

SALARY ADJUSTMENTS UNDER THE NEW CPA MONTRÉAL DECREE

For over forty years, Sylvain Murphy has explored many facets of the automotive industry. His diversified career covers mechanics, dealerships, as well as teaching and developing training content for specialized centres.



◆ Sylvain Murphy, General Manager of CPA Montréal.

In the early 2000s, Mr. Murphy branched out into the union world. For two decades, he held various seats on the board of directors of the Comité paritaire de l'industrie des services automobiles (CPA) for the Montréal region. This experience enabled him to hone his expertise in labour relations. In 2020, Mr. Murphy resigned from the Board in order to apply for the position of General Manager of CPA Montréal, which he secured in November of that year.

Since taking office, the GM has been working on numerous projects, including the implementation and introduction of the new decree, which came into force last December. Developed following an in-depth analysis of previous versions and various statistics, it reflects the changing needs and realities of the sector. It aims to improve the retention and recruitment of a diversified workforce.

A SIGNIFICANT STEP FORWARD

“CPA Montréal’s fundamental mission is exactly in line with this decree. We want workers to enjoy the best possible conditions in which to

exercise their profession.” The decree represents a significant step forward for the automotive industry, with a revised salary grid and improved night premiums. “Surprisingly, almost 60% of those subject to the decree are not affected by the increase in minimum hourly rates, since some professionals already earn 21.5% more than the new rates,” says Murphy.

To date, average salaries exceed negotiated rates by 11%. This progress reflects a gradual move towards fairer conditions, despite a 35% to 37% jump between the last draft and the December renewal. It is worth noting that this increase is in line with the 22% rise in the minimum wage since 2019. The new salary grid is based on the industry’s average wage, with the exception of car dealers, to establish equitable and representative standards.

“THE DECREE REPRESENTS A SIGNIFICANT STEP FORWARD FOR THE AUTOMOTIVE INDUSTRY, WITH A REVISED SALARY GRID AND IMPROVED NIGHT PREMIUMS.”

IMPROVED NIGHT PREMIUM

In addition to the changes to the salary grid, the 2023 decree stands out for its increased night premium. It jumps by \$0.10, from \$0.65 to \$0.75 per hour. Although modest, this raise is symbolic of CPA Montréal’s commitment to continually improving working conditions. It now includes the heavy vehicle sector, which was previously excluded. This novelty demonstrates that the different segments of the industry are taken into account.

Resulting from relentless work, the new decree is excellent news for the industry. Not only does it represent a step forward for wage conditions, it also goes a long way towards resolving the problem of labour shortages, thereby contributing to the durability and attractiveness of the automotive sector.