



# What's the government doing? We're tired of waiting!

## When will we receive our retroactive salary? Ask the Management Negotiating Committee!

Although most of the texts of have been drafted, the work to integrate the amended texts into the collective agreement and correct any inconsistencies remains to be done. The numerous changes to the status of employment adds further complexity to this process.

Unfortunately, at the time of writing, we still have not received any texts from the management negotiating committee and we have no indication of when we can expect them. A situation that we strongly condemn.

Upon receipt of the texts by the school support sector negotiating committee, the following steps must be taken:

- 1** Reception and analysis of the collective agreement texts by the union side.
- 2** A discussion and negotiation period with the employer to address the findings drawn from the analysis.
- 3** Conclusion and signing of the collective agreement.

According to the current parameters of the collective agreement, employers will have **45 days** to adjust the salary scales and **60 days** to ensure payment of retroactivity from the signing of the 2023–2028 collective agreement.

We will keep you informed of any developments.

## Does the salary increase also apply to premiums?

**YES...** salary increases will apply to fixed amount premiums such as the daycare stabilization premium, evening, night and team lead premiums. Retroactive increases will also apply.

**NO...** salary increases will not apply to premiums expressed as a percentage, such as the premium for skilled workers. The additional 5% bonus increase will apply from the date of entry into force of the 2023–2028 collective agreement.

## Increase to the employer contribution to the group insurance plan as of April 1, 2024

The central table negotiating parties have agreed to apply the increase in the employer's contribution to group insurance as of April 1, 2024, even though the collective agreement has not been signed.

As of **April 1, 2024**, the employer's additional contribution to health insurance will be as follows:

- \$150** annually for a participating employee who is insured alone.
- \$300** annually for a participating employee insuring themselves and their dependents (single parent and family plans).

