



Summary of the agreement in principle on central table matters

These are the main features of the agreement in principle reached between the Common Front and the government on pay, pensions, parental rights and the specific situation of skilled workers.

Duration

The collective agreement runs for 5 years, from April 1, 2010 to March 31, 2015.

Pay

There are three components in the raises in pay.

- Guaranteed increases totalling 6% over 5 years:

April 1, 2010	April 1, 2011	April 1, 2012	April 1, 2013	April 1, 2014
0.5%	0.75%	1%	1.75%	2%

- Variable increases in addition to these fixed increases starting in 2012. Depending on how the economy progresses, these increases could be as much as 3.5%.
- An adjustment of up to 1%, paid on March 31, 2015, if the increases paid during the five years of the collective agreement don't keep up with inflation.
- Possible maximum of 10.5% over 5 years, or 4% more than the government originally offered.

Pension plan

There are a number of improvements to our pension plan.

- Better protection of the pension plan against the ups and downs of stock markets.
- Variations in the contribution rate will be calculated annually, and they will be smaller.

Pension plan (cont.)

- For example, if we hadn't made this gain, the contribution rate in 2011 would likely have been more than 11% - an increase of at least 3%. The agreement will limit this increase to 0.5%. The agreement guarantees the long-term sustainability of our plan.
- Possibility for employees who want to improve their pension benefits to contribute for up to 38 years, instead of the 35 that is now the cap (resulting in benefits of up to 76%, instead of 70%).
- Thanks to the new contribution formula, employees whose income exceeds Maximum Pensionable Earnings will pay less, at no additional cost for other employees.
- Introduction of a benefits indexation formula for the 1982-1999 period. These years will be indexed as soon as certain conditions are met.
- There are a few other measures that will also improve our pension plan.

Parental rights

Collective agreements are amended to incorporate more adequately the principles of parental rights set out in various pieces of legislation.

- This harmonization results in gains, in particular for biological fathers.
- There is no longer an obligation to reimburse adoption leave when the adoption doesn't go through.
- The leave for parental responsibilities becomes leave for family responsibilities; its scope is broadened and the number of days goes from 6 to 10.

Skilled workers

The agreement provides for the creation of a working group to examine issues specific to skilled workers, in particular issues in the attraction and retention of personnel.

A number of detailed documents are available on our web site www.secteurpublic.info in the Boîte à outils section under the English tab