

**ADMINISTRATIVE AGREEMENT REGARDING A SPECIAL PROMOTION RULE FOR CERTAIN
JOB TITLES IN THE NURSING AND CARDIO-RESPIRATORY CARE CLASS OF PERSONNEL**

BETWEEN

**THE GOVERNMENT OF QUEBEC, REPRESENTED BY THE BUREAU DE LA NÉGOCIATION
GOUVERNEMENTALE -SECRETARIAT OF THE CONSEIL DU TRÉSOR (BNG-SCT)**

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

AND

**THE FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX - CSN (FSSS-CSN)
(HEREINAFTER REFERRED TO COLLECTIVELY AS “THE PARTIES”)**

DECEMBER 20, 2024

THE PARTIES AGREE AS FOLLOWS:

1. As stipulated in clause 8.04 of the collective agreement, an employee who is promoted starts at the rate of pay provided on the scale for the new job title that is immediately higher than the one they received in the job title they are leaving.

However, a nurse promoted to nurse team leader, assistant head nurse, assistant to the immediate superior or outpost/dispensary nurse will receive, in their new job title, the rate of pay for the echelon of this job title that corresponds to the echelon they had in their previous job title. The same applies to a nursing assistant who is promoted to nursing assistant team leader. A respiratory therapist who is promoted to assistant head respiratory therapist, clinical lecturer (respiratory therapy) or technical coordinator (respiratory therapy) is integrated at the echelon corresponding to the years of experience they had in their previous job title.

If the pay received by an employee in their new job title in the twelve (12) months following a promotion is less than what they would have received in the job title they left, the employee receives the pay they would have received in the job title they left from that date on until they advance through the scale on the anniversary of their promotion.

2. The terms and conditions of this agreement do not change the provisions of the FSSS-CSN national collective agreement currently in force.
3. This administrative agreement is a special case and cannot be used as a precedent.
4. This agreement takes effect on December 15, 2024 and expires on March 30, 2028. Notwithstanding the foregoing, the parties agree to meet in the three (3) months prior to the expiry of the collective agreement to discuss extending the administrative agreement until the day before the renewal of the collective agreement.

IN WITNESS WHEREOF, the parties have signed, this 20th day of December, 2024.

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

Signé par :

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Carole Duperré
Vice-President, Public Sector
Fédération de la santé et des services
sociaux (FSSS-CSN)

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

DocuSigned by:


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Louis Bourcier
Director General

Signé par :

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Nadia Joly
Representative, nursing and cardio-
respiratory care personnel
Fédération de la santé et des services
sociaux (FSSS-CSN)

Signé par :

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Ariane Pasquier
Spokesperson

Signé par :

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Pier-Olivier Angers
Spokesperson

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

Signé par :

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Kim Lacerte
Director General
Directorate-general for negotiation – Public
and health and social services sectors
Bureau de la négociation gouvernementale