

AGREEMENT

BETWEEN

**THE COMITÉ PATRONAL DE NÉGOCIATION DE LA SANTÉ ET DES
SERVICES SOCIAUX (CPNSSS)**

AND

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

JUNE 7, 2024

WHEREAS the parties wish to promote the return of placement agency personnel and independent labour to the health and social services network;

WHEREAS the Act limiting the use of personnel placement agencies' services and independent labour in the health and social services sector (the Act) and the Regulation respecting the use of personnel placement agencies' services and independent labour in the health and social services sector came into force on October 4, 2023;

WHEREAS it is important to recognize and encourage the work of employees in health and social services network institutions;

THE PARTIES AGREE AS FOLLOWS:

1. The preamble is an integral part of this agreement.

Seniority recognition process

2. The parties will implement a uniform seniority recognition process within six (6) months after the creation of Santé Québec.¹ To this end, the parties agree to recognize seniority in accordance with clauses 12.04, 12.06 and 12.07 of the national provisions of the collective agreement, subject to the following terms and conditions:

(A) For an employee hired between February 20, 2024 and the implementation of the seniority recognition process who has worked for a personnel placement agency or as independent labour:

- Notwithstanding clause 12.05 of the national provisions of the collective agreement, the employer will recognize the employee's seniority for time worked in health and social network institutions for a personnel placement agency or as independent labour between March 13, 2020 and the date of the employee's hiring;

(B) For employees hired with temporary status:

- The employer will recognize all the seniority accumulated by the employee since the date of entry into service as a temporary employee;
- Notwithstanding the uniform seniority recognition process, the seniority of employees covered by the preceding subparagraph will be recognized within thirty (30) days after the signing of the collective agreement;
- Upon recognition of seniority, each union affiliated with the FSSS-CSN agrees to settle the grievances concerning the recognition of the seniority of these employees without any other conditions or claims related to seniority recognition and with no admission regarding recognition of temporary employee status.

¹ Section 1492 of the Act to make the health and social services system more effective

(C) For other employees:

- The employer will recognize all seniority accumulated through an employment relationship with one or more health and social service network institutions provided that no more than one (1) year elapsed between such employment relationships;
3. The employee is responsible for providing the documentation required for recognition of their seniority. At the employee's request, the employer will cooperate in providing the relevant documents in its possession.
 4. Seniority recognized under this agreement may only be exercised in the bargaining unit of which the employee is a member at the time of the seniority recognition process.
 5. Following the seniority recognition process provided for in this agreement, in order to make the seniority list official, the employer will make it available in the same manner as provided for in clause 12.15 of the national provisions of the collective agreement.
 6. The seniority recognition provided for in this agreement has no retroactive effect.
 7. The parties will monitor the implementation of this letter of agreement outside the collective agreement through the permanent national negotiating committee. Among other things, any issues relating to the third clause of this letter of agreement will be referred to the said committee.

Special provision

8. Notwithstanding the fact that this agreement is outside the collective agreement, an employee or either party may file a grievance concerning the application or interpretation of this agreement in accordance with the arbitration procedure provided for in article 11 of the collective agreement.

IN WITNESS WHEREOF the parties have signed on this 7th day of June 2024.

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

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Representative, nursing and cardio-
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Acting public sector bargaining
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**COMITÉ PATRONAL DE NÉGOCIATION
DU SECTEUR DE LA SANTÉ ET DES
SERVICES SOCIAUX (CPNSSS)**

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Louis Bourcier

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Louis Bourcier
Senior manager, working conditions
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Ariane Pasquier

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Ariane Pasquier
Spokesperson, CPNSSS

**BUREAU DE LA NÉGOCIATION
GOUVERNEMENTALE - SECRETARIAT
OF THE CONSEIL DU TRÉSOR (BNG –
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