

Gouvernement du Québec

T.B. 203754, 23 May 2006

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

**General and vocational colleges
— Certain conditions of employment of senior
executives
— Amendments**

Regulation to amend the Regulation respecting certain conditions of employment of senior executives 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, Recreation and Sports may, with the authorization of the Conseil du trésor, determine, by regulation, conditions of employment for, the classification and 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 executives of general and vocational colleges was approved by the Conseil du trésor, C.T. 202573 dated 21 June 2005;

WHEREAS the Regulations Act (R.S.Q., c. R-18.1) does not apply to this regulation;

WHEREAS the Minister of Education, Recreation and Sports is of the opinion that it is expedient to amend the Regulation;

WHEREAS the Minister of Education, Recreation and Sports made, on May 18 2006, the Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges;

THE CONSEIL DU TRÉSOR DECIDES :

1. To approve the Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges attached hereto;

2. To ask for the publication of the Regulation in the *Gazette officielle du Québec*.

ROBERT CAVANAGH,
Deputy Clerk of the Conseil du trésor

**Regulation to amend the Regulation
respecting certain conditions of
employment of senior executives of
general and vocational colleges¹**

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

1. The table of contents of the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges is amended by replacing “Chapter IX – Parental Rights” by the following :

**“CHAPTER IX
PARENTAL RIGHTS**

DIVISION I
GENERAL PROVISIONS 118

DIVISION II
MATERNITY LEAVE, PATERNITY
AND ADOPTION LEAVE

SUBDIVISION II.1
MATERNITY LEAVE 122

SUBDIVISION II.1.1
CASES COVERED BY THE QUÉBEC
PARENTAL INSURANCE PLAN 128

SUBDIVISION II.1.2
CASES NOT COVERED BY THE QUÉBEC
PARENTAL INSURANCE PLAN BUT
COVERED BY THE EMPLOYMENT
INSURANCE PLAN 133

SUBDIVISION II.1.3
CASES NOT COVERED BY THE QUÉBEC
PARENTAL INSURANCE PLAN AND THE
EMPLOYMENT INSURANCE PLAN 134

SUBDIVISION II.2
PATERNITY LEAVE 136

SUBDIVISION II.3
ADOPTION LEAVE AND LEAVE FOR
ADOPTION PURPOSES 138

DIVISION III
EXTENDED MATERNITY, PATERNITY
OR ADOPTION LEAVE 152

¹ The Regulation respecting certain conditions of employment of senior executives of general and vocational colleges was approved by the Conseil du trésor, C.T. 202573 dated 21 June 2005 (2005, *G.O.* 2, 3419).

2. The third paragraph of section 9 of the Regulation is amended by replacing the table by the following table:

“

Classes	Rates 2006 04 01 to 2007-03- 31 \$		Rates 2007 04 01 to 2008 03 31 \$		Rates 2008 04 01 to 2009 03 31 \$		Rates as of 2009 04 01 \$	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
17	112 604	150 139	114 856	153 142	117 153	156 205	119 496	159 329
16	106 375	141 833	108 503	144 670	110 673	147 563	112 886	150 514
15	100 489	133 986	102 499	136 666	104 549	139 399	106 640	142 187
14	94 930	126 574	96 829	129 105	98 766	131 687	100 741	134 321
13	89 678	119 572	91 472	121 963	93 301	124 402	95 167	126 890
12	84 718	112 957	86 412	115 216	88 140	117 520	89 903	119 870
11	80 031	106 708	81 632	108 842	83 265	111 019	84 930	113 239
10	75 604	100 806	77 116	102 822	78 658	104 878	80 231	106 976
9	71 422	95 229	72 850	97 134	74 307	99 077	75 793	101 059
8	67 471	89 961	68 820	91 760	70 196	93 595	71 600	95 467
7	62 837	83 783	64 094	85 459	65 376	87 168	66 684	88 911
6	58 523	78 030	59 693	79 591	60 887	81 183	62 105	82 807
5	54 504	72 671	55 594	74 124	56 706	75 606	57 840	77 118
4	50 761	67 681	51 776	69 035	52 812	70 416	53 868	71 824
3	45 300	60 400	46 206	61 608	47 130	62 840	48 073	64 097
2	40 428	53 903	41 237	54 981	42 062	56 081	42 903	57 203
1	36 078	48 104	36 800	49 066	37 536	50 047	38 287	51 048

”.

3. Chapter IX of the Regulation is replaced by the following chapter:

**“CHAPTER IX
PARENTAL RIGHTS**

**DIVISION I
GENERAL PROVISIONS**

118. This chapter may not have the effect of granting monetary or nonmonetary benefits that a senior executive would not have received had the senior executive remained at work.

For the purposes of this chapter, a “spouse” means either of two persons who:

- (1) are married or in a civil union and cohabiting;

(2) are of opposite sex or the same sex and have been living together in a conjugal relationship and are the father and mother of the same child;

(3) are of opposite sex or the same sex and have been living together in a conjugal relationship for at least one year.

However, persons shall cease to be considered as spouses upon the dissolution of their marriage through divorce or annulment or, if they are married or living in a conjugal relationship, upon a de facto separation for a period exceeding three months.

119. Compensation for maternity leave or adoption leave shall be paid only as a supplement to the Québec Parental Insurance Plan or the Employment Insurance Plan, as the case may be, or in the cases mentioned below, as payments during a period of absence for which the Québec Parental Insurance Plan and the Employment Insurance Plan provide no benefit.

However, maternity leave or adoption leave benefits shall be paid only during the weeks the senior executive receives or would receive, after submitting an application for benefits, benefits under the Québec Parental Insurance Plan or the Employment Insurance Plan.

In the case where the senior executive shares the adoption or parental benefits prescribed by the Québec Parental Insurance Plan or the Employment Insurance Plan with his or her spouse, compensation shall be paid only if the senior executive actually receives a benefit under one of the plans during the maternity leave prescribed in section 103 or the adoption leave prescribed in section 138.

120. Where both parents are women, the allowances and benefits granted to the father shall be granted to the mother who did not give birth.

121. The college shall not reimburse a senior executive for an amount that could be claimed from the senior executive by the Minister of Employment and Social Solidarity under the Act respecting parental insurance.

Moreover, the college shall not reimburse a senior executive for an amount that could be claimed from the senior executive by Human Resources and Social Development (HRSD) under the Employment Insurance Act, where the senior executive's income exceeds one and a quarter ($1\frac{1}{4}$) times the maximum insurable earnings.

121.1 The salary, deferred salary and severance payments shall not be increased or decreased by the amounts received under the Québec Parental Insurance Plan or the supplementary employment insurance benefits plan.

121.2 For the purposes of this chapter, basic weekly salary means the senior executive's salary and the lump sums prescribed in sections 25 and 26.

DIVISION II **MATERNITY, PATERNITY OR ADOPTION LEAVE**

SUBDIVISION II.1 **MATERNITY LEAVE**

122. The pregnant senior executive covered by section 128 is entitled to 21 weeks of maternity leave which, subject to sections 124, 125 and 126, must be consecutive.

The pregnant senior executive covered by section 133 or 134 is entitled to 20 weeks of maternity leave which, subject to sections 124, 125 and 126, must be consecutive.

The senior executive who is eligible for benefits under the Québec Parental Insurance Plan or the Employment Insurance Plan, but who has not completed the 20 weeks of service prescribed in sections 128 and 133 is also entitled to a leave of 21 or 20 weeks, as the case may be.

The senior executive covered by section 134 is entitled to a leave of 20 weeks if she has not completed the 20 weeks of service prescribed in that section.

123. Where there is termination of pregnancy after the beginning of the 20th week preceding the expected date of delivery, a senior executive is also entitled to maternity leave.

124. A senior executive may suspend her maternity leave and return to work if she has sufficiently recovered from delivery and the child is unable to leave the health institution. It shall be completed when the child is brought home.

125. Moreover, when a senior executive has sufficiently recovered from delivery but the child is hospitalized after leaving the health institution, the senior executive may suspend her maternity leave, after agreement with the college, and return to work for the period during which the child is hospitalized.

126. At the senior executive's request, a maternity leave may be divided into weeks and suspended for a number of weeks the maximum of which varies in each of the following cases:

a) if the child is hospitalized: the number of weeks during which the leave is suspended equals the number of weeks during which the child is hospitalized;

b) if the senior executive must be absent due to an accident or illness not related to pregnancy: the number of weeks during which the leave is suspended corresponds to the number of complete weeks during which she must be absent, without exceeding 15 weeks;

c) if the senior executive is absent due to a situation described in section 79.8 of the Act respecting labour standards (R.S.Q., c. N-1.1): the number of weeks during which the maternity leave is suspended corresponds to the number of complete weeks during which the situation persists, without however exceeding six weeks.

During those suspensions, the senior executive is considered on leave without pay and shall not receive any allowance or benefit from the college. The senior executive shall receive the benefits prescribed in section 147.1 during the suspension.

127. Where the spouse of a senior executive dies, the remainder of the maternity leave and the rights and benefits attached thereto shall be transferred to the senior executive.

SUBDIVISION II.1.1 CASES COVERED BY THE QUÉBEC PARENTAL INSURANCE PLAN

128. A senior executive who has accumulated 20 weeks of service and who, under the Québec Parental Insurance Plan, receives benefits is also entitled to receive for 21 weeks of the maternity leave, an allowance equal to the difference between 93% of the senior executive's basic weekly salary and the rate of maternity or parental benefits that she receives or would receive under the Québec Parental Insurance Plan, after submitting an application for benefits.

The allowance shall be based on the benefits of the Québec Parental Insurance Plan that a senior executive is entitled to receive, without taking into account the amounts subtracted from those benefits for repayment of benefits, interest, penalties and other amounts recoverable under the Act respecting parental insurance.

However, a senior executive who works for more than one employer shall receive an allowance equal to the difference between 93% of the basic salary paid by the college and the percentage of benefits paid under the Québec Parental Insurance Plan that represents the proportion of the basic weekly salary paid by it compared to the sum of the basic weekly salaries paid by all the employers. For that purpose, the senior executive shall submit to each employer a statement of the weekly salary paid by each of them, together with the amount of benefits paid under the Act respecting parental insurance.

129. When the senior executive resumes the maternity leave suspended or divided under section 124, 125 or 126, the college shall pay the senior executive the allowance to which she would have been entitled had she not availed herself of the suspension or division for the number of weeks remaining under section 128, 133 or 134.

130. The college may not offset any reduction in the benefits under the Québec Parental Insurance Plan attributable to the salary earned with another employer by paying an allowance to a senior executive on maternity leave.

131. Notwithstanding section 130, the college shall pay the compensation if the senior executive proves that the salary earned with another employer is a regular

salary by means of a letter to that effect from the employer paying it. If the senior executive proves that only part of the salary is regular, the compensation shall be limited to that part.

131.1 The employer paying the regular salary prescribed in section 131 must provide such a letter at the request of the senior executive.

132. The total amounts received by the senior executive during the maternity leave in benefits under the Québec Parental Insurance Plan, allowances and salary may not exceed 93% of the basic salary paid by the senior executive's employer or, where applicable, employers.

SUBDIVISION II.1.2 CASES NOT COVERED BY THE QUÉBEC PARENTAL INSURANCE PLAN BUT COVERED BY THE EMPLOYMENT INSURANCE PLAN

133. A senior executive who has accumulated 20 weeks of service and who is eligible for benefits under the Employment Insurance Plan but is not eligible for benefits under the Québec Parental Insurance Plan is entitled to receive:

a) for each week of the waiting period prescribed by the Employment Insurance Plan, an allowance equal to 93% of the basic weekly salary;

b) for each week that follows the period prescribed in paragraph *a*, an allowance equal to the difference between 93% of her basic weekly salary and the maternity or parental benefit paid under the Employment Insurance Plan that the senior executive receives or could receive, after submitting an application for benefits, up to the end of the 20th week of maternity leave.

The allowance shall be based on the employment insurance benefits that a senior executive is entitled to receive without taking into account the amounts subtracted from those benefits for repayment of benefits, interest, penalties and other amounts recoverable under the Employment Insurance Plan.

However, a senior executive who works for more than one employer shall receive an allowance from each of her employers. In this case, the allowance is equal to the difference between 93% of the basic salary paid by the college and the percentage of the employment insurance benefits that represents the proportion of the basic weekly salary paid by it compared to the sum of the basic weekly salaries paid by all the employers. For that purpose, the senior executive shall submit to each employer a statement of the weekly salary paid by each of them, together with the amount of benefits paid by Human Resources and Social Development.

Moreover, if Human Resources and Social Development reduces the number of weeks of employment insurance benefits to which the senior executive would have been entitled if she had not received employment insurance benefits before her maternity leave, the senior executive shall continue to receive the allowance prescribed in the first subparagraph of paragraph *b* for a period equal to the weeks subtracted by Human Resources and Social Development as though the senior executive had received employment insurance benefits during that period.

Sections 130 to 132 apply to this subdivision with the necessary changes.

SUBDIVISION II.1.3

CASES NOT COVERED BY THE QUÉBEC PARENTAL INSURANCE PLAN AND THE EMPLOYMENT INSURANCE PLAN

134. A senior executive excluded from receiving benefits under the Québec Parental Insurance Plan and the Employment Insurance Plan shall also be excluded from receiving any compensation prescribed in sections 128 and 133.

However, a full-time senior executive who has accumulated 20 weeks of service is entitled to an allowance equal to 93% of her basic weekly salary for 12 weeks if she does not receive benefits under a parental rights plan established by another province or a territory.

135. In the cases prescribed in sections 128, 133 and 134:

a) No allowance may be paid during a vacation period during which a senior executive is paid.

b) Unless the salary is paid on a weekly basis, the allowance shall be paid at two-week intervals, the first payment being due, in the case of a senior executive eligible for benefits under the Québec Parental Insurance Plan, only 15 days after the college obtains proof that she is receiving benefits under that plan.

In the case of a senior executive eligible for benefits under the Employment Insurance Plan, the allowance due for the first two weeks shall be paid by the college in the first two weeks of the leave. Unless the applicable salary is paid on a weekly basis, the allowance due after that date shall be paid at two-week intervals, the first payment being due only 15 days after the college obtains proof that she is receiving benefits under that plan.

For the purposes of paragraph *b*, a statement of benefits, a payment stub or information provided, by means of an official statement, by the Ministry of Employment and Social Solidarity or the HRSD shall be accepted as proof.

c) Service shall be calculated with all employers of the public and parapublic sectors (public service, education, health and social services), health and social services agencies, all agencies for which, by law, the employees' employment conditions or salary standards and scales are determined or approved by the government, the Office franco-québécois pour la jeunesse, the Société de gestion du réseau informatique des commissions scolaires (GRICS) or any other agency listed in Schedule C of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., c. R-8.2).

SUBDIVISION II.2

PATERNITY LEAVE

136. A senior executive is entitled to take paid leave for a maximum of five working days for the birth of his child. Where there is termination of pregnancy after the beginning of the 20th week preceding the expected date of delivery, the senior executive is also entitled to a paternity leave. The paid leave may be discontinuous, but must be taken between the beginning of the delivery and the 15th day following the mother's or the child's return home.

One of the five days may be used for the baptism or registration of the child.

The senior executive whose spouse gives birth is also entitled to the paternity leave if she is designated as one of the child's mothers.

137. A senior executive is also entitled to take unpaid paternity leave for the birth of his child for no more than five weeks which, subject to sections 137.1 and 137.2, must be consecutive. The leave must terminate no later than the expiry of the 52nd week following the week of the child's birth.

The senior executive whose spouse gives birth is also entitled to the leave if she is designated as one of the child's mothers.

137.1 If the child is hospitalized, the senior executive may suspend his paternity leave, after agreement with the college, and return to work for the period during which the child is hospitalized.

137.2 At the senior executive's request, the paternity leave may be divided into weeks and suspended for a number of weeks the maximum of which varies in each of the following cases :

a) if the child is hospitalized: the number of weeks during which the leave is suspended equals the number of weeks during which the child is hospitalized;

b) if the senior executive must be absent due to an accident or illness: the number of weeks during which the leave is suspended corresponds to the number of complete weeks during which the situation persists, without exceeding 15 weeks;

c) if the senior executive is absent due to a situation described in section 79.8 of the Act respecting labour standards (R.S.Q., c. N-1.1): the number of weeks during which the leave is suspended corresponds to the number of complete weeks during which the situation persists, without however exceeding six weeks.

During those suspensions, the senior executive is considered on leave without pay and section 147.1 applies. The senior executive shall not receive any allowance or benefit from the college.

137.3 A senior executive who, before the expiry date of his paternity leave, sends his college a notice accompanied by a medical certificate attesting that the state of health of the child requires it, is entitled to extend his paternity leave for the duration indicated in the medical certificate.

During the extended leave, the senior executive is considered on leave without pay and section 147.1 applies. The senior executive shall not receive any allowance or benefit from the college.

SUBDIVISION II.3 **ADOPTION LEAVE AND LEAVE FOR ADOPTION PURPOSES**

138. A senior executive who legally adopts a child, other than his or her spouse's child, is entitled to a leave not exceeding 10 weeks which, subject to sections 138.1 and 138.2, must be consecutive.

The leave of the senior executive eligible for benefits under the Québec Parental Insurance Plan shall be concurrent with the period during which benefits granted under the Act respecting parental insurance are paid and must begin no later than the week following the start of parental insurance benefit payments.

The leave of the senior executive who is ineligible for benefits under the Québec Parental Insurance Plan must be taken after the order of placement of the child or the equivalent in the case of an international adoption in accordance with the adoption plan or at another time agreed with the college.

138.1 If the child is hospitalized, the senior executive may suspend his or her adoption leave, after agreement with the college, and return to work for the period during which the child is hospitalized.

138.2 At the senior executive's request, the adoption leave may be divided into weeks and suspended for a number of weeks the maximum of which varies in each of the following cases :

a) if the child is hospitalized: the number of weeks during which the leave is suspended equals the number of weeks during which the child is hospitalized;

b) if the senior executive must be absent due to an accident or illness: the number of weeks during which the leave is suspended corresponds to the number of complete weeks during which the situation persists, without exceeding 15 weeks;

c) if the senior executive is absent due to a situation described in section 79.8 of the Act respecting labour standards (R.S.Q., c. N-1.1): the number of weeks during which the leave is suspended corresponds to the number of complete weeks during which the situation persists, without however exceeding six weeks.

During those suspensions, the senior executive is considered on leave without pay and section 147.1 applies. The senior executive shall not receive any allowance or benefit from the college.

138.3 A senior executive who, before the expiry date of his or her adoption leave, sends his college a notice accompanied by a medical certificate attesting that the state of health of the child requires it, is entitled to extend the adoption leave for the duration indicated in the medical certificate.

During the extended leave, the senior executive is considered on leave without pay and section 147.1 applies. The senior executive shall not receive any allowance or benefit from the college.

139. When the senior executive resumes the adoption leave suspended or divided under section 138.1 or 138.2, the college shall pay him or her the allowance to which

he or she would have been entitled had he or she not availed himself or herself of the suspension or division for the number of weeks remaining under section 138.

140. During the adoption leave prescribed in section 138, the senior executive shall receive an allowance equal to the difference between his or her basic weekly salary and the benefit that he or she receives or would receive, after submitting an application for benefits, under the Québec Parental Insurance Plan or the Employment Insurance Plan.

The second and third paragraphs of section 128 or 133, as the case may be, and sections 130 to 132 apply with the necessary changes.

141. The senior executive who is ineligible for adoption benefits under the Québec Parental Insurance Plan or parental benefits under the Employment Insurance Plan and who adopts a child, other than his or her spouse's child, shall receive an allowance equal to his or her basic weekly salary during the adoption leave prescribed in section 138.

142. A senior executive who adopts his or her spouse's child is entitled to an adoption leave for a maximum duration of five working days, only the first two are paid.

The leave may be discontinuous, but it may not be taken later than 15 days following the child's arrival home.

143. Paragraphs *a* and *b* of section 135 apply to the senior executive who receives the benefits prescribed in section 140 or 141 with the necessary changes.

144. A senior executive shall benefit for the purposes of adopting a child from a leave without pay of a maximum duration of 10 weeks as of the date on which he or she actually takes custody of the child, unless it involves the spouse's child.

145. On a written request to the college, a senior executive who travels outside of Québec to adopt a child, except for his or her spouse's child, shall obtain leave without pay for the required travel time.

However, the leave ends no later than the week following the start of benefit payments under the Québec Parental Insurance Plan or the Employment Insurance Plan and section 138 applies.

During the leave, the senior executive is entitled to the benefits prescribed in section 147.1.

146. If no child is adopted following a leave for adoption purposes for which the senior executive receives an allowance paid under section 140 or 141, the senior executive is deemed to have been on a leave without pay and shall repay the allowance or salary received at a rate of 30% of the salary payable per pay period until the amount owed is repaid, unless the parties agree otherwise.

147. During the maternity leave, the paternity leave prescribed in section 136 and the adoption leave prescribed in section 138 or 142, a senior executive shall have, if he or she is normally entitled thereto, the following benefits:

(1) insurance plans excluding salary insurance benefits. However, in the case of a maternity leave, the senior executive shall be exempted from the payment of premiums to her insurance plans as prescribed in the provisions of the master policy;

(2) accumulation of vacation;

(3) accumulation of experience.

147.1 During the leave without pay, the senior executive shall accumulate experience for the purposes of determining his or her salary, up to the first 52 weeks of his or her leave and continuous service shall not be interrupted. He or she shall continue to participate in the applicable basic health insurance plan by paying his or her share of the premiums for the first 52 weeks of the leave and the total amount of the premiums for the weeks that follow. Moreover, he or she may continue to participate in the applicable complementary insurance plans by making a request at the beginning of the leave and by paying all the premiums.

148. A senior executive who receives a premium for regional disparities shall continue to receive it during her maternity leave.

Moreover, the senior executive who receives a premium for regional disparities shall receive the premium during the weeks he or she receives an allowance prescribed in section 138.

149. The college and the senior executive shall agree, before the leave begins, on the terms and conditions of the maternity leave, paternity leave, adoption leave, leave without pay or partial leave without pay.

150. The college must send to the senior executive, during the fourth week preceding the expiry of the maternity leave, a notice indicating the date on which the maternity leave expires.

A senior executive to whom the college has sent the notice described above must report for work on the date on which the maternity leave expires, unless she extends the maternity leave as provided in Division III.

151. When a senior executive returns from a maternity leave, a paternity leave or an adoption leave, he or she shall be reinstated in the position he or she would have had had he or she been at work, subject to the provisions of Chapter IV, if need be.

DIVISION III EXTENDED MATERNITY, PATERNITY OR ADOPTION LEAVE

152. A leave without pay as extended maternity leave, paternity leave prescribed in section 136 or adoption leave prescribed in section 138 shall not exceed two years.

153. A senior executive who is on an extended maternity, paternity or adoption leave without pay must agree, before the leave begins, with the college on the terms and conditions of the leave or of his or her eventual return to the college, subject to the provisions of Chapter IV.”

4. Section 215 of the Regulation is replaced by the following section:

“**215.** The fees and expenses of the chairman shall be borne by the party that loses, withdraws or requests a postponement.

However:

in the case of a dispute relating to a dismissal, the fees and expenses of the chairman shall be borne by the Minister;

in the case of a split decision, the chairman shall decide on the proportion in which the fees and expenses shall be shared;

in the case of a settlement before the hearing or a joint request for postponement, the fees and expenses of the chairman shall be assumed equally by the parties.”

5. Paragraph 9 of section 216 of the Regulation is replaced by the following paragraph:

“(9) The college shall integrate the senior executive affected by the decision by assigning him the classification determined in paragraph 7 and the corresponding salary scale in section 9; the preceding paragraphs 3, 4 and 5 apply.”.

6. Schedule II of the Regulation is replaced by the following schedule:

“**SCHEDULE II** SALARY SCALES ACCORDING TO JOB CLASSIFICATIONS OF SENIOR EXECUTIVES

Salary scales from 1 July 2005 to 31 March 2006

Classes	Rates ¹	
	Minimum	Maximum
15	98 519	131 359
13	87 920	117 227
12	83 057	110 742
11	78 462	104 616
10	74 122	98 829
9	70 022	93 362

¹ Salary scale based on the rates in effect on 1 April 2003

Salary scales as of 1 April 2006

Classes	Rates 2006 04 01 to 2007 03 31 \$		Rates 2007 04 01 to 2008 03 31 \$		Rates 2008 04 01 to 2009 03 31 \$		Rates as of 2009 04 01 \$	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
15	100 489	133 986	102 499	136 666	104 549	139 399	106 640	142 187
13	89 678	119 572	91 472	121 963	93 301	124 402	95 167	126 890
12	84 718	112 957	86 412	115 216	88 140	117 520	89 903	119 870
11	80 031	106 708	81 632	108 842	83 265	111 019	84 930	113 239
10	75 604	100 806	77 116	102 822	78 658	104 878	80 231	106 976
9	71 422	95 229	72 850	97 134	74 307	99 077	75 793	101 059

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

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