



## KEY DATES

COMING INTO FORCE OF 2024-2028 COLLECTIVE AGREEMENT

SETTLEMENT OF PAY EQUITY AND OTHER REMUNERATION COMPLAINTS FOR CLASS 3 PERSONNEL

| DATES OF ADJUSTMENTS TO SALARY RATES, SCALES, PREMIUMS AND SUPPLEMENTS<br>AND DATES OF PAYMENT OF VARIOUS AMOUNTS RELATED TO THE 2024-2028 COLLECTIVE AGREEMENT |  |  |
|---|--|--|
| Key date  | Description  | Notes  |
| <b>April 1, 2024</b>  | Increase in employer contribution to the basic health insurance plan   | The adjustments to pay should already have been made.  |
| <b>June 7, 2024</b>   | Signing of 2024-2028 collective agreement  |  |
| <b>June 9, 2024</b>   | Effective date of: <ul style="list-style-type: none"> <li>– Increase and extension of premium for skilled workers</li> <li>– Increase in salary and premium for psychologists</li> </ul> | The measures for skilled workers and psychologists will come into effect at the same time in the education and health and social services sectors. |
| <b>June 16, 2024</b>  | Coming into force of collective agreement  | The new measures in the collective agreement take effect on June 16, 2024, unless otherwise specified.   |
| <b>No later than July 16, 2024</b><br><i>(30 days after the collective agreement comes into force)</i>  | Employees with job titles in the intervention officer family get new job titles: Specialized Pacification and Security Worker (ISPS) and ISPS Team Leader                                | ISPS will have ranking 10 and ISPS Team Leader ranking 11.   |



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|---|--|---|
| Key date  | Description  | Notes   |
| <b>No later than<br/>July 22, 2024</b><br><i>(45 days after signing)</i>  | Salary adjustment<br>Adjustment of premiums and supplements unchanged from the 2021-2023 collective agreement except for increases in the rates  | <b>Salary adjustments:</b> <ul style="list-style-type: none"> <li>– 6% on April 1, 2023</li> <li>– 2.8% on April 1, 2024</li> </ul><br><b>Adjustments to premiums and supplements include:</b> <ul style="list-style-type: none"> <li>– Increase in the team leader, assistant team leader and split-shift premiums</li> <li>– Premium and lump sum for CHSLDs, maisons des aînés (MDAs) and maisons alternatives (MAs)</li> <li>– Premium for skilled workers</li> </ul> |
| <b>No later than<br/>September 5, 2024</b><br><i>(90 days after signing)</i>  | Retroactive payments as a result of pay raise parameters (including salary, overtime, and premiums and supplements unchanged from the 2021-2023 collective agreement except for increases in the rates                                     |   |
| <b>No later than<br/>September 5, 2024</b><br><i>(90 days after signing)</i>  | Pro-rata payment of lump-sum amounts for hours accumulated as of the effective date of the collective agreement for banks related to clients with serious behavioural disorders and for Class 3 personnel working in emergency departments |   |



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|---|---|---|
| Key date  | Description   | Notes   |
| <b>No later than<br/>October 5, 2024</b><br><i>(120 days after signing)</i>   | Adjustment of other premiums and supplements<br>Retroactive payments arising from these adjustments | Adjustments to <b>premiums and supplements</b> include: <ul style="list-style-type: none"> <li>– Evening, night and weekend premiums</li> <li>– Premium for sorting soiled linen</li> <li>– Critical care premium</li> <li>– Specific critical care premium</li> <li>– Premium for Class 3 personnel working in emergency departments</li> <li>– Youth centre premium</li> <li>– Premium for continuous-assistance residences</li> <li>– Premium for serious behavioural disorders</li> <li>– Psychiatry premium</li> <li>– IT premium</li> </ul> |



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| KEY DATES RELATED TO SETTLEMENT OF PAY EQUITY COMPLAINTS<br>AND OTHER REMUNERATION ISSUES — CLASS 3 |   |  |
|---|---|--|
| Job title   | Increase in ranking<br>as a result of the agreement — Class 3   | Date of payment  |
| <b>5311/5312 — Administrative officer, Class 1<br/>(secretarial and administrative sectors)</b>     | Ranking 10 as of January 1, 2021<br><br>Ranking 11 no later than April 2, 2025                                      | During the pay period that includes<br>October 31, 2024  |
| <b>5314/5315 — Administrative officer, Class 2<br/>(secretarial and administrative sectors)</b>     | Lump-sum payment of 2% on hours paid from January<br>1, 2021 to June 15, 2024<br><br>3.5% increase on June 16, 2024 | No later than October 5, 2024  |
| <b>5316/5317 — Administrative officer, Class 3<br/>(secretarial and administrative sectors)</b>     | Ranking 7 as of December 31, 2010   | CNESST 2010 pay equity decision of<br>September 28, 2023 - details on the timing<br>of future payments |
| <b>5318/5319 — Administrative officer, Class 4<br/>(secretarial and administrative sectors)</b>     | Ranking 5 as of December 31, 2010<br><br>Upgraded to Administrative Officer, Class 3 as of June<br>16, 2024         | CNESST 2010 pay equity decision of<br>September 28, 2023 - details on the timing<br>of future payments |
| <b>5321 — Legal secretary</b>   | Ranking 9 as of January 1, 2021   | During the pay period that includes<br>October 31, 2024  |



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|---|---|--|
| <b>Job title</b>  | <b>Increase in ranking<br/>as a result of the agreement — Class 3</b> | <b>Date of payment</b>                               |
| <b>5322 — Medical Secretary</b>   | Ranking 9 as of January 1, 2021                                       | During the pay period that includes October 31, 2024 |
| <b>5313 — Executive Assistant</b>   | Ranking 12 as of October 1, 2011                                      | No later than May 23, 2024                           |
| <b>5320 — Assistant, University Teaching</b>  | Ranking 11 as of January 1, 2011                                      | No later than May 23, 2024                           |
| <b>5324 — Buyer</b>   | Ranking 11 as of April 10, 2013                                       | No later than May 23, 2024                           |