

**M.O., 1997**

**Minister's Order 4-97 of the Minister of Education dated 5 December 1997**

General and Vocational Colleges Act  
(R.S.Q., c. C-29)

Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may determine, by regulation, the conditions of employment, classification, maximum number per class of the positions held by, and the remuneration, recourses and rights of appeal of the members of the staff who are not members of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges was made by Minister's Order 2-89;

WHEREAS the Minister of Education is of the opinion that it is expedient to further amend the Regulation;

THEREFORE, the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges is amended by the Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges attached hereto.

Québec, 5 December 1997

PAULINE MAROIS,  
*Minister of Education*

**Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges**

General and Vocational Colleges Act  
(R.S.Q., c. C-29, s. 18.1)

**1.** The Regulation respecting certain conditions of employment of senior staff of general and vocational colleges, made by Minister's Order 2-89 of the Minister of Higher Education and Science dated 7 December 1989, and amended by Minister's Orders 3-90 dated 2 October 1990, 2-91 dated 5 June 1991, 2-92 dated 23 June 1992, 1-93 dated 21 September 1993, 2-94

dated 18 March 1994, 2-96 dated 28 June 1996, 2-97 dated 28 February 1997 and 3-97 dated 30 May 1997, is further amended by substituting the following for Schedule IV:

**“SCHEDULE IV  
RULES OF SALARY REVIEW**

**DIVISION I  
READJUSTMENT OF SALARY SCALES  
AND SALARIES**

1. The salary scales and salaries of senior staff shall be increased by 1 % on 1 January 1998 and 1 April 1998.
2. Notwithstanding section 1, the college is not required to pay the whole salary increment to a senior staff member whose performance is considered unsatisfactory.

**DIVISION II  
INCREASE IN THE SALARY SCALES ON 1 APRIL**

3. Subject to any contrary provisions of this Regulation, the salary of a senior staff member who has not reached the maximum of his salary scale on 31 March of the year in question shall be increased by 4.0 % on the following 1 April, without exceeding the maximum of his salary scale.

4. A senior staff member newly appointed to such position by the college for less than 4 months prior to 1 April of the year in question shall not be entitled to the salary increase prescribed in section 3.

5. Notwithstanding section 3, the college is not required to pay the whole salary increase to the senior staff member whose performance is considered unsatisfactory.

**DIVISION III  
CRITERIA APPLICABLE TO CERTAIN SENIOR  
STAFF MEMBERS ON DISABILITY LEAVE**

6. A senior staff member on a disability leave during the 12 months preceding 1 April of the year in question shall be entitled to the salary increase prescribed in section 3 if he held a position for at least 6 months during that period.

7. Where a senior staff member returns from sick leave which began prior to 1 April 1994, the salary shall be determined by maintaining the same relative position as that of his salary at the end of the first 104 weeks of disability in relation to the salary scale that was applicable to him at that time.”

**2.** Schedule V is amended as follows:

1° By inserting, after Table 1, the following Tables 1-A and 1-B:

**“TABLE 1-A**

**SALARY SCALES APPLICABLE TO POSITIONS DESCRIBED IN SCHEDULE II (1 % INCREMENT) AS OF 1 JANUARY 1998**

Classification	Salary	Class I	Class II	Class III
D-2	Maximum	68 517	69 886	71 286
	Minimum	51 499	52 479	53 436
D-2 (SG)*	Maximum	66 545	67 875	69 234
	Minimum	50 016	50 971	51 899
C-1	Maximum	65 242	65 763	66 924
	Minimum	49 188	49 582	50 407
C-2	Maximum	59 415	60 601	61 813
	Minimum	45 012	45 849	46 713
DC	Maximum	71 687	73 121	74 584
	Minimum	53 737	54 764	55 766
DAC-1	Maximum	63 062	64 322	65 608
	Minimum	47 659	48 554	49 468
DAC-2	Maximum	59 975	61 179	62 396
	Minimum	45 495	46 346	47 209
C-F	Maximum	Single class	56 681	
	Minimum		39 264	
R-1	Maximum	50 879	53 261	55 752
	Minimum	39 368	41 254	43 239
R-3	Maximum	45 162	48 581	53 054
	Minimum	35 332	38 472	42 030
R-4	Maximum	45 025	47 100	49 276
	Minimum	33 787	34 383	37 071
CO-2	Maximum	Single class	43 888	
	Minimum		37 753	
CO-3	Maximum	40 557	41 807	43 051
	Minimum	35 239	36 286	37 332

\* SG: Secretary general

**TABLE 1-B**

**SALARY SCALES APPLICABLE TO POSITIONS DESCRIBED IN SCHEDULE II (1 % INCREMENT) AS OF 1 APRIL 1998**

Classification	Salary	Class I	Class II	Class III
D-2	Maximum	69 203	70 585	71 999
	Minimum	52 014	53 003	53 970
D-2 (SG)*	Maximum	67 210	68 554	69 927
	Minimum	50 516	51 480	52 418
C-1	Maximum	65 894	66 421	67 593
	Minimum	49 680	50 078	50 911
C-2	Maximum	60 009	61 207	62 431
	Minimum	45 462	46 307	47 180
DC	Maximum	72 404	73 852	75 330
	Minimum	54 274	55 312	56 324
DAC-1	Maximum	63 693	64 695	66 264
	Minimum	48 135	49 039	49 962
DAC-2	Maximum	60 575	61 791	63 020
	Minimum	45 950	46 809	47 682
C-F	Maximum	Single class	57 248	
	Minimum		39 656	
R-1	Maximum	51 388	53 794	56 310
	Minimum	39 761	41 667	43 672
R-3	Maximum	45 614	49 067	53 585
	Minimum	35 685	38 857	42 450
R-4	Maximum	45 475	47 571	49 769
	Minimum	34 124	34 727	37 442
CO-2	Maximum	Single class	44 326	
	Minimum		38 130	
CO-3	Maximum	40 962	42 225	43 482
	Minimum	35 591	36 649	37 705

\* SG: Secretary general”.

2° By inserting, after Table 2, the following Tables 2-A and 2-B:

“TABLE 2-A

SALARY SCALES APPLICABLE TO SENIOR STAFF MEMBERS WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL EVALUATION UNDER SECTION 17 OF THE REGULATION (1 % INCREMENT) AS OF 1 JANUARY 1998

Class	Minimum	Maximum
5	29 903	36 137
6	31 260	37 884
7	32 653	39 683
8	34 074	41 528
9	35 752	43 678
10	37 775	46 292
11	39 868	48 988
12	42 024	51 774
13	44 247	54 648
14 a)	46 889	58 057
14 b)	48 375	59 974
15 a)	49 861	61 892
15 b)	51 398	63 876
16 a)	52 934	65 861
16 b)	54 524	67 914
17 a)	56 114	69 968
17 b)	57 755	72 089
18 a)	59 395	74 210
18 b)	61 227	76 577
19 a)	63 060	78 945
19 b)	65 167	81 668
20	67 273	84 390
21	71 637	90 029

TABLE 2-B

SALARY SCALES APPLICABLE TO SENIOR STAFF MEMBERS WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL EVALUATION UNDER SECTION 17 OF THE REGULATION (1 % INCREMENT) AS OF 1 APRIL 1998

Class	Minimum	Maximum
5	30 202	36 498
6	31 572	38 263
7	32 980	40 080
8	34 415	41 943
9	36 109	44 115
10	38 153	46 755
11	40 266	49 478
12	42 444	52 291
13	44 690	55 195
14 a)	47 358	58 637
14 b)	48 859	60 574
15 a)	50 359	62 511
15 b)	51 912	64 515
16 a)	53 463	66 520
16 b)	55 069	68 594
17 a)	56 675	70 667
17 b)	58 332	72 810
18 a)	59 989	74 952
18 b)	61 839	77 343
19 a)	63 691	79 734
19 b)	65 819	82 484
20	67 946	85 233
21	72 354	90 930”.

3. Schedule VI is amended as follows:

**“SCHEDULE VI****EVENING AND NIGHT SHIFT PREMIUMS  
AND WEEKEND PREMIUMS  
(MANAGEMENT PERSONNEL)****1. Evening and night shift premium**

<b>Up to 31 December 1997</b>	<b>As of 1 January 1998</b>	<b>As of 1 April 1998</b>
\$0.59\$/hour	\$0.60/hour	\$0.61/hour

**2. Weekend premium**

<b>Up to 31 December 1997</b>	<b>As of 1 January 1998</b>	<b>As of 1 April 1998</b>
\$2.48/hour	\$2.50/hour	\$2.53/hour”.

**4.** The following section 182 is added:

“A senior staff member who, on 11 June 1997, was covered by Table 2 of Schedule V and whose salary is prescribed in class 14, 15, 16, 17, 18 or 19 shall be integrated respectively, on that same date, into the same salary, in class 14 a), 15 a), 16 a), 17 a), 18 a) or 19 a), as the case may be.”.

**5.** This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.