GROUP AGREEMENT REACHED BETWEEN

THE MINISTER OF FAMILY

AND

THE FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX – CSN DULY AUTHORIZED REPRESENTATIVE OF THE VARIOUS SYNDICATES OF HOME EDUCATIONAL CHILDCARE PROVIDERS

FOR THE PERIOD FROM APRIL 1, 2023 TO MARCH 31, 2028

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GROUP AGREEMENT

ARTICLE 1 GENERAL PROVISIONS

Identification of parties

1.01 The parties to this group agreement are the Minister of Family, on the one hand, and the Fédération de la santé et des services sociaux – CSN, on the other.

ARTICLE 2 DEFINITION OF TERMS

Unless the context indicates otherwise, for the purposes of this Agreement, the words, terms and expressions defined below shall have the respective meanings and application given to them.

Calendar year

2.01 The period beginning January 1 and ending December 31 of the same year.

Reference Year

2.02 The period beginning April 1 and ending March 31 of the following year.

APSS

2.03 No provision of subsidized services (absence de prestation de services subventionnés).

Assistant

2.04 A person of full age who assists the home educational childcare provider, as stipulated in section 54 of the Regulation.

Association

2.05 A group of home educational childcare providers recognized under section 13 of the *Act respecting the representation of certain home educational childcare providers and the negotiation process for their group agreements* (CQLR, c R-24.0.1).

Coordinating Office or Office

2.06 Legal entity duly accredited by the Minister to exercise the functions set out in the *Educational Childcare Act* (CQLR, c S-4.1.1).

CNRP

2.07 National professional relations committee (Comité national de relations professionnelles).

CSN

2.08 The Confédération des syndicats nationaux.

Reduced contribution

2.09 The parent's contribution established pursuant to the *Reduced Contribution Regulation* (CQLR, c S-4.1.1, r 1).

Agreement

2.10 The group agreement entered into by the parties in accordance with the Act respecting representation.

Federation

2.11 The Fédération de la santé et des services sociaux – CSN.

The Federation is a group of associations within the meaning of the Act respecting representation.

Day

2.12 Calendar day.

Act respecting representation

2.13 The *Act respecting the representation of certain home educational childcare providers and the negotiation process for their group agreements* (CQLR, c R-24.0.1) and any applicable legislative or regulatory amendments.

Educational Childcare Act

2.14 *Educational Childcare Act* (CQLR, c S-4.1.1) and any applicable legislative or regulatory amendments.

Disagreement

2.15 Any difficulty interpreting or applying the Agreement.

Ministry

2.16 The ministère de la Famille.

Minister

2.17 The Minister of Family.

Regulation

2.18 The *Educational Childcare Regulation* (CQLR, c S-4.1.1, r 2) and any applicable legislative or regulatory amendments.

Replacement

2.19 A person of full age who assists the home educational childcare provider, as stipulated in section 81 of the Regulation.

Association representative

2.20 A person designated by the Federation or the Association to represent them or to represent a home educational childcare provider or group of home educational childcare providers to the Minister.

HECP (Home educational childcare provider)

2.21 A natural person who is an own-account self-employed worker recognized under the *Educational Childcare Act* who contracts with parents to provide subsidized educational childcare in a private residence in return for payment.

Subsidy

2.22 The subsidy defined pursuant to Article 12 of the Agreement.

ARTICLE 3 AGREEMENT

3.01 The purpose of the Agreement is to:

a) extend rights to HECPs under the Act respecting representation;

b) establish clear and orderly relationships between the parties to facilitate application of the Agreement and settle any Disagreements that may arise between them.

3.02 Principles

a) The parties agree to foster development of harmonious and respectful relationships with each other.

They shall also ensure that third parties involved in applying the Agreement do likewise.

b) The parties shall promote amicable resolution of difficulties related to Agreement application and interpretation and settlement of Disagreements in a spirit of collaboration and cooperation.

Accordingly, the parties shall favour discussion to avoid escalation of their Disagreements to court.

c) The parties shall establish appropriate mechanisms to try to resolve all other issues that may arise between them. However, these mechanisms may not be the subject of a Disagreement.

d) The parties recognize the powers and responsibilities granted by the *Educational Childcare Act* and associated regulations to the Minister and the Coordinating Office; further, they recognize that these powers and responsibilities cannot be limited or altered in any way by the Agreement.

ARTICLE 4 SCOPE AND RECOGNITION

Scope

4.01 The Agreement shall apply to all subsidized HECPs whether or not they are members of the Association. All others are excluded from application of the Agreement.

4.02 Replacements and assistants are not covered by the Agreement.

4.03 The Coordinating Office is not a party to the Agreement and cannot be a party to the Disagreement procedure contained herein.

Recognition

4.04 The Minister recognizes the Association as the representative and agent of the HECPs.

4.05 The Minister recognizes the Federation as the only bargaining agent for the purposes of representing, negotiating and entering into a group agreement on behalf of the HECPs represented by the Associations listed in Appendix 8 and any other Association that may be recognized by the Administrative Labour Tribunal after the Agreement is ratified.

4.06 Within thirty (30) days of the signature of this Agreement, the Federation shall send to the Minister the complete contact information (name, civic address, email address and phone number) of its representatives and the Associations' representatives. Thereafter, any change to that information must be sent to the Minister within thirty (30) days.

4.07 No specific agreement regarding matters covered by the Agreement may be reached without the written agreement of the Minister and the Federation.

4.08 At the request of an interested party, the Administrative Labour Tribunal may at any time determine whether an HECP is covered by the recognition held by a recognized Association and whether the Association may represent the HECP, given the service area in which the home childcare service has been established.

4.09 When the Administrative Labour Tribunal receives a request to determine whether a person is part of the representation unit, the Minister[1] shall retain the rate and/or amount of dues required by the Association until the Tribunal renders its decision and shall subsequently remit the amounts collected in accordance with that decision.

The amounts shall be retained starting the beginning of the month following when such a motion is filed.

ARTICLE 5 ASSOCIATIVE RIGHTS

Associative system

5.01 Every HECP who is a member of the Association on the date the Agreement comes into force shall remain a member for the duration of the Agreement.

5.02 Every HECP who is not a member of the Association on the date the Agreement comes into force shall sign a membership application form to join the Association. If the Association accepts the HECP, she must remain a member for the duration of the Agreement.

5.03 After the date the Agreement comes into force, every HECP must sign a membership application form to join the Association within thirty (30) days of the date on which one or more subsidized spaces is assigned to her. If the Association accepts the HECP, she must remain a member for the duration of the Agreement.

Deduction of dues

5.04 The Minister[2] shall deduct the rate and/or amount of dues required by the Association from the Subsidy payable to the HECP, whether or not she is a member of the Association.

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[1] The Minister may delegate this administrative task, but shall retain responsibility for it.

[2] *Idem.*

5.05 The Association shall send written notice to the Minister of any change in the rate and/or amount of dues and parts of the Subsidy to which the rate and/or amount are applicable. The Minister shall apply the changes within thirty (30) days of this notice.

5.06 The Minister[3] shall remit the total amount of dues collected the previous month to the Association or the duly designated agent no later than the 15th of the following month, along with the following information regarding each subsidized HECP. The Minister[4] shall also send this information to the Federation at the same time.

— First and last name;
— Home address;
— Home phone number and cell phone number, where available;
— Email address, where available;
— Date of recognition;
— Number of subsidized spaces;
— Occupancy for the period;
— Contributory occupancy for the period;
— Total subsidy paid;
— Total contributory subsidy paid;
— Total amounts accumulated for APSS;
— Rate of dues;
— Total dues collected;
— Recognition status, suspended, non-renewed, revoked, as the case may be.

This information shall be submitted in an electronic file that allows the information to be sorted.

5.07 The Minister[5] shall give the HECP receipts for the total dues collected and remitted on the HECP's behalf to the Association for the corresponding calendar year.

Documentation to be sent

5.08 The Minister shall send the Association a copy of the notice of intent or notice of suspension, revocation or non-renewal of recognition of an HECP upon receipt.

5.09 The Minister shall send the Federation a copy of any policy, directive, instruction or guide regarding home childcare for the purposes of consultation prior to enforcement wherever possible.

File access

5.10 The HECP may access her file held by the Office, alone or accompanied by the Association Representative. The HECP may also obtain a copy of the file, in whole or in part, for a reasonable fee. The copy shall be provided as quickly as possible, but within no more than thirty (30) days.

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[3] The Minister may delegate this administrative task, but shall retain responsibility for it.

[4] *Idem.*

[5] *Idem.*

5.11 If the HECP must submit observations regarding her recognition to the Office board of directors, she shall receive a copy of all documents used in reaching that decision at least six (6) days before the meeting.

The HECP may also obtain a copy of other documents deemed useful for presenting observations, according to the terms and conditions set out in clause 5.10, prior to the meeting.

5.12 The Association Representative may, with the written authorization of the HECP, exercise the rights set out in clauses 5.10 and 5.11.

5.13 The rights regarding access, retention and disclosure of documents set out in this section must be exercised in accordance with the legislative provisions regarding protection of personal information.

Protection of rights

5.14 The HECP, or the Association on her behalf, can enforce all rights under the Agreement within the prescribed time limits, regardless of whether the HECP has had her recognition suspended, not renewed or revoked.

The HECP shall be informed of the Ministry's investigation and shall have the opportunity during the investigation to be heard and to assert her rights, accompanied by an Association Representative if she so desires.

5.15 In accordance with section 18 of the Act respecting representation, the HECP can be assisted by an Association Representative.

As such, she can, among other things, receive assistance in exercising her rights as provided in this Agreement.

Allowance during a suspension for inquiry by the Director of Youth Protection or following immediate suspension pursuant to section 77.1 of the Educational Childcare Regulation

5.16 An HECP whose recognition is suspended following intervention by the Director of Youth Protection (DYP) or an immediate suspension pursuant to section 77.1 of the Educational Childcare Regulation shall receive an allowance for a maximum of four (4) weeks starting from the date of the suspension.

If the recognition is suspended for more than four (4) consecutive weeks, the HECP shall receive an allowance for the extra weeks of suspension up to a maximum of five (5) consecutive additional weeks to those paid under paragraph 1, once the suspension is lifted or she, her spouse or any adult living in the residence is acquitted of criminal wrongdoing for facts related to the report. The HECP whose recognition is revoked, whether at her request or not, shall not receive this allowance.

This allowance is calculated in accordance with service agreements that are in force on the day preceding the suspension.

Where there is a predetermined APSS day during the weeks in question, the HECP shall not receive the allowance for that day. She shall receive the compensation provided in clause 13.15.

Where there is an undetermined APSS day during the weeks covered by this clause, the HECP shall receive the allowance for that day. The HECP may put off that day to a later date during the Reference Year. However, the offer of service cannot exceed the maximum number of days of subsidized occupancy provided in clause 12.06.

Payment of the allowance under paragraph 1 shall cease, as applicable, as soon as the HECP's recognition is revoked, whether the revocation is at the HECP's request or not.

5.17 If the HECP must cease operation due to a decision of the relevant courts that cannot be appealed, the HECP shall reimburse the Minister the allowance received under clause 5.16.

Notwithstanding the foregoing, if an HECP, her spouse or any adult living in the residence is found guilty of a criminal offence after being suspended due to a report that is accepted for assessment by the DYP, and as a consequence, the HECP does not fulfill the recognition conditions set out in the *Educational Childcare Act*, the HECP must repay the allowance received under clause 5.16.

Reimbursement of the allowance is not required when the HECP is the person against whom the criminal offence was committed.

No reprisals

5.18 No threat can be made, constraint placed on or reprisal taken against an HECP who exercises a right recognized by the Agreement or Act.

5.19 No threat can be made, constraint placed on or reprisal taken against an Association Representative in relation to exercising functions pursuant to the Agreement or Act.

ARTICLE 6 LEAVE FOR ASSOCIATION ACTIVITIES

Indefinite leave with no Subsidy resulting in complete interruption of educational childcare service

6.01 The Federation shall have long-term indefinite leave resulting in complete interruption of service with no Subsidy according to the total number of HECPs covered by the recognitions granted to the Associations by the Administrative Labour Tribunal, as set out below:

Maximum number of HECPs with complete interruption of service	Number of HECPs covered by all recognitions granted by the Administrative Labour Tribunal
2	Fewer than 1,000
4	1,000 to 1,999
6	2,000 to 3,999
8	4,000 to 4,999
12	5,000 to 6,999
16	7,000 to 9,999
24	10,000 or more

6.02 Under no circumstances can the maximum number of HECPs on indefinite leave resulting in complete interruption of service be greater than the number set out in clause 6.01.

6.03 To obtain indefinite leave for an HECP resulting in complete interruption of service, the Federation must notify the Minister using the notice of leave in Appendix 3 at least thirty (30) days before the start of the service interruption.

In that case, the Minister shall suspend the HECP's recognition for the duration of the leave by applying section 79.1 of the Regulation.

6.04 Reopening of the HECP operation shall be subject to the conditions set out in sections 79.3 and 80 of the Regulation.

6.05 Such leave shall be maintained provided the HECP complies with the provisions of section 6 of the Regulation exclusively with respect to that person.

Fixed-term leave

6.06 To obtain fixed-term leave for an HECP, the Association must notify the Minister using the notice of leave provided in Appendix 3 within the following time frames:

a) at least three (3) days prior to the start of the fixed-term leave if the leave does not result in complete interruption of service.

b) at least fifteen (15) days prior to the start of the fixed-term leave if the leave results in complete interruption of service, in which case the parents must receive a copy of the notice within the same time frame.

If an unforeseen situation prevents the Association from giving the notice in paragraph (a), the Association must send the Minister notice at least one (1) day before the start of the leave, for a maximum of one (1) representative per Association.

6.07 The fixed-term leave provision in clause 6.06 a) shall allow an HECP to take leave for a maximum of fifty (50) days of service per Reference Year. Of those fifty (50) days, a maximum of ten (10) days can be taken per month. Of those ten (10) days, a maximum of five (5) days can be taken consecutively only one (1) time per month. Under no circumstances can the HECP be away for more than five (5) consecutive days.

The fixed-term leave provision in clause 6.06 b) shall allow an HECP to take leave for a maximum of fifty (50) days of service per Reference Year. Of those fifty (50) days, a maximum of eight (8) days can be taken per month. Of those eight (8) days, a maximum of three (3) days can be taken consecutively only one (1) time per month. Under no circumstances can the HECP be away for more than three (3) consecutive days.

In all cases, an HECP who obtains leave pursuant to this clause cannot exceed fifty (50) days of leave per Reference Year.

6.08 The fixed-term leave provision in clause 6.06 a) shall allow two (2) members of the executive per Association to take leave for a maximum of one hundred (100) days of service per Reference Year. Of those one hundred (100) days, a maximum of ten (10) days can be taken per month. Of those ten (10) days, a maximum of five (5) days can be taken consecutively, no more than two (2) times per month. Under no circumstances can the HECP be away for more than five (5) consecutive days.

In exceptional cases, members of the executive may take five (5) consecutive days of leave more than two (2) times per month or more than ten (10) days of leave per month, without however exceeding one hundred (100) days per Reference Year. This must be authorized in advance by the Ministry.

The Federation shall inform the Minister of the names of members of the executive taking leave under this clause.

An executive member who takes this leave cannot take the leave provided under clause 6.07.

An HECP who is or becomes a member of the executive cannot take leave for more than one hundred (100) days per Reference Year when taking the leave provided under clauses 6.07 and 6.08.

Despite the foregoing, a maximum of six (6) HECPs elected to a function within the CSN, the Federation or the central council are not subject to the maximum number of days of leave.

6.09 The fixed-term leave provision in clause 6.06 a) shall allow an Association delegate to take leave for a maximum of thirty-six (36) days of service per Reference Year in order to participate in official meetings of the CSN, Federation or central council. Of those thirty-six (36) days, a maximum of ten (10) days can be taken per month. Of those ten (10) days, a maximum of five (5) days can be taken consecutively. Under no circumstances can the HECP be away for more than five (5) consecutive days.

The fixed-term leave provision in clause 6.06 b) shall allow an Association delegate to take leave for a maximum of thirty-six (36) days of service per Reference Year in order to participate in official meetings of the CSN, Federation or central council. Of those thirty-six (36) days, a maximum of eight (8) days can be taken per month. Of those eight (8) days, a maximum of three (3) days can be taken consecutively. Under no circumstances can the HECP be away for more than three (3) consecutive days.

In all cases, an HECP who obtains leave pursuant to this clause cannot exceed thirty-six (36) days of leave per Reference Year.

6.10 An HECP who takes fixed-term leave pursuant to clause 6.06 may choose not to interrupt service completely by obtaining a replacement. In that case, the replacement is considered an occasional replacement within the meaning of section 81 of the Regulation, but is not included in the number of days of occasional replacement calculated annually as set out in section 81.1 of the Regulation.

6.11 The leave for association activities set out in clause 6.06 which results in complete interruption of service must be for a minimum of a half-day.

Miscellaneous

6.12 Within sixty (60) days of a request from the Minister, the Federation shall certify in writing the accuracy of the information in the Minister's log regarding leave for association activities.

For the purposes of applying this Article, the Minister shall send confirmation of leave to the Federation and the Association's representative.

6.13 An HECP who takes leave under this Article shall have all the rights and benefits to which she would be entitled if the service had not been interrupted.

6.14 The Federation shall assume all direct and indirect financial consequences of the leave of an HECP under this Article.

6.15 The parties shall negotiate the terms and conditions of preparing for and negotiating the renewal of the Agreement within ninety (90) days of the Agreement's expiry.

However, these steps alone do not constitute notice within the meaning of section 36 of the Act respecting representation.

ARTICLE 7 PROFESSIONAL AUTONOMY

7.01 The HECP shall recruit and select her own Assistant, Replacement and clientele.

ARTICLE 8 CONTINUOUS TRAINING AND PROFESSIONAL DEVELOPMENT

8.01 The parties agree to sign a letter of agreement regarding continuous training and professional development for HECPs. A copy of this letter is attached as Appendix 2 to the Agreement.

8.02 Continuous training and professional development activities do not include the initial forty-five (45) hours of training set out in section 57 of the Regulation.

ARTICLE 9 NATIONAL PROFESSIONAL RELATIONS COMMITTEE (CNRP)

9.01 The parties shall establish a CNRP, whose mandate is to:

a) attempt to resolve any difficulty applying or interpreting the Agreement;
b) attempt to settle any Disagreement;
c) make any recommendations likely to improve implementation of the Agreement;
d) examine any question of law or any document to the extent necessary to apply the Agreement;
e) attempt to agree on compensation of an HECP in accordance with Article 11;
f) discuss, after April 1 each year, the applicable rate of dues for the various social protection measures;
g) discuss any other topic they deem appropriate.

9.02 The CNRP shall comprise three (3) representatives designated by the Minister and three (3) representatives designated by the Federation.

The members of the CNRP may retain resource-persons, depending on the expertise the nature of the problems discussed requires. The party that retains such resources must however notify the other party within a reasonable timeframe prior to the meeting.

9.03 The CNRP shall determine its own operating rules and procedures.

9.04 Either party may request a meeting of the CNRP by sending written notice to the other party. The parties shall then meet as soon as possible.

At least one (1) week before the meeting, the parties must send each other a list of topics they wish to address, including as applicable the disagreement numbers.

ARTICLE 10 MANAGING DISAGREEMENTS

GENERAL PROVISIONS

10.01 The parties agree to deal diligently with any Disagreement and to follow the procedure set out in this Article.

10.02 A Disagreement cannot pertain to:

a) a rule, standard, measure or provision set out in the *Educational Childcare Act* and its regulations, including the granting, payment, maintenance, suspension, reduction, withdrawal or recovery of Subsidies;

b) the service agreement entered into by parents and the HECP, particularly as regards terms of payment of the reduced contribution, the description of the HECP's services or the services required by the parents.

10.03 The time limits set out in this Article are compulsory and may not be extended except by written agreement between the parties.

Notice of Disagreement

10.04 A notice of disagreement may be submitted by the Minister, the Federation, the Association or the HECP.

10.05 The notice must set out the facts giving rise to the Disagreement, as well as the desired corrective action.

10.06 The notice must be sent by email using the form provided in Appendix 4 within ninety (90) days after the incident giving rise to the Disagreement becomes known, but no later than one hundred eighty (180) days after the occurrence of the incident.

10.07 In the event of a collective Disagreement affecting all HECPs in one or more service areas, the names of the HECPs in question are not required.

10.08 Prescription is interrupted as of the date of submission of the notice of disagreement as set out in clause 10.04.

10.09 The notice of disagreement shall constitute an application for arbitration.

Designation of the arbitrator by the parties, or a request by either party to the ministère du Travail to appoint an arbitrator must be done within twelve (12) months of submission of the notice of disagreement, failing which, the Disagreement lapses.

10.10 The party receiving the notice set out in clause 10.04 must acknowledge receipt to the other party upon receiving the notice.

DISAGREEMENT SETTLEMENT PROCEDURE

CNRP

10.11 The Disagreement shall be dealt with by the CNRP within ninety (90) days of submission in accordance with clause 10.06. The parties shall thus attempt to come to a settlement.

Failing which, the Disagreement shall proceed to the next step.

Mediation

10.12 Before taking the Disagreement to arbitration, the parties may agree to go to pre-arbitration mediation.

To do this, the parties must send a joint application for mediation to the directorate responsible for labour relations at the ministère du Travail.

Failing which, the Disagreement shall go to arbitration.

10.13 The mediator shall have forty-five (45) days from the date she or he is appointed to get the parties to agree. That period may be extended by agreement of the parties.

10.14 Mediation sessions are confidential.

10.15 Nothing said or written down during a mediation session can be used as evidence.

10.16 Any settlement coming out of mediation must include the terms and conditions of enforcement.

ARBITRATION

10.17 Either party may refer the Disagreement to arbitration subject to the provisions of clause 10.09.

Combined Disagreements

10.18 In the event of Disagreements that are similar in nature, the parties may agree to combine them in a single arbitration procedure.

Designation of arbitrator

10.19 Any Disagreement referred to arbitration shall be heard by an arbitrator chosen jointly by the parties from among the persons identified in Appendix 5.

If the parties cannot agree on the choice of an arbitrator, they may agree to name another arbitrator not listed in Appendix 5 or request that the Minister of Labour appoint one.

An arbitrator appointed by the Minister of Labour shall be chosen from the list as set out in section 77 of the Labour Code (CQLR, c C-27).

10.20 An arbitrator who resigns, refuses to act or is unable to act shall be replaced according to the procedure set out in clause 10.19.

10.21 The arbitrator shall interpret the provisions of the Agreement in accordance with the provisions of the Act respecting representation. In rendering a decision, the arbitrator cannot add to, subtract from or modify the Agreement.

10.22 The parties agree that the *Regulation respecting the remuneration of arbitrators* (CQLR, c C-27, r. 6) shall apply to arbitrators appointed by the Minister of Labour under the Agreement.

10.23 The arbitrator's fees and travel and accommodation expenses shall be borne equally by the parties. All other fees shall be paid by the party incurring them, including fees stemming from a request for adjournment, unless the request is filed jointly.

Designation of assessors

10.24 Within fourteen (14) days of the designation of the arbitrator, the parties may agree that the arbitrator will be assisted by two (2) assessors. Unless otherwise agreed within that timeframe, the arbitrator shall hear the Disagreement alone.

10.25 When the parties agree that the arbitrator will be assisted by assessors, each party shall appoint one (1) assessor and shall assume their expenses.

Decision

10.26 The arbitrator shall render a decision within ninety (90) days of beginning deliberations or by any other time limit agreed by the parties.

Location of arbitration and mediation sessions

10.27 Arbitration and mediation sessions shall be held in the designated city for the administrative region in which the home educational childcare service of the HECP named in the Disagreement is located. The list of designated cities by administrative region is found in Appendix 6.

The parties may agree to a different location for the session. If applicable, they must do so before designating an arbitrator or mediator.

Accelerated arbitration

10.28 The accelerated arbitration procedure is designed to be flexible to facilitate faster settlement of Disagreements.

The accelerated arbitration procedure shall apply if the parties agree.

The arbitrator is appointed or designated according to the procedure set out in clause 10.19. Clauses 10.17 to 10.27 shall apply to the parties, with the exception of the provisions set out in clauses 10.24 and 10.25.

10.29 Under the accelerated arbitration procedure, the parties shall be represented by the individuals who normally represent them on the CNRP, in accordance with clause 9.02. For the purposes of this clause, the union advisor who normally sits on the CNRP is considered a Federation representative.

10.30 At least fifteen (15) days before the first accelerated arbitration session, the parties shall meet to agree on the statement of facts, the facts in dispute and the questions of law involved. They shall then disclose documents and authorities they intend to submit to the arbitrator.

The parties shall agree to keep the number of witnesses to a minimum.

10.31 The arbitrator shall render a decision within thirty (30) days of beginning deliberations.

The decision is final and binding on the parties.

However, the decision shall not establish a precedent between the parties and cannot be cited in a later arbitration.

ARTICLE 11 INDEMINIFICATION PROCEDURE – MEASURE ANNULLED BY THE ADMINISTRATIVE TRIBUNAL OF QUÉBEC

11.01 The Association shall send the Minister a copy of any motion filed before the Administrative Tribunal of Québec (TAQ) contesting a Coordinating Office decision regarding a suspension, revocation or non-renewal of recognition as soon as the motion is filed.

11.02 The Association recognizes the Minister's right to ask the TAQ to recognize its status as a party or intervenor on any case in which an HECP contests the decision of an Office to suspend, revoke or refuse to renew the recognition before the TAQ.

11.03 If the TAQ annuls a recognition suspension, revocation or non-renewal, the parties shall hold a meeting of the CNRP pursuant to clause 9.04 to try to determine the indemnification for losses sustained to which the HECP affected by the decision may be entitled.

A settlement agreement between the Coordinating Office and the HECP, Federation or Association, whether ratified by the TAQ or not, shall not constitute a decision within the meaning of this clause.

The parties shall have thirty (30) days to agree on this matter starting from the date of the decision.

11.04 If the parties do not agree within the time set out in clause 11.03, either party may submit a Disagreement directly to arbitration in accordance with clauses 10.17 et seq. of the Agreement, after first providing notice to the Minister in accordance with the terms set out in clauses 10.04 to 10.10.

Pursuant to this clause, knowledge of the incident referred to in clause 10.06 shall be deemed to be the day following the thirty (30) day period set out in clause 11.03.

11.05 The parties may agree to alternate conflict resolution mechanisms at any time before the arbitrator renders a decision.

ARTICLE 12 SUBSIDY PARAMETERS

For the purposes of determining the Subsidy in accordance with the Act respecting representation

12.01 The activities analogous to the activities of an HECP with a full service load are those carried out by a level 3 non-qualified educator.

12.02 For the purposes of this Agreement, childcare centres are considered a related sector of activity.

12.03 After taking into account reasonable operating expenses for a full service load (six spaces) and including childcare for infants (children aged 17 months or less), the parties determine that the funding granted to the HECP, made up of the Subsidy and the amount of $7.00,[6] is comparable to the annual income for the job identified in clause 12.01.

12.04 The parties declare that they have completed the steps required by section 32 of the Act respecting representation.

[6] This amount corresponds to a portion of the reduced contribution.

Components of the Subsidy

12.05 The Subsidy is determined in accordance with the Act respecting representation and shall include the following:

- a basic allowance per day of occupancy for children who are eligible for a reduced contribution space;
- an allowance for APSS days;
- additional financial compensation for educational planning;
- additional financial compensation for personal situations;
- a premium recognizing the specific nature of the provision of home educational childcare services;
- compensation for social protection measures.

The breakdown of each component of the Subsidy is provided in Appendix 7.

The Subsidy may also be supplemented, where applicable, by additional allowances as set out in clause 12.13.

Number of days of occupancy

12.06 The maximum number of days of occupancy per subsidized space is:

Period	Number of days of occupancy per subsidized space
April 1, 2023 to March 31, 2024	234
April 1, 2024 to March 31, 2025	235
April 1, 2025 to March 31, 2026	234
April 1, 2026 to March 31, 2027	232
April 1, 2027 to March 31, 2028	236

12.07 Days of occupancy do not include APSS days.

Subsidy amount

12.08 The amount of the Subsidy per day of occupancy for children who are eligible for a reduced contribution space is:

Period	Subsidy amount	Adjustment for reduced contribution amount
As of April 1, 2023	$41.30	- $1.85
As of April 1, 2024	$42.43	- $2.10
As of April 1, 2025	$43.88	- $2.35
As of April 1, 2026	$45.13	TBD*
As of April 1, 2027	$46.88	TBD*

* The amount will be adjusted according to the reduced contribution amount on the date of application.

Compensation following modification of the reduced contribution

12.09 An increase in the reduced contribution may not be attributed to HECP income.

The difference between the $7.00 amount and the reduced contribution amount per day per child shall be repaid by the HECP as compensation every two-week period when the Subsidy is paid. The total compensated amounts shall be indicated on the Subsidy pay slip.

The reduced contribution amount is specified in the *Reduced Contribution Regulation*.

Basic allowance parameters for the periods from April 1, 2023 to March 31, 2028

12.10 The basic allowance amount per day of occupancy for children who are eligible for a reduced contribution space as provided in clause 12.05 is increased as follows;

a) For the period from April 1, 2023 to March 31, 2024

The basic allowance in effect on March 31, 2023 shall be increased by 6.00% effective April 1, 2023.

b) For the period from April 1, 2024 to March 31, 2025

The basic allowance in effect on March 31, 2024 shall be increased by 2.80% effective April 1, 2024.

c) For the period from April 1, 2025 to March 31, 2026

The basic allowance in effect on March 31, 2025 shall be increased by 2.60% effective April 1, 2025.

d) For the period from April 1, 2026 to March 31, 2027

The basic allowance in effect on March 31, 2026 shall be increased by 2.50% effective April 1, 2026.

e) For the period from April 1, 2027 to March 31, 2028

The basic allowance in effect on March 31, 2027 shall be increased by 3.50% effective April 1, 2027.

The Subsidy components set out in clause 12.05 based on the basic allowance will be increased in line with the present clause. The other components shall be calculated after rounding the basic allowance to the nearest cent.[7] The other Subsidy components are also rounded off to the nearest cent.

The amounts are presented in Appendix 7.

Adjustment clause

12.11 An adjustment to the basic allowance and additional allowance for children aged 17 months or younger (12.13 a)) may apply under the following conditions:

[7]When rounding to the nearest cent, the following shall apply: when the decimal point is followed by three (3) digits or more, the third (3rd) and following digits are dropped if the third (3rd) digit is less than five (5). If the third (3rd) digit is equal to or greater than five (5), the second (2nd) digit is increased by one unit and the third (3rd) and following digits are dropped.

a) On March 31, 2026, the basic allowance and additional allowance for children aged 17 months or younger (12.13 a)) in force on March 30, 2026, shall be increased by the percentage difference between the annual average of the Consumer Price Index for Québec in 2025-2026 and the annual average of the Consumer Price Index for Québec in 2024-2025, minus 2.60 percentage points. The increase may not exceed 1.00%.

b) On March 31, 2027, the basic allowance and additional allowance for children aged 17 months or younger (12.13 a)) in force on March 30, 2027, shall be increased by the percentage difference between the annual average of the Consumer Price Index for Québec in 2026-2027 and the annual average of the Consumer Price Index for Québec in 2025-2026, minus 2.50 percentage points. The increase may not exceed 1.00%.

c) On March 31, 2028, the basic allowance and additional allowance for children aged 17 months or younger (12.13 a)) in force on March 30, 2028, shall be increased by the percentage difference between the annual average of the Consumer Price Index for Québec in 2027-2028 and the annual average of the Consumer Price Index for Québec in 2026-2027, minus 3.50 percentage points. The increase may not exceed 1.00%.

The Subsidy components set out in clause 12.05 based on the basic allowance will be increased in line with the present clause. The other components shall be calculated after rounding the basic allowance to the nearest cent.[8]

For each increase as calculated above, if the result is less than 0.05%, the basic allowance and additional allowance for children aged 17 months and younger (12.13 a))shall not be modified.

The adjustments to the basic allowance and additional allowance for children aged 17 months and younger (12.13 a)) set out in the preceding clauses shall be applied and paid retroactively no later than November 30 following the publication of the data by Statistics Canada.

For the purpose of calculating this clause:

a) The Consumer Price Index for Québec is the average for the fiscal year (April to March) for all products, based on Statistics Canada, Table 18-10-0004-01 Consumer Price Index, monthly, not seasonally adjusted;
b) The change in the Consumer Price Index is expressed as a percentage, rounded to two decimal places.

Under no circumstances can adjustments to the basic allowance and additional allowance for children aged 17 months or younger (12.13 a)) be negative:

[8]When rounding to the nearest cent, the following shall apply: when the decimal point is followed by three (3) digits or more, the third (3rd) and following digits are dropped if the third (3rd) digit is less than five (5). If the third (3rd) digit is equal to or greater than five (5), the second (2nd) digit is increased by one unit and the third (3rd) and following digits are dropped.

12.12 **Increases to the additional allowance for children aged 17 months or younger (12.13 a)):**

The additional allowance for children aged 17 months or younger (12.13 a)) shall be increased on the same date and by the same percentage as determined in paragraphs (a), (b), (c), (d) and (e) of clause 12.10.

On April 1, 2025, the additional allowance for children aged 17 months or younger (12.13 a)) shall be $15.00 including the increase set out in clause 12.10 c).

The amount of this allowance is set out in clause 12.13 a).

Additional allowances

12.13 An HECP shall be entitled to the following additional allowances:

a) Additional allowance per day of occupancy per infant aged 17 months or less.[9]

Period	Amount of additional allowance per day of occupancy per child aged 17 months or less[10]
As of April 1, 2023	$13.11
As of April 1, 2024	$13.48
As of April 1, 2025	$15.00
As of April 1, 2026	$15.38
As of April 1, 2027	$15.92

b) Additional allowance per day of occupation for a child eligible for the allowance for integration into childcare (AISG)

Period	Additional allowance per day of occupation for a child eligible for the integration allowance (AISG)[11]
As of April 1, 2023	$48.30
As of April 1, 2024	$49.43
As of April 1, 2025	$50.88
As of April 1, 2026	$52.13
As of April 1, 2027	$53.88

The withholding for APSS days provided for in clause 13.13 shall be made on every additional allowance per child eligible for the AISG.

c) As of April 1, 2025, additional allowance for each day the HECP provided subsidized educational childcare services with more than six (6) service

[9] Means the last day before the child turns 18 months.

[10] These amounts include the general parameters for raises set out in clause 12.10 and the increases applied to the additional allowance per day of occupancy for children aged 17 months or less (12.13 a)) set out in clause 12.12.

[11] Corresponds to the Subsidy amount set out in clause 12.08, to which the amount of $7.00 is added. In the event that the adjustment clause set out in 12.11 applies, the value of the additional allowance for a child eligible for the AISG (12.13 b)) shall be adjusted in the same manner, excluding the amount of $7.00. This provision shall not result in the adjustment clause set out in 12.11 being applied twice.

agreements[12] signed and in effect and that provide for attendance on that day, according to the following table:

Service agreements signed and in effect that provide for attendance on this day	Amount of additional allowance per day for operations with more than six children[13]
7th service agreement	$3.00
8th service agreement	$3.00
9th service agreement	$3.00

Terms of Subsidy deposit

12.14 Amounts owing to the HECP are deposited every second (2nd) Thursday by electronic transfer into the bank account designated by the HECP.

Subsidy pay slip

12.15 The following information shall accompany the Subsidy pay slip:

a) Coordinating Office name;
b) HECP's first and last names;
c) Period in question;
d) Detailed amount of Subsidy paid per child;
e) Union dues collection amount;
f) Amount of withholding for APSS days;
g) Amount of Subsidy paid for benefit coverage;
h) Number of unused undetermined APSS days;
i) Detailed amount of Subsidy recovery, as applicable, and/or compensation;
j) Detailed amount of compensation paid during a suspension, as applicable;
k) Amount of Subsidy paid for predetermined APSS days, as applicable;
l) Amount of Subsidy paid for additional financial compensation;
m) Amount of Subsidy paid for the recognition premium;
n) Cumulative amounts withheld for APSS days.

ARTICLE 13 TERMS AND CONDITIONS OF APSS DAYS

13.01 The HECP shall have twenty-six (26) APSS days per Reference Year.[14]

Starting on April 1, 2025, the HECP shall have twenty-seven (27) APSS days per Reference Year.

Starting on April 1, 2027, the HECP shall have twenty-eight (28) APSS days per Reference Year.

13.02 No services may be offered on APSS days.

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[12] If they are present during the provision of childcare services, children covered under section 53.1 of the Educational Childcare Act count as a service agreement. The number of days for which the allowance is paid during a Reference Year cannot exceed the maximum number of days of subsidized occupancy provided in clause 12.06.

[13] The general increase parameters set out in clause 12.10 and the adjustment clause set out in clause 12.11, where applicable, do not apply to the additional allowance for operations with more than six children (12.13 c)).

[14] The number of APSS days may vary if a predetermined APSS day occurs twice or not at all in the same Reference Year.

13.03 The HECP shall indicate the APSS days she has taken on the attendance card using the appropriate code.

13.04 When APSS days are taken, the HECP who usually takes a child whose parents are exempt from paying the reduced contribution shall receive an allowance equivalent to the basic contribution.

Pre-determined APSS days

13.05 The HECP shall have the following predetermined APSS days:

1- January 1;
2- Easter Monday,
3- the Monday preceding May 25;
4- Québec National Holiday;
5- July 1;
6- the first Monday of September;
7- the second Monday of October;
8- December 25; and
9- December 26 or January 2, at the discretion of the provider. The HECP must provide written notice to the Minister[15] and the parents at least 30 days in advance.

Starting on April 1, 2025, the HECP shall have a 10th predetermined APSS on Good Friday.[16]

Starting on April 1, 2027, the HECP shall have an 11th predetermined APSS on January 2.

If any of these days falls on a Saturday, the day the home educational childcare service is closed will be the business day[17] before that day; if any of the days falls on a Sunday, the day the home educational childcare service is closed will be moved to the business day following that day. In the event that this postponement coincides with a day that is not covered by the HECP offer of service, the predetermined APSS day shall be deemed to have been observed.

If the HECP's services include Saturday or Sunday service, the closure will be observed that same day.

Undetermined APSS days

13.06 The HECP shall have seventeen (17) undetermined APSS days per Reference Year, regardless of the accumulated amounts withheld as set out in clause 13.13.

13.07 An undetermined APSS day cannot be taken on a Saturday or Sunday, unless the HECP provides service on those days.

13.08 A day on which no service is provided by an HECP who offers service fewer than five (5) days per week may be considered one (1) undetermined APSS day. The HECP is not required to send the notice set out in clause 13.10 for that day.

[15] The Minister may delegate this responsibility.

[16] For the 2025-2026 Reference Year, this day is considered an undetermined APSS day. From the following year onward, it becomes a predetermined APSS day.

[17] A business day excludes weekends and the predetermined APSS days set out in this clause.

However, the offer of service cannot exceed the maximum number of days of subsidized occupancy provided in clause 12.06.

13.09 An individual who becomes an HECP during a Reference Year is not covered by the closure obligation set out in clause 13.02 for undetermined APSS days for the Reference Year during which she becomes an HECP.

An HECP whose recognition is suspended, on whatever grounds, is not covered by the closure obligation set out in clause 13.02 for undetermined APSS days for the Reference Year during which she resumes operation.

Notwithstanding the first two (2) paragraphs, the service offer cannot exceed the maximum number of days of subsidized occupancy as set out in clause 12.06.

13.10 Notice of taking undetermined APSS days:

a) When the HECP takes three (3) or more consecutive undetermined APSS days, she must provide written notice to the parents at least thirty (30) days in advance, indicating the dates on which the days will be taken, except in unforeseen circumstances;

b) In all other cases, the HECP must provide written notice to the parents at least fifteen (15) days in advance, indicating the dates on which the days will be taken, except in unforeseen circumstances.

Withholding for APSS days

13.11 HECPs can build a reserve using the allowance they receive for APSS days under clause 12.05.

13.12 The HECP can choose no withholding or a withholding corresponding to the amount identified in clause 13.13.

HECPs who want withholding must let the Minister[18] know in writing thirty (30) days before the new Reference Year. The previous year's choice shall be the default.

Newly recognized HECPs must let the Minister[13] know their choice in writing when they obtain their recognition. By default, no withholding will be taken.

13.13 The amount of the withholding for APSS days, whether predetermined or undetermined, is calculated, as applicable, during the current Reference Year for the APSS for the following Reference Year. The withholding corresponds to the following:

Period	Amount of withholding per day per child
As of April 1, 2023	$4.23
As of April 1, 2024	$4.46
As of April 1, 2025	$5.05
As of April 1, 2026	$4.74
As of April 1, 2027	$5.15

[18] Le Ministre peut déléguer cette tâche administrative, mais en demeure responsable.

13.14 On April 1 of each Reference Year, the total amount of withholding taken during the previous Reference Year is distributed to the HECP, according to the provisions of clauses 13.15 and 13.17.

Payment of compensation for predetermined APSS days

13.15 Payment of compensation for each predetermined APSS day shall be made on the predetermined day and taken from the withholding for the previous Reference Year in accordance with clause 13.13.

13.16 The amount of the compensation payment for each predetermined APSS day shall correspond, as applicable, to the Subsidy amount set out in clause 12.08 for the current Reference Year, from which the withholding set out in clause 13.13 for the same period shall be deducted.

Payment of balance of amounts withheld for APSS days

13.17 The balance of amounts withheld during the previous Reference Year pursuant to clause 13.13 is paid out in entirety once a year when the first Subsidy payment is made in June, after deducting the compensation amount for predetermined APSS days set out in clause 13.14 for the current Reference Year.

13.18 When an HECP ceases to be covered by the Agreement, regardless of the reason, the amounts withheld for APSS days will be paid back within thirty (30) days.

13.19 When an HECP's recognition is suspended for more than thirty (30) days, regardless of the reason, the amounts withheld for APSS days will be paid back within thirty (30) days of the HECP submitting a request in writing.

13.20 When an HECP changes service areas, the amounts withheld for APSS days will be paid back within thirty (30) days of ceasing operation in the original area.

ARTICLE 14 TERMS AND CONDITIONS OF ADDITIONAL FINANCIAL COMPENSATION AND RECOGNITION PREMIUM

The additional financial compensation and recognition premium set out in this clause are part of the components of the Subsidy listed in clause 12.05.

Additional financial compensation for educational planning

14.01 The HECP shall receive financial compensation per day of occupancy per child for educational planning. This shall be equivalent to two (2) days of occupancy per Reference Year. Starting on April 1, 2026, this shall be equivalent to three (3) days of occupancy per Reference Year.

The HECP shall not be obliged to close the home educational childcare service on those days.

If the HECP decides to close her home educational childcare service on those days, she must provide written notice to the parents at least fifteen (15) days in advance, indicating the dates on which the days will be taken.

Additional financial compensation for personal situations

14.02 The HECP shall receive financial compensation per child per day of occupancy for personal situations, such as the death of a loved one. This shall be equivalent to one (1) day of occupancy per Reference Year. Starting on April 1, 2025, this shall be equivalent to two (2) days of occupancy per Reference Year.

The HECP shall not be obliged to close the home educational childcare service on those days.

If the HECP decides to close her home educational childcare service on those days, she must provide written notice to the parents at least fifteen (15) days in advance, indicating the dates on which the days will be taken. No notice is required for absences taken under clause 15.02 or for unforeseen circumstances.

Recognition premium

14.03 The HECP shall receive a permanent premium that recognizes the specific nature of the home educational childcare services provided, including the volume of work and the diversity of tasks. This premium shall be equivalent to sixteen percent (16%) of the basic allowance.

ARTICLE 15 UNSUBSIDIZED NON-SERVICE DAY OR WITH POSSIBILITY OF REPLACEMENT

15.01 An HECP who wishes to interrupt operation may suspend recognition for a period of up to twenty-four (24) months, subject to the conditions set out in sections 79 and 79.1 of the Regulation.

Reopening of the HECP operation shall be subject to the conditions set out in sections 79.3 and 80 of the Regulation.

When the HECP is required to be present for the care, health or education of her child or her spouse’s child, or because of the state of health of her spouse, father, mother, brother, sister or one of her grandparents: the HECP shall be entitled to up to ten (10) unsubsidized non-service days per year. No notice or proof is required.

15.02 The HECP can obtain a replacement in accordance with the provisions of the Regulation under the circumstances identified above. The replacement must be included in the number of days used annually for occasional replacements as set out in section 81.1 of the Regulation.

ARTICLE 16 NOTICE

16.01 When the Federation is required to send notice to the Minister, it shall use the following address:

Direction de la main-d'œuvre
Ministère de la Famille
c/o: Person in charge of applying the group agreement for HECPs
600 Fullum St., Suite 7.00
Montréal, Quebec H2K 4S7
mesentente.rsge@mfa.gouv.qc.ca

16.02 When the Minister is required to send notice to the Federation, she shall use the following address:

Fédération de la santé et des services sociaux (FSSS-CSN)
1601 De Lorimier Ave.
c/o: Person in charge of applying the group agreement for HECPs
Montréal, Quebec H2K 4M5
fsss.rsge.mesentente@csn.qc.ca

ARTICLE 17 INTERPRETIVE CLAUSES

17.01 Nullity of one clause of this Agreement shall not result in nullity of another clause or the entire Agreement.

17.02 The appendices and letters of agreement form an integral part of the Agreement, with the exception of the section entitled "Non-arbitratable matters excluded from the group agreement but included for information."

17.03 Use of the feminine gender includes the masculine unless the context indicates otherwise.

ARTICLE 18 RETROACTIVITY

The HECP shall receive the following within ninety (90) days of the signature of this group agreement:

- an amount corresponding to the retroactive Subsidy adjustment amount set out in clause 12.08, in accordance with clauses 12.10 a), (b) and (c), as applicable;

- an amount corresponding to the retroactive adjustment of the additional allowance amounts set out in clauses 12.13 a) and (b) for the periods from April 1, 2023 to March 31, 2024, April 1, 2024 to March 31, 2025, and starting on April 1, 2025.

- an amount corresponding to the retroactive adjustment of the additional allowance amount set out in clause 12.13 c) starting on April 1, 2025.

ARTICLE 19 COMING INTO FORCE AND DURATION OF AGREEMENT

19.01 The Agreement shall come into force on the signing date and shall end on March 31, 2028.

19.02 However, the conditions set out in the Agreement shall continue to apply until a new agreement is signed.

Amendments to Agreement

19.03 This Agreement cannot be modified except by terms of a written instrument duly ratified by each of the parties.

19.04 Any modification or amendment shall become an integral part of the Agreement when it is filed with the ministère du Travail pursuant to section 46 of the Act respecting representation.

Distribution of Agreement

19.05 The Agreement will be accessible on the Ministry website.

IN WITNESS WHEREOF THE PARTIES HAVE SIGNED IN MONTREAL THIS APRIL 21 2025.

LA MINISTRE DE LA FAMILLE
Par :



Suzanne Roy

LA SOUS-MINISTRE DE LA FAMILLE
Par :



Julie Blackburn

LE SECRÉTARIAT DU CONSEIL DU TRÉSOR
Par :

Mᵉ Édith Lapointe,
Négociatrice en chef du gouvernement

LE CONSEIL DU TRÉSOR
Par :

Sonia Lebel,
Ministre responsable de l'Administration gouvernementale
et présidente du Conseil du trésor

LA FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX – CSN
Par :

Lucie Longchamps
Vice-présidente FSSS-CSN

Dalila Badis
Conseillère syndicale, porte-parole du
comité de négociation FSSS-CSN

Chantal Racicot
Représentante du secteur des
responsables des services de garde
éducatifs en milieu familial
FSSS-CSN

Marilyn Potvin
Membre du comité de négociation
FSSS-CSN

Chatelle Devost
Membre du comité de négociation
FSSS-CSN

APPENDIX 1 LETTER OF AGREEMENT ON LEAVE FOR ASSOCIATION ACTIVITIES

If the Federation represents more than 5,000 HECPs according to the recognitions granted by the Administrative Labour Tribunal, the following provisions shall apply instead of those provided in clauses 6.06 to 6.09 of the Agreement:

6.06 For an HECP to obtain fixed-term leave, the Association Representative must send the Minister the notice of leave provided in Appendix 3 within the following time frame:

a) at least three (3) days prior to the start of the fixed-term leave if the leave does not result in complete interruption of service.

b) at least fifteen (15) days prior to the start of the fixed-term leave if the leave results in complete interruption of service, with a copy to the parents with the same notice.

6.07 The fixed-term leave provision in clause 6.06 shall allow an HECP to take leave for a maximum of fifty (50) days of service per Reference Year. Of those fifty (50) days, a maximum of eight (8) days can be taken per month. Of those eight (8) days, a maximum of three (3) days can be taken consecutively only one (1) time per month. Under no circumstances can the HECP be away for more than three (3) consecutive days.

6.08 Fixed-term leave as provided in clause 6.06 shall allow a maximum of two (2) members of the executive per Association to take leave for a maximum of one hundred (100) days of service per Reference Year. Of those one hundred (100) days, a maximum of twelve (12) days can be taken per month. Of those twelve (12) days, a maximum of three (3) days can be taken consecutively no more than two (2) times per month. Under no circumstances can the HECP be away for more than three (3) consecutive days.

The Federation shall inform the Minister of the names of members of the executive taking leave under this clause.

An executive member who takes this leave cannot take the leave provided under clause 6.07.

An HECP who is or becomes a member of the executive cannot take leave for more than one hundred (100) days per Reference Year when taking the leave provided under clauses 6.07 and 6.08.

6.09.a The maximum number of days that may be taken monthly or consecutively, as set out in clauses 6.07 and 6.08, does not apply during the periods set out paragraphs 3, 4, and 5 of section 10 of the Act respecting representation.

6.09.b The fixed-term leave provision in clause 6.06 shall allow an Association delegate to take leave for a maximum of thirty-six (36) days of service per Reference Year in order to participate in official meetings of the CSN, Federation or central council. Of those thirty-six (36) days, a maximum of twelve (12) days can be taken per month. Of those twelve (12) days, a maximum of three (3) days can be taken consecutively. Under no circumstances can the HECP be away for more than three (3) consecutive days.

APPENDIX 2 CONTINUOUS TRAINING AND PROFESSIONAL DEVELOPMENT

Funding

1. On April 1 each year, the Minister of Family (the Minister) shall allocate the amount of two (2) million dollars to improve the availability of training. This amount is allocated as follows:

   a. An amount up to $1.7 million shall be allocated for the development of training activities for all HECPs.

   b. The balance of the amount provided for in (a), up to one hundred and ten (110) dollars per recognized and represented HECP, shall be paid to compensate them for participating in training and development activities, as prescribed in section 59 of the Regulations.[19]

   c. An amount up to three hundred thousand (300,000) dollars shall be allocated to encourage additional training for HECPs. This amount, up to eighty-five (85) dollars, shall be paid to compensate recognized and represented HECPs who complete a minimum of three (3) hours of training in addition to the that prescribed in section 59 of the Regulation.

The allowances set out in (b) and (c) shall be paid to the HECP by the Minister[20] no later than June 1, 2026, and no later than June 1 of each subsequent year.

Advisory group on continuous training and professional development

2. No later than sixty (60) days after the signature of the collective agreement, an advisory group (the “Group”) shall be established to share its views with the Minister on:

   i) continuous training and professional development needs;

   ii) the work plan prepared annually by the Minister to meet the continuous training and professional development needs of HECPs;

   iii) training activities eligible for the amount specified in point (c).

3. No later than June 15, 2026, and no later than June 15 of each subsequent year, the Minister agrees to share with the Group the data on training activities attended by HECPs and the state of the budget for the previous financial year.

4. The Group shall meet two (2) times per year.

5. The Group shall be made up of seven (7) members. Of those, three (3) shall be appointed by the Minister, two (2) by the FIPEQ-CSQ and two (2) by the The Fédération de la santé et des services sociaux, an affiliate of the Confédération des syndicats nationaux.

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[19] These amounts are subject to the financial commitments made by the Training and Professional Development Committee.

[20] The Minister may delegate this administrative task, but shall retain responsibility for it.

Duration

6. The Appendix shall enter into force on April 1, 2025 and shall remain in effect for the term of the aforementioned Collective Agreements.

APPENDIX 3 NOTICE OF LEAVE FOR ASSOCIATION ACTIVITIES

NAME OF REPRESENTING ASSOCIATION:

IDENTIFICATION OF HECP

Name of HECP:

Address:

Phone:

Email:

Coordinating Office:

Coordinating Office email:

Name of representing Association Representative:

Address:

Phone:

Email:

TYPE OF LEAVE

Indefinite leave

☐ Indefinite leave for **an HECP** pursuant to clause 6.01 starting _____ **(copy to the coordinating office)**

Types of fixed-term leave

a) Leave for **an HECP** pursuant to clause 6.07 **(maximum 50 days)**

b) Leave for **a member of the executive** pursuant to clause 6.08 **(maximum 100 days)**

c) Leave for **HECPs for a function** within the CSN, the Federation or the central council under clause 6.08 **(unlimited number of days for a maximum of four HECPs)**

d) Leave **for a delegate** under clause 6.09 **(maximum 36 days)**

Dates covered by the fixed-term leave notice and home childcare service status (closed: c, open with replacement: r)

Date (dd/mm/yy)	Type	Status	✓
			AM ☐
			PM ☐
			AM ☐
			PM ☐
			AM ☐
			PM ☐
			AM ☐
			PM ☐

Date (dd/mm/yy)	Type	Status	✓
			AM ☐
			PM ☐
			AM ☐
			PM ☐
			AM ☐
			PM ☐
			AM ☐
			PM ☐

Date (dd/mm/yy)	Type	Status	✓
			AM ☐
			PM ☐
			AM ☐
			PM ☐
			AM ☐
			PM ☐
			AM ☐
			PM ☐

HECP signature: _____ Date: _____

Representative signature: _____ Date: _____

SECTION RESERVED FOR THE MINISTER

Signature: _____ Date of receipt of notice: _____

COPIES: **1- MINISTÈRE DE LA FAMILLE**
Email: mesentente.rsge@mfa.gouv.qc.ca

2- FSSS-CSN
Email: fsss.rsge.mesentente@csn.qc.ca

APPENDIX 4 NOTICE OF DISAGREEMENT

INDIVIDUAL: ☐ **COLLECTIVE:** ☐ **ASSOCIATIVE:** ☐

NAME OF REPRESENTING ASSOCIATION:

NOTICE OF DISAGREEMENT REFERENCE NUMBER: CSN- -

IDENTIFICATION OF INJURED PARTY

Name of HECP:

Address:

Phone:

Email:

Coordinating Office:

* *For a collective disagreement not covering all HECPs in the coordinating office's service area, attach a list of HECPs covered (names and contact information).*

Name of representing Association Representative:

Address:

Phone:

Email:

1- BRIEF DESCRIPTION OF FACTS BEHIND THE DISAGREEMENT

2- CORRECTIVE ACTION REQUESTED

3- MAIN LEGAL PROVISIONS CITED (Act, regulation, group agreement or other)

4- AUTHOR'S SIGNATURE

Signed at	**on**

X

Name of notice author:

COPIES: **1- MINISTÈRE DE LA FAMILLE**
Email: mesentente.rsge@mfa.gouv.qc.ca

2- FSSS-CSN
Email: fsss.rsge.mesentente@csn.qc.ca

APPENDIX 5 LIST OF ARBITRATORS

FOR THE APPLICATION OF CLAUSE 10.19

Montréal:

Yann Bernard

Julie Blouin

André G. Lavoie

Jean-François Beaudry

Amal Garzouzi

Francine Lamy

Québec City:

Dominique-Anne Roy

Dominic Garneau

Bas Saint-Laurent:

Alain Turcotte

APPENDIX 6 LOCATIONS OF ARBITRATION AND MEDIATION SESSIONS

Administrative regions	Hearing locations
01 Bas-Saint-Laurent	Rimouski
02 Saguenay–Lac-Saint-Jean	Saguenay (Chicoutimi and Roberval)
03 Capitale-Nationale	Québec City
04 Mauricie	Trois-Rivières
05 Estrie	Sherbrooke
06 Montréal	Montréal
07 Outaouais	Gatineau
08 Abitibi-Témiscamingue	Rouyn-Noranda
09 Côte-Nord	Baie-Comeau
10 Nord-du-Québec	Chibougamau
11 Gaspésie-Îles de la Madeleine	Gaspé
12 Chaudière-Appalaches	Lévis
13 Laval	Laval
14 Lanaudière	Repentigny
15 Laurentides	Saint-Jérôme
16 Montérégie	Longueuil
17 Centre-du-Québec	Drummondville

APPENDIX 7 BREAKDOWN OF SUBSIDY PER DAY OF OCCUPANCY

Period	Basic allowance for children who are eligible for a reduced contribution space	Allowance for APSS days	Additional financial compensation	Compensation for social protection measures[21]	Recognition premium	Subsidy amount
As of April 1, 2023	$27.46	$3.33	$0.43	$5.69	$4.39	$41.30
As of April 1, 2024	$28.23	$3.41	$0.43	$5.84	$4.52	$42.43
As of April 1, 2025	$28.98	$3.66	$0.60	$6.00	$4.64	$43.88
As of April 1, 2026	$29.70	$3.76	$0.77	$6.15	$4.75	$45.13
As of April 1, 2027	$30.75	$4.05	$0.79	$6.37	$4.92	$46.88

[21] 20.704% for the duration of the Agreement.

APPENDIX 8 LIST OF ASSOCIATIONS

	Union name	Union recognition #
1	Syndicat des responsables de service de garde en milieu familial du Domaine-du-Roy – CSN	RG-2001-0706
2		RG-2001-2137
3	Syndicat des responsables de service de garde en milieu familial des Îles-de-la-Madeleine – CSN	RG-2001-0777
4	Syndicat des responsables de service de garde en milieu familial de la Montérégie – CSN	RG-2001-0762
5		RG-2001-0763
6		RG-2001-4661
7	Syndicat des responsables de garde en milieu familial Des Premiers pas – CSN	RG-2001-1243
8	Syndicat des responsables de garde en milieu familial de l'Estrie - CSN	RG-2001-2179
9	Syndicat des responsables de service de garde en milieu familial des Laurentides – CSN	RG-2001-1239
10		RG-2001-0746
11	Syndicat des éducatrices et éducateurs en milieu familial de la région de Portneuf – CSN	RG-2001-0795
12	Syndicat des responsables de service de garde en milieu familial L'Éveil de la nature et de La Petite Nation - CSN	RG-2001-2483
13	Syndicat des responsables de service de garde en milieu familial de la région de Rimouski (CSN)	RG-2001-4673
14	Syndicat des éducatrices et éducateurs en milieu familial de la région de Québec – CSN	RG-2001-0800
15	Syndicat des responsables de service de garde en milieu familial de la MRC de Bonaventure – CSN	RG-2001-0793
16	Syndicat des responsables de service de garde en milieu familial de la MRC d'Avignon – CSN	RG-2001-0859
17	Syndicat des responsables de service de garde en milieu familial du Saguenay–Lac-Saint-Jean – CSN	RG-2001-0695
18	Syndicat des responsables de services de garde de La Matapédia (CSN)	RG-2001-0799
19	Syndicat des travailleuses et travailleurs du Centre de la petite enfance des p'tits maringouins – CSN	RG-2001-0718
20	Syndicat des travailleuses de garde en milieu familial de Lanaudière – CSN	RG-2001-0732
21	Syndicat des responsables des services éducatifs à l'enfance Ahuntsic - Villeray - Petite Patrie – CSN	RG-2001-6474
22		RG-2001-5436
23	Syndicat des responsables de service de garde en milieu familial du BC Joie de Vivre – CSN	RG-2001-5428
24	Syndicat des éducatrices et éducateurs en milieu familial de Beauport – CSN	RG-2001-5466
25	Syndicat des éducatrices et éducateurs en milieu familial de Sainte-Marie- CSN	RG-2001-5464
26	Syndicat des responsables de service de garde en milieu familial de la Pointe-de-l'Île – CSN	RG-2001-5562
27		RG-2001-5626
28	Syndicat des responsables en service de garde en milieu familial de Montréal-Est – CSN	RG-2001-5560
29		RG-2001-5689
30		RG-2001-5561

31	Syndicat des responsables de service de garde en milieu familial de Force Vive – CSN	RG-2001-5616
32	Syndicat des responsables en service de garde en milieu familial de Montréal-Nord et St-Michel – CSN	RG-2001-5709
33		RG-2001-5708
34	Syndicat des responsables de services de garde en milieu familial de Familigarde – CSN	RG-2001-5714
35	Syndicat des responsables de service de garde en milieu familial des Maisons Enjouées – CSN	RG-2002-0496
36	Syndicat des responsables en service de garde du BC Vos Tout-Petits – CSN	RG-2002-0507

NON-ARBITRATABLE MATTERS NOT COVERED BY THE GROUP AGREEMENT BUT PROVIDED FOR INFORMATION

NATIONAL COMMITTEE ON REGULATIONS AND ISSUES IN HOME EDUCATIONAL CHILDCARE

Mandate

The National Committee on Regulations and Issues in Home Educational Childcare (Comité national sur la règlementation et les enjeux de la garde éducative en milieu familial, hereafter the "Committee") will enable the Fédération de la santé et des services sociaux – CSN (FSSS-CSN) to discuss difficulties in applying the *Educational Childcare Act* ("ECA") and its regulations, directives and instructions (hereafter "the ECA and its regulations") in order to obtain interpretations from the ministère de la Famille (the "Ministry") and to standardize practices in the home educational childcare sector. The Committee will also enable the FSSS-CSN to express their views on issues in home childcare that impact the entire network and to propose possible solutions.

Committee composition

- Two (2) professionals from the Direction du soutien à la conformité et à la qualité du réseau responsible for interpreting the ECA and its regulations;
- One (1) professional from the Ministry's Direction de la main-d'œuvre;
- Two (2) representatives and one (1) union advisor from the FSSS-CSN.

Either party may bring in an additional resource-person if deemed necessary.

The Committee meeting shall be held in person at least once a year with the following people in attendance:

- the Assistant Deputy Minister in charge of the Ministry's Sous-ministériat de la main d'œuvre et qualité du réseau;
- the Director of the Ministry's Direction du soutien à la conformité du réseau;
- the Director of the Ministry's Direction de la main-d'œuvre.

Objectives

- To discuss differences of interpretation arising as part of the application of the ECA and its regulations by home childcare coordinating offices;
- To enable the FSSS-CSN to assert its views regarding the interpretation of the ECA and its regulations, instructions, directives and guides;
- To propose solutions for harmonizing the practices of coordinating offices with respect to HECPs;
- To discuss planned solutions to the issues addressed;
- Following discussions and presentations of specific situations, the Ministry may issue guidance on the interpretation of the ECA and its regulations, particularly through the Courrier du milieu familial newsletter.
- To assess annually as needed, during the meeting attended by the Assistant Deputy Minister, the dispute settlement process for the *Educational Childcare Act* and its regulations;
- Upon agreement by the committee, to discuss any other topic affecting all HECPs.

Terms and conditions of meetings

The Committee shall meet four (4) times a year. An initial meeting shall take place within three (3) months of signing of the group agreement. A meeting schedule for the coming year shall be proposed by September 30 of each year at the latest and shall include at least one in-person meeting.

The FSSS-CSN shall send the Ministry the list of topics it wishes to discuss twenty (20) days before the meeting. If the list is not sent by the FSSS-CSN, the meeting will be postponed.

Following each of the Committee's meetings, the Ministry shall produce and send the FSSS-CSN a document detailing the topics discussed and the follow-up actions planned.

Operation

The Committee shall determine its own operating rules and procedures. The topics discussed at the Committee meeting shall first have been discussed by the Coordinating Office and the local union concerned.

Results

The directions and interpretations stemming from the Committee's discussions shall be the sole responsibility of the Ministry and cannot be contested via a Dispute.[22]

IN WITNESS WHEREOF THE PARTIES HAVE SIGNED AT MONTRÉAL ON APRIL 21 2025.

LA MINISTRE DE LA FAMILLE
Par :

Suzanne Roy

LA FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX – CSN
Par :

Lucie Longchamp
Vice-présidente FSSS-CSN

[22] Dispute settlement procedure regarding the *Educational Childcare Act* and its regulations.

LETTER OF AGREEMENT ON THE DISPUTE SETTLEMENT PROCEDURE REGARDING THE EDUCATIONAL CHILDCARE ACT AND ITS REGULATIONS

BETWEEN **THE MINISTER OF FAMILY**, for and on behalf of the government of Québec, represented herein by Suzanne Roy, Minister,

hereafter "the Minister"

AND **THE FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX – CSN**, legal person duly constituted under the *Professional Syndicates Act* (CQLR, c S-40), having its head office at 1601 De Lorimier Avenue, Montréal, Québec H2K 4M5, represented by Lucie Longchamp, Vice-President,

hereafter "the Federation"

Preamble

WHEREAS the Minister entered into a group agreement with the Federation on April 21 2025;

WHEREAS the parties to this letter of agreement (hereafter "the LOA") have agreed to set up a dispute settlement procedure regarding application of the *Educational Childcare Act* (hereafter "the ECA") and its regulations;

WHEREAS the procedure is aimed at providing a formal method of handling disputes with respect to the application of the ECA and its regulations that may arise between home educational childcare providers (hereafter "HECPs") and home childcare coordinating offices (hereafter "Coordinating Offices");

WHEREAS the HECPs are entitled to respect for their status as self-employed workers providing services under the conditions set out in the ECA;

WHEREAS the HECPs provide home childcare in a private residence;

WHEREAS the coordinating offices must act out of respect for the HECPs' status as self-employed workers providing services under the conditions set out in the ECA;

WHEREAS the Coordinating Offices must act in accordance with the Minister's directives and instructions;

WHEREAS the LOA does not restrict or modify the ECA and its regulations;

WHEREAS the LOA is a non-arbitratable matter that is not covered by the group agreement.

THE PARTIES AGREE AS FOLLOWS:

1. The preamble shall form an integral part of the LOA.

Objectives

2. To provide a formal process (hereafter referred to as "the Settlement Procedure") for HECPs and coordinating offices to consult the ministère de la Famille (hereafter the "Ministry") and a revisor, as the case may be, for the purposes of settling disputes related to application of the ECA and its regulations, including decisions made by coordinating offices regarding the subsidy.[23]

3. To enable HECPs and Coordinating Offices to make their views known and assert their viewpoints regarding a dispute.

4. To harmonize the practices of Coordinating Offices.

5. To allow the Ministry to clarify and communicate its position to the parties as set out in paragraph 7.

6. To enable the parties, as applicable, to submit their dispute to an impartial and independent external revisor.

Right to submit a dispute settlement request to the Ministry

7. The parties that may file a dispute settlement request pursuant to this LOA are:

   a) the Association or the Federation on behalf of an HECP;
   b) a Coordinating Office.

Eligibility criteria

8. To be deemed eligible by the secretariat in charge of the Settlement Procedure (hereafter "the Secretariat"), a dispute settlement request must:

   a) apply to a single HCP; and
   b) follow up on a notice of violation of the ECA and its regulations issued by a Coordinating Office or a decision made by a Coordinating Office regarding the subsidy; and
   c) be sent using a means whereby receipt can be acknowledged using the form provided for that purpose within one hundred eighty (180) days of the incident; and
   d) not be the subject of a Disagreement for which the desired corrective actions are identical.

[23] For the purposes of this Letter of Agreement, the term "Subsidy" includes additional allowances.

Procedure steps

9. A dispute settlement request is addressed to both the Ministry and the other party named in the dispute settlement request at the same time on the form provided for that purpose. The party filing the request must specify the reasons behind the request and the desired outcome. All information and, where applicable, all documents necessary to examine the situation must be appended to the request. The Secretariat shall assess the eligibility of the application and notify the parties of the outcome within five (5) days of receiving the completed request.

10. The other party named in the dispute must send its observations to the Ministry and the party that filed the dispute using the form provided for that purpose and attach all documents necessary to support its response within twenty (20) days of receiving confirmation from the Secretariat that the dispute settlement request is admissible. If it does not produce its observations within the allotted time, the party is deemed to have waived its right to provide observations.

11. The party that filed the dispute then has the right to reply within ten (10) days of receiving the other party's observations. To do so, it must use the form provided for that purpose and attach all documents necessary to support its reply. If it does not produce its reply within the allotted time, the party is deemed to have waived its right to reply. Where applicable, the other party may also produce a petition within the same timeframe and according to the same terms and conditions.

12. Within thirty (30) days of expiry of the time limits identified in paragraph eleven (11), the Ministry shall analyze the dispute and therefore to that end:

    a) it may communicate with the parties to enable them to present their respective positions, attempt to settle the dispute and, where applicable, ratify the agreement established between the parties;
    b) if it cannot resolve the dispute, the Ministry shall communicate its position in writing. The position must establish reasons and set out the positions of both parties. The Ministry's position is enforceable and must be applied by the parties on the expiry of the review period of fifteen (15) days, unless a request for review is submitted by either of the parties.

13. The parties shall apply the Ministry's position or the agreement established between the parties, as the case may be. Failing this, the Minister may exercise the powers granted by the ECA to enforce implementation.

Review of the Ministry's position

14. Within fifteen (15) days of disclosure of the Ministry's position to the parties, either party may submit a request for review of the Ministry's position in writing to the Secretariat using the form provided for that purpose, so that it may be examined by an independent reviewer designated by the Minister. A copy of the review request shall be sent to the other party. Receipt of such a request shall suspend execution of the Ministry's position.

Reviewer's mandate

15. The reviewer shall have fifty (50) days starting from the date the review request is received by the Secretariat to analyze the dispute on file and present its recommendations in writing to the Ministry and the parties. The reviewer may contact the parties by phone to obtain their comments.

16. The reviewer shall issue recommendations bearing his or her signature to the parties regarding settlement of the dispute regarding application of the ECA and its regulations following examination of a request to review the Ministry's position.

17. The reviewer shall carry out his or her mandate in complete impartiality, openness, fairness and in compliance with the ECA. He or she shall take into account the specific facts of each of the disputes. The reviewer may not be employed by the Ministry, a Coordinating Office or the CSN.

18. The parties shall apply the reviewer's recommendations, failing which, the Minister may exercise the powers granted by the ECA to enforce implementation.

19. The Ministry shall provide the Federation with the reviewers' names ninety (90) days following signature of the Agreement.

Time limits

20. The time limits identified herein refer to business days; weekends and predetermined subsidized days off (APSS) are not included.

21. The parties may ask the Ministry to reduce the time limits when the Coordinating Office or HECP represented by the Association, FSSS or CSN is in danger of suffering significant short-term harm. In that case, the Ministry may set a shorter time limit than those set out in paragraphs 10, 12 and 15 in order to issue a ministerial position. The Ministry may also propose an interim measure to the parties. The Ministry may require the parties to send all information and documents useful for analyzing the dispute settlement request within a time limit that it shall set.

IN WITNESS WHEREOF THE PARTIES HAVE SIGNED AT MONTRÉAL ON APRIL 21 2025.

LA MINISTRE DE LA FAMILLE
Par :

Suzanne Roy

LA FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX – CSN
Par :

Lucie Longchamp
Vice-présidente FSSS-CSN

Ministère de la Famille
Québec
Direction des conditions et des relations de travail

April 10, 2025

Lucie Longchamp
Vice-President
Fédération de la santé et des services sociaux (FSSS-CSN)
1601 De Lorimier Ave.
Montréal, Quebec H2K 4M5

Dear Vice-President Longchamp,

This letter is to confirm that, as part of the work of the National professional relations committee (CNRP) provided for in the FSSS-CSN HECP collective agreement, the ministère de la Famille is committed to discussing client retention issues within certain regions.

For the purpose of this work, the parties may bring in additional resource-persons as needed.

The work will focus on the following elements:

- identifying the regions concerned and assessing the challenges related to retaining HECP clientele;
- discussing possible solutions, including allowing childcare services to open on APSS days under certain conditions.

At a meeting of the CNRP, within twelve (12) months of the signature of the collective agreement, the parties will present their conclusions and recommendations, either jointly or separately.

Sincerely, Director

Patrick Dufresne

600 Fullum St., Seventh Floor, Suite 7.00
Montréal, Québec H2K 4S7

Ministère de la Famille
Québec
Direction des conditions et des relations de travail

April 9, 2025

Lucie Longchamp
Vice-President
Fédération de la santé et des services sociaux (FSSS-CSN)
1601 De Lorimier Ave.
Montréal, Québec H2K 4M5

Dear Vice-President Longchamp,

This letter is to confirm that the ministère de la Famille undertakes to establish, within sixty (60) days of the signature of this collective agreement, a committee to oversee the application of section 81.1 of the Educational Childcare Regulation, including with regard to parental leave and sick leave.

The composition of the committee is as follows:

- three (3) representatives from Ministry's directorates whose work pertains to the Educational Child Care Services Act and the Regulations;
- three (3) representatives of the FSSS-CSN;
- additional resource-persons brought in by the parties as needed.

The committee's objectives are as follows:

- discuss the application of section 81.1 of the Educational Childcare Regulation, including with regard to parental leave and sick leave;
- allow the union party to express its views on the regulatory amendments it proposes.

The terms and conditions of the meetings are as follows:
The meetings, of which there will be four (4), may also be held virtually.

Within twelve (12) months of the start of the work, the parties will present their conclusions and recommendations regarding the results, if applicable.

Sincerely,

Director General

Igor Marincic

c.c.
Direction de l'encadrement du réseau
Direction du soutien à la conformité et à la qualité du réseau

Excerpt from the collective agreement
Breakdown of subsidy per day of occupancy

Period	Basic allowance for children aged 59 months or less	Allowance for APSS days	Additional financial compensation for 3 days (4 starting on April 1, 2025, and 5 starting on April 1, 2026)	Compensation for social protection measures (20.704% of the basic allowance)	Recognition premium (16% of the basic allowance)	Subsidy amount
April 1, 2023 to March 31, 2024	$27.46	$3.33	$0.43	$5.69	$4.39	$41.30
April 1, 2024 to March 31, 2025	$28.23	$3.41	$0.43	$5.84	$4.52	$42.43
April 1, 2025 to March 31, 2026	$28.98	$3.66	$0.60	$6.00	$4.64	$43.88
April 1, 2026 to March 31, 2027	$29.70	$3.76	$0.77	$6.15	$4.75	$45.13
April 1, 2027 to March 31, 2028	$30.75	$4.05	$0.79	$6.37	$4.92	$46.88

Breakdown of social protection measures for HECPs as of April 1, 2025

Social protection measures	Applicable rate	Approximate monetary value Per day, per child	**Ministry's contribution to the group insurance plan** **Childcare service with 6 children** Example: as of April 1, 2025 **1.30 $** X 6 children X 5 days = **39.12 $** / week or **78.25 $** per pay
Group Insurance Plan	4.5%	$1.30	
Pension plan:	6.6%	$1.91	
CNESST:	2.82%	$0.82	
QPP:	6.4%	$1.85	
QPIP:	0.384%	$0.11	
Total social protection measures	**20.704%**	**$6.00**	