

BLOC-NOTES

11
March 20, 2013



for cegep teachers

FOLLOW-UP ON THE SALARY SCALE ADJUSTMENT

CALCULATION OF THE AMOUNT OF RETROACTIVE PAY

In November 2012, data published by Statistics Canada confirmed that the increase in our salary scales due to the increase in Québec's gross domestic product (GDP) was 0.5%, applicable retroactively to June 1, 2012. This increase was in addition to the 1% increase already applied in June. The revised hourly rates and salary scales were published in [Letter of Agreement No 10](#) (available in french only).

The retroactive amount had to be paid within 60 days of the data's publication by Statistics Canada. It was published on November 19, 2012. Therefore the payments should have been made by January 2013. For your information, here are the principles used to calculate the retroactive payments.

Full-time Teachers

To find the amount of retroactive pay to be received, we must calculate first the amount resulting from the pay increase on June 1, 2012 to the last pay for the employment year 2011-2012, then from the first payment of 2012-2013 taking into account (where applicable) any change in salary scale level. In addition, the number of pay periods in each year must be taken into account. The most simple case is one in which there is no change in salary scale level and the number of pay periods remains the same in both years.

For example, the new salary of a teacher at level 17 is \$72 967 as compared to \$72 608 in Letter of Agreement No. 5, a difference of \$359. The gross salary for each pay period will therefore be

increased by \$359/26 (or 359/27 if the year has 27 pay periods); this increase is therefore \$13.80 for each pay period if there is no change in salary scale level.

To calculate the amount of retroactive pay, we need to know how many pay periods there are between June 1 and the pay in which the retroactive payment is made and add for each pay period \$13.80. For example, if the retroactive payment was made on the pay of January 17, 2013, then there were 16 pay periods plus the six days of pay between June 1 and June 8; the retroactive payment on January 17 will be:

$$16 \times 359 \$/26 + 6/10 \times 359 \$/26 = 229,21 \$.$$

Part-time Teachers

For part-time teachers, the retroactive pay is proportional to the teaching load in the Winter 2012 semester for the period from June 1 to the last payment of the 2011-2012 employment year and to that of the Fall 2012 semester for the period starting with the first pay of 2012-2013. For those colleges covered by Letter of Agreement No. 9, the make-up period for the student strike in August and September for the Winter 2012 must also be taken into account.

Hourly-paid Teachers

For hourly-paid teachers, retroactive pay is calculated according to the period when courses were taught, keeping in mind that the hourly rate increase took effect as of April 1, 2012.