

AGREEMENT

BETWEEN

**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)
(HEREAFTER COLLECTIVELY REFERRED TO AS “THE PARTIES”)**

FEBRUARY 13, 2025

WHEREAS on June 7, 2024 the Parties entered into an agreement outside the collective agreement concerning a measure relating to the remuneration of certain nursing candidates (CEPIs) and certain nursing assistant candidates (CEPIAs);

WHEREAS on June 7, 2024 the Parties entered into an agreement outside the collective agreement providing for a grandfather clause with respect to the measure outside the collective agreement relating to the remuneration of certain nursing candidates (CEPIs) and certain nursing assistant candidates (CEPIAs) and stipulating the termination of the measure upon application of the grandfather clause for employees in the nursing and cardio-respiratory care personnel class;

WHEREAS Letter of Agreement 75 concerning the remuneration of the nursing candidate and nursing assistant candidate job titles has been incorporated into the 2024-2028 collective agreement;

WHEREAS this agreement is made outside the collective agreement.

THE PARTIES AGREE AS FOLLOWS:

1. The preamble forms an integral part of this agreement.
2. The measure relating to the remuneration of certain nursing candidates (CEPIs) (2490) and nursing assistant candidates (CEPIAs) (3456) in the letter of agreement outside the collective agreement entered into on June 7, 2024 remains in effect through December 14, 2024.
3. Employees who benefited from the measure provided for in the agreement outside the collective agreement prior to December 15, 2024 will continue to be entitled to it under the same terms and conditions for the duration of their employment as a CEPI or CEPIA.
4. This agreement does not constitute a precedent that can be invoked by the Parties in the future.
5. This agreement takes effect on the date of its signature by the Parties.

IN WITNESS WHEREOF the Parties have signed on this 13th day of February 2025.

FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX – CSN (FSSS-CSN)	COMITÉ PATRONAL DE NÉGOCIATION DU SECTEUR DE LA SANTÉ ET DES SERVICES SOCIAUX (CPNSSS)
Carole Duperré Vice-President for the General Public Sector, FSSS-CSN	Louis Bourcier Director
Pier-Olivier Angers Union Staff Representative FSSS-CSN	Ariane Pasquier Spokesperson
	BUREAU DE LA NÉGOCIATION GOUVERNEMENTALE - SECRÉTARIAT DU CONSEIL DU TRÉSOR (BNG – SCT)
	Kim Lacerte Director General Bargaining Directorate - Public Sector and Health and Social Services Bureau de la négociation gouvernementale