



2017 – 11 – 22

Post card # 17-18– 005

To: Members

Subject: Salary Scale Consultation 2017-11-22

In the next few days you will be receiving a “Google form” survey pertaining to the salary scales which would become effective with a retro to 2017-04-01 until 2019-04-01. It will be very short document to complete but extremely important as we must reply to the ministry by Nov. 28.

Some background info in point form;

- You will recall that a major process with the Treasury Board took place between Nov. 2016 and mid Dec. 2016.
- This impacted your PPMP pension plan. As of 2018-01 you will pay 12.83% instead 15.03%.
- An agreement pertaining to problem areas of the salary structure was finalized and had two components to it.
- A 1.5 % for 2017 and a 2.0% for 2019 of the salary mass could not create an equalized salary % increase for all.
- Consequently, the accompanying documents reflect the potential implementation once adopted by the Treasury Board as a recommendation to the government authorities.
- “Annexe III” at the top is the actual and the bottom section is the proposed.
- As you must know there are 18 steps for classification purposes. Our members are usually found in classes 4 to 12.
- The document entitled “Document explicatif » shows the minimums, maximums and “correctif” for 2017-04-01 and 2019-04-01. You will note that there are different amounts of the % value for each class.
- Each step has, as we have now, has an increase over the preceding step to facilitate the promotion conditions of 5%. This is shown in the “Interrangement” column.
- The up to 4% on April 1 for those not at maximum remains in effect.

#### DOCUMENTS ATTACHED – 2 SALARY INFO CHARTS

Please be on the lookout for the survey and a quick response would be appreciated.

IF YOU WOULD LIKE CLARIFICATION, HAVE QUESTIONS OR WOULD LIKE TO DISCUSS THIS, PLEASE FEEL FREE TO CONTACT:



or



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CONSULTATION

2017-11-23

MTG

Document explicatif relatif aux modifications proposées à la structure salariale des cadres et des hors-cadre des collèges et des commissions scolaires

Classe	Échelle de traitement au 1 <sup>er</sup> avril 2017			Échelle de traitement au 1 <sup>er</sup> avril 2019		
	Minimum	Maximum	Correctif	Minimum	Maximum	Correctif
18	143 241	190 983	1,50%	147 672	196 891	1,07%
17	135 325	180 428	1,50%	139 600	186 127	1,14%
16	127 846	170 457	1,50%	131 968	175 952	1,20%
15	120 781	161 037	1,50%	124 753	166 332	1,26%
14	114 104	152 136	1,50%	117 931	157 239	1,33%
13	107 799	143 728	1,50%	111 486	148 644	1,39%
12	101 842	135 786	1,50%	105 390	140 517	1,45%
11	96 213	128 282	1,50%	99 628	132 836	1,52%
10	90 895	121 192	1,50%	94 182	125 574	1,58%
9	85 872	114 493	1,50%	89 034	118 709	1,65%
8	81 127	108 167	1,50%	84 167	112 219	1,71%
7	75 622	100 827	1,49%	78 660	104 878	1,98%
6	70 487	93 981	1,48%	73 514	98 017	2,25%
5	65 630	87 504	1,72%	68 706	91 605	2,63%
4	61 107	81 476	1,70%	62 571	83 429	0,39%
3	55 871	74 493	1,44%	56 988	75 983	0,00%
2	50 884	67 844	0,80%	51 902	69 201	0,00%
1	46 344	61 789	0,15%	47 271	63 025	0,00%

Inter-rangement 1 <sup>er</sup> avril 2019	Total des correctifs
5,78%	2,59%
5,78%	2,65%
5,78%	2,72%
5,78%	2,78%
5,78%	2,85%
5,78%	2,91%
5,78%	2,98%
5,78%	3,04%
5,78%	3,11%
5,78%	3,17%
7,00%	3,24%
7,00%	3,50%
7,00%	3,77%
9,80%	4,40%
9,80%	2,10%
9,80%	1,44%
9,80%	0,80%
-	0,15%

**TEXTE ACTUEL**

**ANNEXE III**

**Échelles de traitement relatives au plan de classification**

CLASSE	Taux du 2016-12-30 au 2017-03-31 (S)		Taux du 2017-04-01 au 2018-03-31 (S)		Taux à compter du 2018-04-01 (S)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
12	98 611	131 478	100 337	133 779	102 344	136 455
11	93 161	124 212	94 791	126 386	96 687	128 914
10	88 012	117 347	89 552	119 401	91 343	121 789
9	83 148	110 861	84 603	112 801	86 295	115 057
8	78 553	104 735	79 928	106 568	81 527	108 699
7	73 227	97 633	74 508	99 342	75 998	101 329
6	68 261	91 013	69 456	92 606	70 845	94 458
5	63 410	84 544	64 520	86 024	65 810	87 744
4	59 053	78 736	60 086	80 114	61 288	81 716
3	54 128	72 169	55 075	73 432	56 177	74 901
2	49 614	66 150	50 482	67 308	51 492	68 654
1	45 477	60 634	46 273	61 695	47 198	62 929

*CONSULTATION 2017-11-13 NTG*

**MODIFICATIONS PROPOSÉES**

**ANNEXE III**

**Échelles de traitement relatives au plan de classification**

CLASSE	Taux du 2017-04-01 au 2018-03-31 (S)		Taux du 2018-04-01 au 2019-03-31 (S)		Taux à compter du 2019-04-01 (S)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
12	101 842	135 786	103 879	138 502	105 390	140 517
11	96 213	128 282	98 137	130 848	99 628	132 836
10	90 895	121 192	92 713	123 616	94 182	125 574
9	85 872	114 493	87 589	116 783	89 034	118 709
8	81 127	108 167	82 750	110 330	84 167	112 219
7	75 622	100 827	77 134	102 844	78 660	104 878
6	70 487	93 981	71 897	95 861	73 514	98 017
5	65 630	87 504	66 943	89 254	68 706	91 605
4	61 107	81 476	62 329	83 106	62 571	83 429
3	55 871	74 493	56 988	75 983	56 988	75 983
2	50 884	67 844	51 902	69 201	51 902	69 201
1	46 344	61 789	47 271	63 025	47 271	63 025