

Good afternoon,

First of all I want to wish you all a very Happy New Year! May 2024 be a fantastic year for you and your families.

I know that many of you have questions about the intersectorial agreement that was reached over the Christmas holidays. I will do my best to try and address those concerns in this email. I would ask you to please keep in mind that more information will be put out later this week but that most of the people preparing those documents are only returning from their holidays this week. Attached you will find English and French versions of the latest info-nego.

### Salary

The offer on the table right now is 17.4% over 5 years, with the possibility for an additional 1% for the last 3 years of the contract. This will depend on the inflation rate in those years. This means that we potentially could get 20.4%. Keep in mind that our original demand was for 21%. Keep in mind too that there is additional money on top of the 17.4% for teachers on some salary steps. This money is only for teachers though.

### Retirement

We didn't get many new things for retirement, except that a progressive retirement can be spread over 7 years instead of 5. However, what needs to be kept in mind is that we didn't lose anything. Keep in mind that the government wanted to make huge changes to our pension plan and up the retirement age significantly. Those demands being dropped is a win for us!

### What's next?

Sometime next week QPAT will be hosting a webinar for all QPAT members to present both offers in detail. Members will have a chance to ask questions at that point in time. Following the webinar each local union will hold a general assembly to vote on the offers. These meetings will be held at some point between mid-January and mid-February. It will be up to each of you to decide whether you are satisfied with the proposals.

Please keep a few things in mind right now:

- there are a lot of supposed "teacher" salary scales that are online right now, many are incorrect!
- we are part of the CSQ, the FSE and QPAT don't pay attention to information from other groups. We are NOT part of the FAE, their agreement is not exactly the same as ours.
- there's a lot being said online that is negative about this deal but keep in mind that part of that is people from other labour groups who don't like their sectoral offers. Remember that teachers got additional money added to their salaries that none of the other groups got.

What happens if we vote NO?

-Yes it is possible for the membership to say no to the proposal, as for what that will mean in the future it really depends on how many groups vote no. We will not know what's going to happen until the end of February at the earliest.

More about the two separate dates for the webinar and general assembly to come later this week.