

**AGREEMENT REGARDING THE NUNAVIK HEALTH AND SOCIAL SERVICES REGION**

**BETWEEN**

**THE GOVERNMENT OF QUÉBEC REPRESENTED BY  
THE SECRETARIAT OF THE CONSEIL DU TRÉSOR**

**THE COMITÉ PATRONAL DE NÉGOCIATION DU SECTEUR DE LA SANTÉ ET DES SERVICES  
SOCIAUX**

**AND**

**THE FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX – CSN (FSSS-CSN)  
ON BEHALF OF THE UNIONS IT REPRESENTS**

**JUNE 7, 2024**

**WHEREAS** a special situation exists with respect to employees in the nursing and cardio-respiratory care personnel class working in Nunavik, Health and Social Services Region 17;

**WHEREAS** this agreement replaces the Ungava Tulattavik Health Centre administrative measure - 22-RH-00568, dated December 22, 2022;

**WHEREAS** there is an urgent need to implement attraction and retention measures to alleviate workforce issues in this region and ensure continuity of care and services;

**THE PARTIES AGREE AS FOLLOWS:**

1. The preamble is an integral part of this agreement;
2. This agreement applies only to employees in the nursing and cardio-respiratory care personnel class working in facilities in Health and Social Services Region 17;
3. In consideration of this agreement, the employees concerned cease to receive the additional allowance of sixty-six percent (66%) of expenses incurred for the transportation of food provided for in clause 7.02 of Appendix H (Regional Disparities) to the national provisions of the collective agreement;

**ENHANCED ATTRACTION / RETENTION PREMIUM**

4. The parties agree to the establishment of an attraction and retention premium with three (3) levels, depending on the location of the facilities:

	<b>Premium</b>
<b>Level 1</b> Kuujuaq and Kuujuarapik	\$20,447
<b>Level 2</b> Umiujaq, Tasiujaq, Kangiqsualujjuaq, Aupaluk, Quaqtac and Kangirsuk	\$21,908
<b>Level 3</b> Inukjuak, Kangiqsujuaq, Puvirnituq, Ivujivik, Akulivik and Salluit	\$24,829

This premium will be increased on the same dates and according to the same general pay increase parameters as those provided for in the national provisions of the FSSS-CSN collective agreement.

The amount of the premium is prorated based on the length of the employee's assignment in Health and Social Services Region 17. Part-time employees receive the premium prorated to the number of paid hours.

This premium replaces the attraction and retention premium provided for in the Ungava Tulattavik Health Centre administrative measure - 22-RH-00568, dated December 22, 2022.

## **AIR SHUTTLE PROJECT TO PROVIDE ADDITIONAL TRIPS OUT**

5. Institutions in Health and Social Services Region 17 put in place a work-time arrangement as follows:
  - 5.1. The immediate superior grants a work-time arrangement for a minimum of one (1) year to employees whose home base is at a facility in Health and Social Services Region 17 and who request it in advance;
  - 5.2. Notwithstanding the foregoing, in the event of an emergency or situation that puts the population served by the institution at risk, the employer may delay the start of the work-time arrangement until the situation normalizes;  
  
If necessary, the national parties may meet to discuss the matter;
  - 5.3. Employees with a work-time arrangement must work a minimum of twenty-six (26) weeks annually;
  - 5.4. The number of trips out for which the institution reimburses expenses may not exceed six (6) per year, including those provided for in clauses 4.01, 4.02 and 4.03 in section IV of Appendix H to the national provisions of the collective agreement;
  - 5.5. Employees with a work-time arrangement are considered employees without dependants for the purpose of applying the regional disparity provisions of the collective agreement;
  - 5.6. All leave for employees with a work-time arrangement, with the exception of weekly days off and sick leave, must be taken during trips out;
  - 5.7. The benefits provided for in the collective agreement or outside the collective agreement, including accumulation of experience and seniority, are prorated on the basis of time worked;
  - 5.8. The terms and conditions stipulated in clause 4.07 in section IV of Appendix H to the national provisions of the 2021-2023 FSSS-CSN collective agreement apply to additional trips out taken by an employee as part of a work time-arrangement under the present agreement.

## **OTHER TERMS AND CONDITIONS**

6. The parties undertake to promote and enhance the value of jobs in the health and social services network in Health and Social Services Region 17 and to publicize this agreement to employees and prospective employees;
7. This agreement does not amend or cancel local agreements respecting the national provisions;
8. This agreement is specific and cannot be cited as a precedent under any circumstances;
9. The parties agree to meet as necessary to discuss any issues related to implementation or interpretation of this agreement;
10. The terms and conditions set out in clauses 3 and 4 of this agreement come into force on December 13, 2023 and remain in effect until the renewal of the national provisions of the 2024-2028 collective agreement;
11. Upon renewal of the national provisions of the collective agreement that expired on March 31, 2023, retroactive amounts based on the general pay increase parameters will be paid to employees in Health and Social Services Region 17 on the premium provided for in clause 4 for the period from December 13, 2023 to the date on which the new national provisions of the collective agreement come into force;
12. The terms and conditions set out in clauses 5 to 9 of this agreement come into force upon renewal of the national provisions of the collective agreement that expired on March 31, 2023 and remain in effect until March 30, 2028.

In witness whereof the national parties have signed on this 7th day of June 2024.

**FÉDÉRATION DE LA SANTÉ ET DES  
SERVICES SOCIAUX(CSN)**

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Representative, nursing and cardio-  
respiratory care personnel

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*Roxanne Palardy*

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Representative, health and social services  
technicians and professionals

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*Audrey Lefebvre-Sauvé*

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Audrey Lefebvre-Sauvé  
Acting public sector bargaining  
spokesperson

**SECRETARIAT OF THE CONSEIL DU  
TRÉSOR AND  
COMITÉ PATRONAL DE NÉGOCIATION  
DU SECTEUR DE LA SANTÉ ET DES  
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Director general of negotiation, public and  
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