

M.O., 2022**Order 2022-003 of the Minister of Higher Education dated 6 July 2022**

General and Vocational Colleges Act
(chapter C-29)

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

THE MINISTER OF HIGHER EDUCATION,

CONSIDERING section 18.1 of the General and Vocational Colleges Act (chapter C-29);

CONSIDERING the making of the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges by the Minister's Order dated 17 June 2005 approved by the Conseil du trésor on 21 June 2005 (T.B. 202574) and its amendments;

CONSIDERING that it is expedient to amend the existing Regulation and to make the Regulation attached to this Order;

CONSIDERING that authorization has been obtained from the Conseil du trésor in accordance with section 18.1 of the General and Vocational Colleges Act;

CONSIDERING that the Regulations Act (chapter R-18.1) is not applicable to such a regulation;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges, attached to this Order, is hereby made.

Québec, 6 July 2022

DANIELLE MCCANN
Minister of Higher Education

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

General and Vocational Colleges Act
(chapter C-29, s. 18.1)

1. The Regulation respecting certain conditions of employment of senior staff of general and vocational colleges is amended by replacing section 38.2 by the following:

“For the purposes of section 38.1, the salary includes salary insurance benefits, maternity, paternity or adoption benefits from the Québec Parental Insurance Plan, benefits paid by the employer during parental leaves and further to industrial accidents, benefits paid by the Commission des normes, de l'équité, de la santé et de la sécurité du travail and the Société de l'assurance automobile du Québec, as well as financial assistance paid in accordance with the assistance plan established under the Act to assist persons who are victims of criminal offences and to facilitate their recovery (CQLR, c. P-9.2.1), if applicable.”.

2. Schedule II is replaced by the following:

“SCHEDULE II**SALARY INCREASES AND SALARY SCALES
ACCORDING TO JOB CLASSIFICATIONS
OF SENIOR STAFF**

1. The salary scales and salaries of senior staff are increased according to the following periods and parameters:

¹ The Regulation respecting certain conditions of employment of senior staff of general and vocational colleges made by the Minister's Order dated 17 June 2005 approved by the Conseil du trésor, T.B. 202574 dated 21 June 2005 (2005, G.O. 2, 2449), was amended by the Regulation made by the Minister's Order dated 18 May 2006 approved by the Conseil du trésor, T.B. 203752 dated 23 May 2006 (2006, G.O. 2, 1688), the Regulation made by the Minister's Order dated 16 June 2009 approved by the Conseil du trésor, T.B. 207978 dated 22 June 2009 (2009, G.O. 2, 2108), the Regulation made by the Minister's Order dated 6 June 2011 (2011, G.O. 2, 1401), the Regulation made by the Minister's Order dated 11 July 2012 (2012, G.O. 2, 2756), the Regulation made by the Minister's Order dated 10 August 2012 (2012, G.O. 2, 2756), the Regulation made by the Minister's Order dated 23 June 2015 (2015, G.O. 2, 1089), the Regulation made by the Minister's Order dated 30 March 2017 (2017, G.O. 2, 992), the Regulation made by the Minister's Order dated 10 July 2017 (2017, G.O. 2, 2603), the Regulation made by the Minister's Order dated 30 April 2018 (2018, G.O. 2, 2290) and the Regulation made by the Minister's Order dated 17 August 2018 (2018, G.O. 2, 4747).

(1) Period from 1 April 2020 to 31 March 2021

Every salary scale in force on 31 March 2020 is increased by 2.0% effective on 1 April 2020;

(2) Period from 1 April 2021 to 31 March 2022

Every salary scale in force on 31 March 2021 is increased by 2.0% effective on 1 April 2021;

(3) Period from 1 April 2022 to 31 March 2023

Every salary scale in force on 31 March 2022 is increased by 2.0% effective on 1 April 2022.

The salaries of senior staff are increased on the date that the salary scales take effect by a percentage equal to that of the salary scale corresponding to their classification, but will not exceed the maximum of the salary scale of the class of positions corresponding to the classification concerned.

2. Salary scales

**SENIOR STAFF
(Annual rates)**

Class	Rate until 2020-03-31 (\$)		Rate from 2020-04-01 to 2021-03-31 (\$)		Rate from 2021-04-01 to 2022-03-31 (\$)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
10	94,183	125,574	96,067	128,085	97,988	130,647
9	89,034	118,709	90,815	121,083	92,631	123,505
8	84,166	112,219	85,849	114,463	87,566	116,752
7	78,660	104,878	80,233	106,976	81,838	109,116
6	73,515	98,017	74,985	99,977	76,485	101,977
5	68,705	91,605	70,079	93,437	71,481	95,306
4	62,774	83,696	64,029	85,370	65,310	87,077
3	57,354	76,470	58,501	77,999	59,671	79,559
2	52,402	69,868	53,450	71,265	54,519	72,690
1	47,878	63,836	48,836	65,113	49,813	66,415

Class	Rate as of 2022-04-01 (\$)	
	Minimum	Maximum
10	99,948	133,260
9	94,484	125,975
8	89,317	119,087
7	83,475	111,298
6	78,015	104,017
5	72,911	97,212
4	66,616	88,819
3	60,864	81,150
2	55,609	74,144
1	50,809	67,743

3. Schedule III is replaced by the following:

“**SCHEDULE III**

EVENING SHIFT, WEEKEND AND NIGHT SHIFT PREMIUMS (managers)

PREMIUMS	RATE until 2020-03-31	RATE from 2020-04-01 to 2021-03-31	RATE from 2021-04-01 to 2022-03-31	RATE as of 2022-04-01
Evening shift premium	\$0.79/hour	\$0.81/hour	\$0.83/hour	\$0.85/hour
Weekend premium	\$3.19/hour	\$3.25/hour	\$3.32/hour	\$3.39/hour
Night shift premium (seniority)				
0 to 5 years	11%	11%	11%	11%
5 to 10 years	12%	12%	12%	12%
10 years or more	14%	14%	14%	14%

4. Schedule IV is replaced by the following:

“**SCHEDULE IV**

ADDITIONAL REMUNERATION

1. Period from 1 April 1919 to 31 March 2020

Senior staff members are entitled to an additional remuneration corresponding to 1.5% of the salary received from 1 April 1919 to 31 March 2020;

2. Period from 1 April 2020 to 31 March 2021

Senior staff members are entitled to an additional remuneration corresponding to 1.0% of the salary received from 1 April 2020 to 31 March 2021.”

5. The additional remuneration for the period from 1 April 1919 to 31 March 2020 already paid in accordance with Schedule IV to the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges in force before its amendment by this Regulation is deducted from the additional remuneration paid for the same period in accordance with Schedule IV as amended.

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

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M.O., 2022

Order 2022-004 of the Minister of Higher Education dated 6 July 2022

General and Vocational Colleges Act
(chapter C-29)

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

THE MINISTER OF HIGHER EDUCATION,

CONSIDERING section 18.1 of the General and Vocational Colleges Act (chapter C-29);

CONSIDERING the making of the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges by the Minister's Order dated 17 June 2005 approved by the Conseil du trésor on 21 June 2005 (T.B. 202573) and its amendments;

CONSIDERING that it is expedient to amend the existing Regulation and to make the Regulation attached to this Order;

CONSIDERING that authorization has been obtained from the Conseil du trésor in accordance with section 18.1 of the General and Vocational Colleges Act;