



**NEWSLETTER
FINALLY !! - THE SALARY INCREASES
APRIL 2, 2025**

Dear Members,

Some of the negotiation issues have just been settled with the government regarding salary increases. You will be entitled to the same wage increases as unionized employees. As of today, this represents 11.4% more on your current salary, in addition to the retroactive amounts that will be paid to you since April 1, 2023. Here are the parameters:

GENERAL SALARY INCREASE PARAMETERS

A. It is proposed to grant the following general salary increase parameters:

- 1. Period from April 1, 2023 to March 31, 2024**
Each salary scale¹ in effect on March 31, 2023 is increased by 6.00%² with effect from April 1, 2023.
- 2. Period from April 1, 2024 to March 31, 2025**
Each salary scale¹ in effect on March 31, 2024 is increased by 2.80%² with effect from April 1, 2024.
- 3. Period from April 1, 2025 to March 31, 2026**
Each salary scale¹ in effect on March 31, 2025 is increased by 2.60%² with effect from April 1, 2025.
- 4. Period from April 1, 2026 to March 31, 2027**
Each salary scale¹ in effect on March 31, 2026 is increased by 2.50%² with effect from April 1, 2026.
- 5. Period from April 1, 2027 to March 31, 2028**
Each salary range¹ in effect on March 31, 2027 is increased by 3.50%² with effect from April 1, 2027.

ADJUSTMENT CLAUSE

B. A salary adjustment could be applied as follows:

1. As of March 31, 2026, each salary scale (1) in effect on March 30, 2026, is increased by the percentage change between the annual average of the consumer price index in Québec in 2025–

2026 and the annual average of the consumer price index in Québec in 2024–2025, which variation is reduced by 2.60 percentage points. The markup (2) may not exceed 1.00%.

2. As of March 31, 2027, each salary scale¹ in effect on March 30, 2027, is increased by the percentage change between the annual average of the consumer price index in Québec in 2026–2027 and the annual average of the consumer price index in Québec in 2025–2026, which variation is reduced by 2.50 percentage points. The markup (2) may not exceed 1.00%.

3. As of March 31, 2028, each salary scale¹ in effect on March 30, 2028, is increased by the percentage change between the annual average of the consumer price index in Québec in 2027–2028 and the annual average of the consumer price index in Québec in 2026–2027, which variation is reduced by 3.50 percentage points. The markup² may not exceed 1.00%.

4. For each increase calculated above, if the result is less than 0.05%, the salary scales are not changed.

⇒ The salary adjustments provided for in the preceding paragraphs are applied to payroll and paid retroactively within 180 days of the publication of the data by Statistics Canada.

⇒ For the purpose of calculating this clause:

- The consumer price index in Quebec is the average by fiscal year (April to March) for all products, for which the source is Statistics Canada, Table 18-10-0004-01 Monthly Consumer Price Index, not seasonally adjusted;
- The change in the Consumer Price Index is expressed as a percentage and this percentage is rounded to two decimal places.

⇒ **Under no circumstances can the salary adjustment be negative.**

BONUSES AND ALLOWANCES

Each bonus and allowance, with the exception of fixed premiums and those expressed as a percentage, shall be increased as of the same date and the same general salary increase parameter, including the adjustment clause, if applicable.

For the strict purpose of updating the following allowances due to their regulatory connection to the terms and conditions set out in the collective agreements, the following allowances will be modified:

1. The allowance provided for in section 29.0.11 of the Regulations will be increased by 4% to a maximum of 10% for full-time managers;
2. The allowance provided for in section 29.0.12 of the Regulation will be repealed;
3. The allowance provided for in section 29.0.4 of the Regulation will be reduced to 6.5%;
4. Psychological executives who qualify for the allowance provided for in section 29.0.4 of the Regulation will receive a 10% salary increase, regardless of where they are in their salary classes.

We will be holding a conference at noon on Thursday and Friday of this week to explain the issues and answer your questions.

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¹ The salary of the staff concerned shall be increased, where applicable, on the date on which the salary scales take effect, by a percentage equal to that applied to the salary scale corresponding to their classification, but this salary shall not exceed the maximum of the salary scale for the job class corresponding to their classification.

² However, the provisions of the directives and regulations relating to the off-scale person and the protection of treatment shall apply.