

It's now up to you

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On December 23rd, after 10 intensive days of negotiation in Quebec City, the Negotiating Committee of the Alliance des syndicats de professeures et professeurs de cégep (ASPPC) reached a tentative agreement on sectoral issues with their counterparts from the Comité patronal de négociation des collèges (CPNC). A few days later, on December 28th, it was the turn of the Front commun's Negotiating Committee to come to an agreement on a draft settlement proposal on intersectoral matters at the central table. Then, at the meeting on January 4th and 5th, 2024, ASPPC union delegates received all the details of these proposed agreements and decided to go ahead and present them to their members. It's now your turn to analyze them and vote on them at your general assembly.

Something for all CEGEP teachers – and for the college network

Throughout the negotiating process, our work has been guided by our union demands and the strategic orientations adopted at the ASPPC. To reach a tentative agreement at our sectoral table, it was especially important to come up with a proposed settlement proposal that would be fair to all Alliance unions and members and take into account the CEGEPs' diversity. We sought to secure gains under all themes in our list of demands, in relation to both working conditions and salaries, while giving special attention to issues that contribute to the dismantling of the college network.

To obtain as many gains as possible for our union priorities, the negotiating process also required some openness to management's demands. Despite this, in view of the injection of resources into the Regular and Continuing Education sectors, normative improvements, and the adjustments to salary scales and rates related to salary consistency, the ASPPC delegates felt that the proposed sectoral settlement and the agreement in principle reached between the Front commun and the Treasury Board should be submitted to our members for a vote.

Consultations from January 16th to February 20th, 2024

We strongly urge you to keep an eye out for news from your union to learn more about this important consultation process, which will be held between January 16th and February 20th, 2024 at an assembly near you!

Good luck with the deliberations!

TABLE 1**OVERVIEW OF THE MAIN ELEMENTS OF THE GLOBAL SECTORAL SETTLEMENT PROPOSAL****TOPIC 1: PRECARIOUSNESS AND PROFESSIONAL INTEGRATION**

- Increase the poste-opening portion of resources for students with disabilities (EESH) to 75%
- Improvements to provisions on splitting a teaching load and refusing additional courses
- Greater protection for the hiring priority of non-tenured profs with high seniority

TOPIC 2: WORKLOAD, RESOURCES, AND STUDENT SUCCESS

- Injection of resources (40 FTEs for the network) for clinical teaching in Nursing
- Injection of resources (13 FTEs for the network) for Phys Ed and 30-hour courses
- Injection of resources (increase of the minimum allocation) for departmental coordination at small colleges and certain Centres d'études collégiales
- Injection of resources (15 FTEs for the network) for the coordination of stages (other than Nursing)

TOPIC 3: DISTANCE LEARNING, CONTINUING EDUCATION, AND THE SURVIVAL OF THE CEGEP MODEL

- Changes to the collective agreement to strengthen the consultation and monitoring process for DL projects, and added guidelines
- Inclusion of various terms and working conditions for DL
- Injection of resources (19 FTEs for the network) to recognize the specific nature of “co-modal” and multi-site DL workloads
- Creation of 100 new Continuing Education charges (CFCs – 46 FTEs for the network)
- More information on Continuing Education must be transmitted to the union
- Integration of stronger provisions on inter-institution partnerships

TOPIC 4: COLLEGIALITY, TEACHING EXPERTISE, AND PROGRAM VITALITY

- Injection of resources (20 FTEs for the network) to sustain the program life cycle
- Injection of provincial resources (5 FTEs for the network) for the updating of expertise in rapidly evolving disciplines or ones requiring significant technological adaptations
- Addition of guidelines on the recognition of prior learning and competencies (RAC) and provisions related to research (namely the establishment of an inter-round committee)

TOPIC 5: WORK ORGANIZATION AND LABOUR RELATIONS

- Improvements to provisions on the right of teachers placed on availability (MED) to return to or stay in their college of origin
- Correction of discriminatory effects in cases of disability or parental rights and adjustments based on recent legislative changes (e.g., LSST, LNT)

TOPIC 6: SALARY SCALE AND OTHER REMUNERATION ISSUES

- Improved salary scale for full-time or part-time teachers (see table 2 below)
- Adjustments due to the corresponding impacts of this improved scale on the salary scales of hourly-paid teachers with 16 and 17-18 years of schooling (see table 3 below) and on the hourly rate for other teaching activities (6-1.04) (see table 4 below)

TABLES 2

Salary scale for full-time or part-time teachers (2023-2028)

2.1 Improved steps (before parametric increases)

Step	March 30 th , 2023	April 1 st , 2024*	Increase*
1	46 527 \$	50 150 \$	7.79%
2	49 636 \$	51 755 \$	4.27%
3	52 954 \$	53 411 \$	0.86%
4	54 127 \$	55 120 \$	1.83%
5 ¹	55 326 \$	56 884 \$	2.82%
6 ¹	56 550 \$	58 705 \$	3.81%
7	57 804 \$	61 584 \$	6.54%
8	60 263 \$	63 523 \$	5.41%
9	62 823 \$	65 524 \$	4.30%
10	65 493 \$	68 089 \$	3.96%
11	68 720 \$	70 512 \$	2.61%
12	72 150 \$	73 290 \$	1.58%
13	75 745 \$	75 745 \$	
14	79 522 \$	79 522 \$	
15	83 480 \$	83 480 \$	
16	87 647 \$	87 647 \$	
17	92 027 \$	92 027 \$	
18	93 527 \$	93 527 \$	
19	95 051 \$	95 051 \$	
20	96 600 \$	96 600 \$	

1. On July 1st, 2024, steps 5 and 6 become semi-annual, like steps 1 to 4.

Steps 1, 8, 10 and 12: corresponding impact on the hourly rate for other activities and on the salary scales for hourly-paid teachers with 16 and 17-18 years of schooling

2.2 SALARY SCALE FOR FULL-TIME OR PART-TIME TEACHERS

(AFTER THE PARAMETRIC INCREASES*)

On July 1st, 2024, all teachers at step 5 or higher who have not yet reached the top of the scale will move up one (1) step.

Step	03-30-2023	04-01-2023	04-01-2024	04-01-2025*	04-01-2026*	04-01-2027*
1	46 527 \$	49 319 \$	54 647 \$	56 068 \$	57 470 \$	59 481 \$
2	49 636 \$	52 614 \$	56 396 \$	57 862 \$	59 309 \$	61 385 \$
3	52 954 \$	56 131 \$	58 201 \$	59 714 \$	61 207 \$	63 349 \$
4	54 127 \$	57 375 \$	60 063 \$	61 625 \$	63 166 \$	65 377 \$
5	55 326 \$	58 646 \$	61 985 \$	63 597 \$	65 187 \$	67 469 \$
6	56 550 \$	59 943 \$	63 970 \$	65 633 \$	67 274 \$	69 629 \$
7	57 804 \$	61 272 \$	67 107 \$	68 852 \$	70 573 \$	73 043 \$
8	60 263 \$	63 879 \$	69 220 \$	71 020 \$	72 796 \$	75 344 \$
9	62 823 \$	66 592 \$	71 400 \$	73 256 \$	75 087 \$	77 715 \$
10	65 493 \$	69 423 \$	74 195 \$	76 124 \$	78 027 \$	80 758 \$
11	68 720 \$	72 843 \$	76 836 \$	78 834 \$	80 805 \$	83 633 \$
12	72 150 \$	76 479 \$	79 863 \$	81 939 \$	83 987 \$	86 927 \$
13	75 745 \$	80 290 \$	82 538 \$	84 684 \$	86 801 \$	89 839 \$
14	79 522 \$	84 293 \$	86 654 \$	88 907 \$	91 130 \$	94 320 \$
15	83 480 \$	88 489 \$	90 966 \$	93 331 \$	95 664 \$	99 012 \$
16	87 647 \$	92 906 \$	95 507 \$	97 990 \$	100 440 \$	103 955 \$
17	92 027 \$	97 549 \$	100 280 \$	102 887 \$	105 459 \$	109 150 \$
18	93 527 \$	99 139 \$	101 915 \$	104 565 \$	107 179 \$	110 930 \$
19	95 051 \$	100 754 \$	103 575 \$	106 268 \$	108 925 \$	112 737 \$
20	96 600 \$	102 396 \$	105 263 \$	108 000 \$	110 700 \$	114 575 \$

* For illustration purposes: the rates may vary slightly due to rounding rules and the application of the purchasing power protection clause.

TABLES 3

**SALARY SCALES OF HOURLY-PAID TEACHERS (2023-2028)
(with the parametric increases*)**

3.1 Hourly-paid teachers, 16 years of schooling

Step	03-30-2023	04-01-2023	04-01-2024	04-01-2025*	04-01-2026*	04-01-2027*
1	81,93 \$	86,85 \$	94,11 \$	96,55 \$	98,97 \$	102,43 \$
2	84,36 \$	89,42 \$	96,90 \$	99,42 \$	101,90 \$	105,47 \$
3	86,86 \$	92,07 \$	99,77 \$	102,36 \$	104,92 \$	108,60 \$
4	89,44 \$	94,81 \$	102,73 \$	105,40 \$	108,04 \$	111,82 \$
5	92,09 \$	97,62 \$	105,78 \$	108,53 \$	111,24 \$	115,13 \$
6	94,83 \$	100,52 \$	108,92 \$	111,76 \$	114,55 \$	118,56 \$

Annual salary based on 525 hours

Step	03-30-2023	04-01-2023	04-01-2024	04-01-2025*	04-01-2026*	04-01-2027*
1	43 013 \$	45 594 \$	49 406 \$	50 691 \$	51 958 \$	53 777 \$
2	44 289 \$	46 946 \$	50 872 \$	52 194 \$	53 499 \$	55 372 \$
3	45 602 \$	48 338 \$	52 379 \$	53 741 \$	55 085 \$	57 012 \$
4	46 956 \$	49 773 \$	53 935 \$	55 337 \$	56 721 \$	58 706 \$
5	48 347 \$	51 248 \$	55 533 \$	56 977 \$	58 401 \$	60 445 \$
6	49 786 \$	52 773 \$	57 185 \$	58 672 \$	60 139 \$	62 244 \$

3.2 Hourly-paid teachers, 17-18 years of schooling

Step	03-30-2023	04-01-2023	04-01-2024	04-01-2025*	04-01-2026*	04-01-2027*
1	95,23 \$	100,94 \$	106,65 \$	109,42 \$	112,15 \$	116,08 \$
2	97,71 \$	103,57 \$	109,42 \$	112,27 \$	115,08 \$	119,10 \$
3	100,26 \$	106,28 \$	112,28 \$	115,20 \$	118,08 \$	122,21 \$
4	102,88 \$	109,05 \$	115,21 \$	118,21 \$	121,16 \$	125,41 \$
5	105,56 \$	111,89 \$	118,22 \$	121,29 \$	124,32 \$	128,67 \$
6	108,32 \$	114,82 \$	121,31 \$	124,46 \$	127,57 \$	132,04 \$

Annual salary based on 525 hours

Step	03-30-2023	04-01-2023	04-01-2024	04-01-2025*	04-01-2026*	04-01-2027*
1	49 996 \$	52 995 \$	55 989 \$	57 445 \$	58 881 \$	60 942 \$
2	51 298 \$	54 376 \$	57 448 \$	58 941 \$	60 415 \$	62 529 \$
3	52 637 \$	55 795 \$	58 947 \$	60 479 \$	61 991 \$	64 161 \$
4	54 012 \$	57 253 \$	60 487 \$	62 060 \$	63 611 \$	65 838 \$
5	55 419 \$	58 744 \$	62 063 \$	63 677 \$	65 268 \$	67 553 \$
6	56 868 \$	60 280 \$	63 686 \$	65 341 \$	66 975 \$	69 319 \$

3.3 Hourly-paid teachers, 19-20 years of schooling

Step	03-30-2023	04-01-2023	04-01-2024	04-01-2025*	04-01-2026*	04-01-2027*
1	108,59 \$	115,11 \$	118,33 \$	121,40 \$	124,44 \$	128,80 \$
2	110,88 \$	117,53 \$	120,82 \$	123,97 \$	127,06 \$	131,51 \$
3	113,22 \$	120,01 \$	123,37 \$	126,58 \$	129,75 \$	134,29 \$
4	115,61 \$	122,55 \$	125,98 \$	129,25 \$	132,48 \$	137,12 \$
5	118,05 \$	125,13 \$	128,64 \$	131,98 \$	135,28 \$	140,02 \$
6	120,53 \$	127,76 \$	131,34 \$	134,75 \$	138,12 \$	142,96 \$

Annual salary based on 525 hours

Step	03-30-2023	04-01-2023	04-01-2024	04-01-2025*	04-01-2026*	04-01-2027*
1	57 010 \$	60 430 \$	62 122 \$	63 738 \$	65 331 \$	67 618 \$
2	58 212 \$	61 705 \$	63 432 \$	65 082 \$	66 709 \$	69 044 \$
3	59 441 \$	63 007 \$	64 771 \$	66 455 \$	68 117 \$	70 501 \$
4	60 695 \$	64 337 \$	66 138 \$	67 858 \$	69 554 \$	71 989 \$
5	61 976 \$	65 695 \$	67 534 \$	69 290 \$	71 022 \$	73 508 \$
6	63 278 \$	67 075 \$	68 953 \$	70 746 \$	72 514 \$	75 052 \$

* For illustration purposes: the rates may vary slightly due to rounding rules and the application of the purchasing power protection clause.

TABLE 4

**Hourly rate for other activities (2023-2028)
(after the parametric increases*)**

Step	03-30-2023	04-01-2023	04-01-2024	04-01-2025*	04-01-2026*	04-01-2027*
1	50,19 \$	53,20 \$	58,95 \$	60,48 \$	61,99 \$	64,16 \$

The hourly rate for other activities will henceforth include statutory holidays and vacation pay.

* For illustration purposes: the rates may vary slightly due to rounding rules and the application of the purchasing power protection clause.