



NEWSLETTER

SALARY INCREASES AND HOW TO UNDERSTAND THEM

June 4, 2025

Dear Members,

We have checked the Official Gazette and your increases are still not published, but those of CEGEP managers and executive directors are. Read our newsletter next Wednesday (the Gazette is published every Wednesday) we should be there.

Since we have received a lot of emails about the different types of salary "increases", we want to help better differentiate and understand them.

1. Increases related to satisfactory performance

To be entitled to this salary increase, you must not be at the maximum of your salary class (See your letter of hiring or promotion to the position, for your salary class).

To find out if you are currently at the maximum of your salary group, consult the following table: <https://www.tresor.gouv.qc.ca/ressources-humaines/conditions-de-travail-et-remuneration/echelles-de-traitement/echelles-de-traitement-en-vigueur>

You select the sector (Health and Social Services) and then you select "cadre", you get the salaries until April 1, 2022. You will find that there is a minimum and maximum salary for each of the classes.

If you are not at the maximum of your salary class (hourly rate X 35 X 52.18), you are entitled to an increase of 0% to 6% every April 1st until you get to the top of your class. Please know that the 6% can only be given in exceptional cases and for a limited number of managers (middle and higher) in each of the establishments.

Normally, if your performance is satisfactory, your salary increases by 4% on April 1st of each year until you reach the maximum of your class.

You may have received a document from your employer confirming that you are not entitled to a wage increase because you are at the maximum of your salary class.

That's true, but you'll be entitled to the following wage increases:

April 1, 2023: 6%
April 1, 2024: 2.8%
April 1, 2025: 2.6%
April 1, 2026: 2.5%
April 1, 2027: 3.5%

1. Salary increases in connection with the removal of the cap on salary classes

Following the negotiations we have just had with the government, we have obtained the parameters of the increases mentioned above.

These wage increases have the effect of raising the minimum and maximum salary for each class.

As an example, let's take salary class 36:

Minimum is \$74,481
The maximum is \$96,826

As of April 1, 2023:

The minimum will be **\$78,950**
The maximum will be **\$102,636**

As of April 1, 2024:

The minimum will be **\$81,161**
The maximum will be: **\$105,510**

As of April 1, 2025:

The minimum will be **\$83,271**
The maximum will be: **\$108,253**

As of April 1, 2026:

Minimum will be: **\$85,535**
The maximum will be: **\$110,959**

As of April 1, 2027:

Minimum will be: **\$88,529**
The maximum will be: **\$114,843**

For the benefit of all managers who are at the maximum of their salary class, here is your annual salary and hourly rate as of April 1, 2025:

Class 33: \$95,532 with an hourly rate of \$50.67
Class 34: \$97,501 with an hourly rate of \$53.39
Class 35: \$102,735 with an hourly rate of \$56.25
Class 36: \$108,253 with an hourly rate of \$59.27
Class 37: \$116,358 with an hourly rate of \$63.71
Class 38: \$122,596 with an hourly rate of \$67.13
Class 39: \$129,180 with an hourly rate of \$70.73
Class 40: \$133,447 with an hourly rate of \$73.07
Class 41: \$141,164 with an hourly rate of \$77.29
Class 42: \$149,327 with an hourly rate of \$81.76

ATTENTION: for those of you who benefit from article 24 (110% above the profession) the salary is different, and the retroactive payments will be checked on a case-by-case basis if you have or have not been paid during the salary increases of union members.

PLEASE NOTE: these are estimates and our "in-house" calculations.

Once you have received your retroactive payments this fall, you can send us your file for verification. The document to be completed is attached to this press release.

IT'S COMING...

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