

## Public-sector negotiations Essentials questions and answers

Representatives of the Common Front and the Conseil du trésor are in the process of completing their work on drafting the texts associated with the negotiated elements. The intersectoral agreement, reached on December 17, 2015, affects salary, retirement and parental leaves.

### What will I get in terms of salary and lump sum payments?

Here is the structure of the salary increases and the lump sum payments obtained at the outcome of negotiations:

	From April 1, 2015 to March 31, 2016	Starting April 1, 2016	Starting April 1, 2017	Starting April 1, 2018	From April 1, 2019 to March 31, 2020
<b>Increases to rates and scales</b>		1.5%	1.75%	2%	Integration into the structure
<b>Lump sums</b>	30 cents for every paid hour				16 cents for every paid hour

### When will the amounts due be paid?

The lump sum for 2015 and the increase of April 1, 2016 will be paid after the signing of the various collective agreements, which include the sectoral and intersectoral provisions. The payment procedures have yet to be determined in the sectoral agreements.

Generally speaking, it takes one or two months to apply the new scales after the agreements have been signed. Payment of retroactivity, both for the increase and the lump sum, may take up to a month longer.

### What hours are taken into account for the lump sum?

All hours actually worked over the course of the period are counted for the lump sums. This includes overtime<sup>1</sup> and all other periods for which an individual receives compensation (maternity, paternity or adoption leave benefits, parental leave indemnities, disability insurance premiums including those from the CNESST, the SAAQ or the employer in the event of a workplace accident).

<sup>1</sup> No increase in the lump sum applies, even if overtime is taken into account.

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## How does the lump sum apply for teachers?

- School boards: the calculation of lump sums is based on 200 days of work. For the period from April 1, 2015 to March 31, 2016, teaching staff will receive \$2.74 per regular days paid. In 2019, the daily amount will be \$1.46.
- Colleges: the lump sums will be calculated based on full time equivalence (FTE). For an FTE, they will receive \$547.89 in 2015 and \$292.21 in 2019.

## What will my increase be upon integration into the salary structure in 2019?

The increases that will be paid upon integration into the enhanced salary structure will vary according to the job titles and the salary steps held prior to the integration. To calculate your adjustment, consult the simulation tool, which is available at [monsalaire.lacsq.org](http://monsalaire.lacsq.org).

You should remember that integration may cause you to change step (lower or higher). On the other hand, the change in step does not eliminate the regular advancements in step that are stipulated in your collective agreement. Nor does it change your level of seniority.

A joint committee has been set up to solve issues that may arise from the implementation of the structure and to agree on solutions.

## What happens with the premiums suspended by the government at the end of the collective agreement?

The government will grant retroactivity as of April 1, 2015 in order to make up for the period during which premiums associated with serious behavioural disorders, CHSLDs, the Great North and psychologists were suspended. It should be noted that the premium for psychologists is now accessible to those working in the school network.

## When does the new premium for skilled workers take effect?

The new attraction and retention premium negotiated for certain skilled workers will take effect when the collective agreement is signed.

This premium is the outcome of a historic battle that dragged on for more than 10 years. It will affect electricians, master electricians, pipe fitters, master pipe mechanics, mechanics, stationary engineers, carpenters, painters and certified maintenance workmen possessing the qualifications required for these job titles.

## Increase in premiums expressed in dollars

Certain premiums and allowances are expressed as a fixed amount. The isolation and remote region premiums are an example of this. These latter premiums will be increased by 1.5% in 2016, 1.75% in 2017, 2% in 2018 and 2% in 2019.

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## When will the changes to pension and retirement take effect?

The changes to RREGOP will take effect on the following dates.

- ✓ New retirement criteria without actuarial reduction at 61 years or based on factor 90 (minimum 60 years), being added to the criterion 35 years of service, regardless of age, which remains unchanged: for persons who will retire starting July 2, 2019.
- ✓ Increase of the actuarial reduction from 4 to 6%: for persons who will retire starting July 2, 2020.
- ✓ Possibility of contributing to RREGOP for a 39th and a 40th year: starting January 1, 2017.

With regard to the first two points, transitional measures were agreed for persons who will have started gradual retirement before the date the legislation governing these changes will be tabled at the National Assembly or within 100 days following this date.

## Contact your union

**Planning your retirement? Intending to retire very soon? Under certain conditions, the new measures may not apply to persons who have started gradual retirement. Contact your union to make sure you follow the right procedure.**

## What should I know about parental rights?

The changes below will be made to parental rights for persons whose maternity, paternity or adoption leave begins on or after the date the collective agreement covering such rights was signed:

- ✓ New formula for calculating the complementary indemnities during maternity leave ensuring 100% net income replacement for all.
- ✓ Twenty weeks of service required to receive complementary indemnities during a paternity or adoption leave.



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