



## BARGAINING 2020



### ADOPTED DEMANDS

#### SECOND WAVE

February 6-7, 2020

#### Themes :

1. Remuneration (adopted)
  2. Job insecurity (to be adopted)
  3. Continuing Education (to be adopted)
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#### REMUNERATION

1. Abolish the first six (6) steps of the salary scale applicable on April 2, 2019 provided for in Appendix VI – 1 of the 2015-2020 collective agreement and reclassify each teacher in the new scale.
2. Augment steps 12, 13, and 14 (the current steps 18, 19, and 20) of the new salary scale such that the inter-step is 3%, in compliance with letter of agreement number 14 of the 2000-2002 collective agreement.
3. Provide reimbursements for all fees related to the requirement to maintain membership in a professional order or acquire a certification relevant to a specialty taught.
4. Provide for compensation purposes that any master's degree is accompanied by recognition of a minimum of 18 years of schooling (*scolarité*) and access to step 12 (current step 18), and that any doctoral degree (3<sup>e</sup> cycle) is accompanied by recognition of a minimum of 19 years of schooling.
5. Demands related to the Centre québécois de formation en aéronautique (CQFA):
  - 5.1 Apply clauses 8-3.01, 8-3.03 and 8-3.06 of the collective agreement to CQFA teachers in the same way as for all CEGEP teachers.
  - 5.2 Increase the amount provided for in clause 5-20.12 of Appendix III – 1 for the purchase of safety equipment on aircraft.
  - 5.3 Improve the remuneration of CQFA teachers by granting at the 7<sup>th</sup> step of the Class III scale a salary equivalent to the 17<sup>th</sup> step of the Institut maritime du Québec plus five percent (5%) and by adjusting the scales accordingly.
  - 5.4 Apply *mutatis mutandis* to Appendix III – 1 any agreed modification to the collective agreement.