



JACFA to Vote on Agreements in Principle January 12

JACFA could not have asked for a better holiday gift. When we return from the Winter Break, we will be voting on agreements in principle from both the Central and sectoral tables. If successful, it would mark the conclusion of the Collective Agreement negotiations for Cégep teachers.

At the January 12, 2016 General Assembly, the JACFA executive will be providing full explanation and analysis of both agreements. In the meantime, we are appending below a synopsis of the main points relating to salary and pensions in the recent Central Table agreement, along with an attached *Info Nego* from FNEEQ in French.

In order for the agreements in principle to take effect—thereby becoming our new Collective Agreement, FNEEQ unions must approve both parts with a double majority, in a secret ballot. That means the majority of total votes cast at all 46 FNEEQ unions, *and* 24 of the 46 local unions voting in favour.

All this to say, the vote on January 12 will be more than a formality. It will cap off a 20-months-long process at JACFA, of consultation and mobilization, one where members' participation and input have played a vital role every step of the way. We the executive hope that we can go out in style on the 12th, with a strong turnout, a rigorous debate, and ultimately, the approval of a new Collective Agreement.

Synopsis of Salary and Pension in Agreement

Salary Adjustments

2015-16	0%, + \$500 bonus
2016-17	+1.5% (starting April 1, as with all changes noted below)
2017-18	+1.75%
2018-19	+2%
2019-20	+~2.5% (stemming from salary restructuring), +~5%, (stemming from placement into <i>Rangement 23</i> salary scale), +\$250 bonus
Total	~ 12.75 + \$750 bonus

Note: The +~5% adjustment does not officially count as a salary increase because it stems from the long-overdue classification of our job category (therefore only applies to Cegep teachers); its effect on our salary is however the same as a pay increase.

~The increase in 2019-20 might be initially lower for some teachers, depending on where they are in their salary echelon (1-20). All will attain the full percentage once they reach the top of their pay scale.

Pension Benefits

- On July 1, 2019, the age for early retirement without actuary penalty will increase from 60 years to 61.
- On the same date, a new rule will be in place that will allow retirement without penalty for workers 60 years or older who have accumulated 30 years of experience or more.
- In 2020, the actuary penalty for retiring before 61 will be 6% per year, increased from 4% per year.
- All workers who have entered into progressive retirement before December 15, 2014 will be exempt from the new rules.
- Effective immediately, teachers will have the option to contribute to their pension plans for a maximum of 40 years, up from 38, and see their pension benefits increase 2% for each additional contribution year, for a maximum pension benefit of up to 80% of their best five years of salary.
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