot be provided during working hours, the remuneration of employees is covered by the board at a straight-time rate.

Eligible employment classes are as follows: Daycare Educator, Daycare Educator–Principal Class, Attendant for Handicapped Students, Student Supervisor, Interpreter Technician, Social Work Technician, Braille Technician, Special Education Technician, Daycare Technician.

Classroom Support (aide à la classe): Implementation for the 2024-2025 school year

We have received confirmation from the MEQ that the School Boards and Service Centres have been informed of the number of hours allocated to classroom support (aide à la classe) tasks. These hours will be prioritized for Daycare Educators, following the principles of the collective agreement including "the greatest number of hours," and favouring continuous schedules to minimize split shifts. As of now, we have not received confirmation from the English School Boards regarding their allocated hours.

Application date of the extension of the progressive retirement program from 5 to 7 years

The negotiating parties at the central table have agreed to expedite the implementation of the agreement, extending the potential duration of the progressive retirement program to 7 years as outlined in Annex 7 (S-18) or Annex 8 (S-6).

Any negotiated agreement involving the pension plan requires an amendment to the *Act respecting the Government and Public Employees Retirement Plan* (RREGOP). The new regulations are expected to take effect at the earliest of the following:

The date the presentation of the bill implementing the new modification is adopted by the National Assembly;

or

no later than June 30, 2024.

Individuals who meet the following condition will not have a deadline to request an extension from their employer: *Having an agreement for progressive retirement with an expiration date scheduled at the time of the presentation of the Bill to the National Assembly and within 9 months following this date.*