

1985, chapter 12

AN ACT RESPECTING THE PROCESS OF NEGOTIATION OF THE COLLECTIVE AGREEMENTS IN THE PUBLIC AND PARAPUBLIC SECTORS

Bill 37

Introduced by Mr Michel Clair, Chairman of the Conseil du trésor and Minister for Administration

Introduced 2 May 1985

Passage in principle 5 June 1985

Passage 19 June 1985

Assented to 19 June 1985

Coming into force: by proclamation of the Government

- 19 June 1985: ss. 1 to 56, 70 to 91, 93 to 101, schedules A, B, C
G.O., 1985, Part 2, p. 3648
- 1 August 1985: s. 92 (ss. 111.16 to 111.20 of the Labour Code)
G.O., 1985, Part 2, p. 3648
- 1 August 1985: ss. 57 to 69
G.O., 1985, Part 2, p. 3678

Act amended:

Labour Code (R.S.Q., chapter C-27)

Act replaced:

Act respecting management and union parties organization in collective bargaining in the sectors of education, social affairs and government agencies (R.S.Q., chapter O-7.1)





CHAPTER 12

An Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors

[Assented to 19 June 1985]

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

CHAPTER I

SCOPE

- Application** **1.** This Act applies to the negotiation and making of a collective agreement within the meaning of the Labour Code (R.S.Q., chapter C-27) between an association of employees within the meaning of the said Code and a school board, a college and an establishment. It also applies to the government agencies listed in Schedule C to the extent provided for in Chapter IV and to the public service to the extent provided for in Chapter V.
- School board** A school board includes a school board and a confessional school board within the meaning of the Education Act (R.S.Q., chapter I-14) and every other similar body designated by the Government for the application of this Act.
- College** A college means a college within the meaning of the General and Vocational Colleges Act (R.S.Q., chapter C-29).
- Establishment** An establishment includes a public establishment within the meaning of the Act respecting health services and social services (R.S.Q., chapter S-5), a private establishment under agreement within the meaning of the said Act, and every body which provides services to

an establishment or to recipients in accordance with the said Act and declared by the Government to be classified, for the application of this Act, as an establishment defined in the Act respecting health services and social services.

CHAPTER II

INSTITUT DE RECHERCHE ET D'INFORMATION SUR LA RÉMUNÉRATION

DIVISION I

ESTABLISHMENT AND COMPOSITION

Establish-
ment

2. An agency is hereby established under the name of "Institut de recherche et d'information sur la rémunération".

Corporation

3. The Institut is a corporation.

Board of
directors

4. The affairs of the Institut shall be administered by a board of directors consisting of not more than nineteen members, including a president and two vice-presidents.

President
and vice-
presidents

5. The president and vice-presidents shall be appointed by resolution of the National Assembly passed by not less than two-thirds of its Members, on a motion of the Prime Minister, presented after consultation with the groups of associations of employees contemplated in section 26, the associations of employees contemplated in section 27, the groups of school boards, colleges and establishments contemplated in sections 31 and 37 and with the associations of employees recognized or certified under sections 64 to 67 of the Public Service Act (R.S.Q., chapter F-3.1.1).

Remunera-
tion

The Government shall determine the remuneration, social benefits and other conditions of employment of these members.

Appoint-
ment

6. The other members shall be appointed by the Government.

Members

Six of the members shall be chosen from among the persons whose names appear on lists drawn up by the associations of employees and the groups of associations of employees contemplated in this Act and by the associations of employees recognized or certified under sections 64 to 67 of the Public Service Act.

Consulta-
tion

Six other members shall be appointed after consultation with the groups of school boards, colleges and establishments.

Appoint-
ment

The Government may, in addition, appoint not more than two other members after consultation with the organizations most representative of the employees of the private sector and not more than two other members after consultation with the organizations most representative of the employers of the private sector.

Term of of-
fice

7. The members of the Institut are appointed for three years except the president and vice-presidents who are appointed for not more than five years. Their terms of office are renewable.

Continuance
in office

Each member of the Institut shall remain in office at the expiry of his term until he is replaced or re-appointed.

Vacancy

8. Every vacancy on the board of directors shall be filled, for the unexpired portion of the term of office of the member to be replaced, in accordance with the mode of appointment prescribed for the appointment of that member.

Attendance
allowance

9. The members of the Institut other than the president and vice-presidents are not remunerated. They are, however, entitled, to the extent and on the conditions determined by the Government, to an attendance allowance and to the reimbursement of the reasonable expenses they incur in the performance of their duties.

President

10. The president shall preside over the meetings of the board of directors, direct its operation and assume all the other functions conferred on him by the by-laws of the Institut. He shall also perform the duties of a director general.

Director
general

The director general shall be responsible for the management and direction of the Institut.

Vice-
presidents

11. The vice-presidents shall perform the duties determined by the president within the scope of the by-laws of the Institut.

Replace-
ment

12. If the president is absent or temporarily unable to act, the Government shall designate a vice-president to replace him during his absence or temporary incapacity.

Head office

13. The head office of the Institut shall be at the place determined by the Government; notice of the address or any transfer of the head office shall be published in the *Gazette officielle du Québec*.

Sittings

The Institut may hold its sittings anywhere in Québec.

- Quorum** **14.** A majority of the members, including the president or, in the case contemplated in section 12, the person replacing him, are a quorum at sittings of the Institut.
- Tie-vote** In case of a tie-vote, the president has a casting vote.
- Conflict of interest** **15.** The president and vice-presidents shall not, under pain of forfeiture of office, have any direct or indirect interest in an undertaking causing their personal interest to conflict with that of the Institut.
- Conflict of interest** However, forfeiture is not incurred if such an interest devolves to them by succession or gift, provided they renounce or dispose of it with all possible dispatch.
- Disclosure** **16.** Every member other than the president or a vice-president shall disclose any conflict of interest in writing to the president and abstain from voting on any decision of the board of directors concerning a contract or a benefit that may be granted to him or to an undertaking in which he has an interest.
- Minutes** **17.** The minutes of the sittings of the board of directors of the Institut, if approved by the board and certified by the president or by any person authorized by him in writing for that purpose, are authentic. The same applies to documents or copies emanating from the Institut or forming part of its records, if so certified.
- Remuneration** **18.** The Institut shall determine by regulation the remuneration and other conditions of employment applicable to the members of its personnel.
- Coming into force** The regulation comes into force from the date of its approval by the Government.

DIVISION II

FUNCTIONS

- Functions** **19.** The Institut is responsible for informing the public on the comparative state and evolution of the total remuneration of the employees of the Government and of the school boards, colleges and establishments, and the total remuneration of any other category of persons employed in Québec that it determines.
- Powers** The Institut may conduct surveys, studies and analyses on the remuneration in various occupations or groups of employees in Québec.

Report Not later than 30 November each year, the Institut shall publish a report of its findings.

Research mandate **20.** The Institut shall also carry out any study or research mandate defined by the board of directors in concert with two-thirds of the members who are present at a meeting specially called for that purpose.

Loans **21.** In no case may the Institut, except with the authorization of the Government, contract any loan that would increase the total amount of its unrepaid borrowings to over \$1 000 000.

Restrictions **22.** The Institut shall not acquire or hold shares of another corporation nor operate an enterprise alone or jointly with another person.

Report of activities **23.** The Institut shall, not later than ninety days after the end of its fiscal year, transmit to the President of the National Assembly a report of its activities for the preceding fiscal year. The report shall be tabled before the National Assembly if it is in session, or if it is not sitting, within thirty days of the opening of the next session or resumption.

Audit **24.** The books and accounts of the Institut shall be audited by the Auditor General every year and whenever so ordered by the Government; the Government may appoint another auditor.

Report The report of the Auditor General or of the auditor appointed by the Government shall accompany the report of activities.

CHAPTER III

COLLECTIVE AGREEMENTS OF THE EDUCATION AND SOCIAL AFFAIRS SECTORS

DIVISION I

GENERAL PROVISION

Collective agreements **25.** The clauses of a collective agreement binding between an association of employees and a school board, a college or an establishment shall be negotiated and agreed by unions and management at the national level or at the local or regional level in accordance with the provisions of this chapter.

DIVISION II

ORGANIZATION OF THE PARTIES

§ 1.—*The unions*Bargaining
agent

26. Every association of employees that belongs to a group of associations of employees shall negotiate and agree the clauses contemplated in section 44 through a bargaining agent appointed by that group.

Group of
associations
of em-
ployees

A group of associations of employees includes a union, federation, confederation, corporation, labour body or other organization which an association of employees representing persons employed by a school board, a college or an establishment joins, or to which it belongs or is affiliated.

Bargaining
agent

27. Every association of employees that does not belong to a group of associations of employees shall negotiate and agree the clauses contemplated in section 44 as well as those contemplated in sections 57 and 58 that are applicable to the employees that it represents, through a bargaining agent appointed by that association.

New associ-
ations of
employees

28. The clauses negotiated and agreed by a group of associations of employees are binding on every new association of employees that affiliates to that group while the clauses contemplated in section 44 are in effect.

Classes of
personnel

29. For the purposes of the negotiation of a collective agreement binding between an association of employees and a school board or a college, the following classes of personnel shall form separate groups:

- (1) the teachers employed by the school boards or, as the case may be, by the colleges;
- (2) the non-teaching professional staff;
- (3) the support staff.

§ 2.—*Management*

1. The education sector

Committees

30. In the education sector, the following committees are established:

(1) a management negotiating committee for the school boards for Catholics, Catholic confessional school boards and corporations of school trustees for Catholics;

(2) a management negotiating committee for the school boards for Protestants, Protestant confessional school boards and corporations of school trustees for Protestants;

(3) a management negotiating committee for the colleges.

Composition

31. The committees established under section 30 shall be composed of persons appointed by the Minister of Education, or as the case may be, the Minister of Higher Education, Science and Technology and persons appointed, as the case may be, by the group of school boards contemplated in paragraph 1 of section 30, the group of school boards contemplated in paragraph 2 of the said section or the group of colleges.

Group of school boards or colleges

A group of school boards or a group of colleges includes an association, federation or other organization to which the majority of the school boards contemplated in paragraph 1 of section 30 or of the school boards contemplated in paragraph 2 of the said section, or of the colleges, belong and which is considered to be representative of such school boards or colleges by the Minister of Education or, as the case may be, the Minister of Higher Education, Science and Technology, if it is not already recognized as such by law.

Chairman and vice-chairman

32. The members shall designate, in each committee, a chairman and a vice-chairman, one of whom shall be chosen from among the members appointed by the group and the other from among the members appointed by the Minister.

Mode of operation

The members shall agree in writing on the mode of operation of the committee and on the determination of the matters in respect of which the representatives of the group or the representatives of the Minister have a casting vote at deliberations of the committee.

Mode of financing

Similarly, they shall agree on the mode of financing of the committee, the term of office of the members and, where such is the case, their remuneration and that of the agents of the committee.

Commitment of the Government

The signature of the chairman of the Conseil du trésor shall confirm the commitment of the Government with respect to an agreement under this section.

Duties of committees

33. The committees shall be responsible, under the authority delegated by the Government to the Minister of Education or, as the

case may be, to the Minister of Higher Education, Science and Technology, for the negotiation and agreement of the clauses contemplated in section 44. For that purpose, they shall prepare draft bargaining proposals, require bargaining mandates from the Conseil du trésor and, within the scope of the mandates determined by the latter, organize, direct and co-ordinate the negotiations carried on by the management party with the groups of associations of employees or, as the case may be, with the associations of employees.

Signatures **34.** The clauses negotiated and agreed by a committee shall be signed by the Minister and the chairman and vice-chairman of the committee.

Binding clauses The clauses are binding on all the school boards contemplated in paragraph 1 of section 30, all the school boards contemplated in paragraph 2 of section 30, or all the colleges, as the case may be.

Management negotiating committees **35.** Two management negotiating committees are established for the Cree School Board and the Kativik School Board.

Composition The committees shall consist of persons appointed by the Minister of Education and by the school board. Sections 32 to 34, adapted as required, are applicable to them.

Function The function of the committees is to negotiate and agree, taking into account sections 597 and 668 of the Education Act, the clauses negotiated and agreed in accordance with sections 44 to 51 as well as those that are contemplated in sections 57 and 58 and that are applicable to the school boards.

Salaries The Cree School Board, the Kativik School Board and the associations of employees representing the employees of the school boards are bound by the clauses concerning salaries and salary scales that are negotiated and agreed at the national level and determined under sections 52 to 56.

2. The social affairs sector

Social affairs sector **36.** A management negotiating committee and five management negotiating subcommittees shall be established in the social affairs sector.

Management negotiating committee The management negotiating committee for the social affairs sector shall consist of the chairmen and vice-chairmen of the management subcommittees, of the other members designated according to the procedure agreed by those persons and of a chairman.

Subcommit-
tees

Each subcommittee shall consist of persons appointed by the Minister of Social Affairs and of persons appointed by the group of establishments that are representative of any of the following classes of establishments:

- (1) public hospital centres;
- (2) local community service centres;
- (3) public reception centres;
- (4) social service centres;

(5) private establishments under an agreement within the meaning of the Act respecting health services and social services.

Group of
establish-
ments

37. A group of establishments includes an association, union, federation or other organization to which the majority of the establishments of a class belongs and which is considered to be representative of such class by the Minister of Social Affairs, if it is not already recognized as such by law.

Chairman
and vice-
chairman

38. The members of the committee and the members of each subcommittee shall designate, respectively, a chairman and a vice-chairman, one of whom is chosen from among the persons designated by the groups of establishments and the other from among the persons designated by the Minister.

Mode of
operation

The members shall agree in writing on the mode of operation of the committee or subcommittee and on the determination of the matters in respect of which the representatives of the groups or the representatives of the Minister have a casting vote at deliberations of the committee or subcommittee.

Mode of fi-
nancing

Similarly, they shall agree on the mode of financing of the committee or subcommittee, the term of office of the members and, where such is the case, on their remuneration and that of the agents of the committee or subcommittee.

Commit-
ment of the
Government

The signature of the chairman of the Conseil du trésor shall confirm the commitment of the Government with respect to an agreement under this section.

Duties

39. The management negotiating committee shall be responsible, under the authority delegated to the Minister of Social Affairs by the Government, for the negotiation and agreement of those of the clauses contemplated in section 44 defined by management subcommittees,

with the consent of the unions, as clauses to be negotiated and agreed for all the establishments or for more than one class of establishments.

Duties

A management negotiating subcommittee shall be responsible, under the authority delegated to the Minister of Social Affairs by the Government, for the negotiation and agreement, for the class of establishments that it represents, of the clauses contemplated in section 44.

Bargaining proposals

40. For the negotiation of the clauses within their competence, the management committee and subcommittees shall prepare draft bargaining proposals, require bargaining mandates from the Conseil du trésor and, within the scope of the mandates determined by the latter, organize, direct and co-ordinate the negotiations carried on by the management party with the groups of associations of employees or, as the case may be, with the associations of employees.

Signatures

41. The clauses negotiated and agreed by the management negotiating committee shall be signed by the Minister and by the chairman and vice-chairman of the committee. They are binding on the establishments of the classes concerned.

Signatures

The clauses negotiated and agreed by a subcommittee shall be signed by the Minister of Social Affairs and by the chairman and the vice-chairman of the subcommittee. They are binding on establishments belonging to the class for which the subcommittee is established.

3. The Conseil du trésor

Duties of the Conseil du trésor

42. In accordance with the guidelines established by the Government, the Conseil du trésor shall

(1) ensure the orderly progress of the negotiation of the clauses contemplated in section 44, and, for that purpose, may delegate an observer to the negotiating sessions;

(2) authorize the bargaining mandates of the management committees and subcommittees in those matters that it considers to be of governmental interest, except matters defined as being the subject of clauses negotiated and agreed at the local or regional level under sections 57 and 58;

(3) exercise, for the purposes of the negotiations contemplated in paragraph 1, the other powers conferred on it by law.

Participa-
tion of
Ministers

43. The Conseil du trésor shall invite the Minister of Higher Education, Science and Technology and the Minister of Education or, as the case may be, the Minister of Social Affairs, to participate in its deliberations where they deal with the negotiations contemplated in sections 44 and 53.

DIVISION III

MODE OF NEGOTIATION

§ 1.—*Clauses negotiated and agreed at the national level*

National
level

44. The clauses negotiated and agreed at the national level shall deal with all the matters contained in the collective agreement, except those matters that are defined as being the subject of clauses negotiated and agreed at the local or regional level under sections 57 and 58.

Mode of
discussion

They may also provide for modes of discussion between the parties for the duration of the collective agreement for the purpose of resolving difficulties.

Arrange-
ments

45. The clauses negotiated and agreed at the national level may be the subject of arrangements negotiated and agreed at the local or regional level in accordance with section 70.

Mediator

46. At the request of either party the Minister of Labour shall entrust a mediator with attempting to settle a dispute on matters that are the subject of a clause negotiated and agreed at the national level, except salaries and salary scales.

Disputes

In the social affairs sector, the request to the Minister shall be made by a management negotiating subcommittee or by the union negotiating with the subcommittee. The dispute to be settled by the appointed mediator shall include all matters contemplated in section 44 concerning the establishments represented by the subcommittee, except salaries and salary scales.

Report

47. If no agreement is reached within sixty days after the date of his appointment, the mediator shall transmit to the parties a report containing his recommendations on the dispute.

Publication

The report shall be made public unless an agreement on the dispute has been reached.

Extension

The period provided for in the first paragraph may be extended with the consent of the parties.

Mediation **48.** The parties may agree on a procedure of mediation other than that provided in sections 46 and 47. They may, in particular, appeal to a board of mediation or a public interest group.

Recommendations A third party designated under the first paragraph shall make to the parties a report of its recommendations on the dispute within the time limit they determine.

Report made public The report shall be made public unless an agreement on the dispute has been reached.

Joint report **49.** In case of a dispute on a matter that is the subject of a clause negotiated and agreed at the national level, the parties may also agree to make a joint report on the subject of their dispute and make it public.

Written notice **50.** Every person or group by whom or which a report is made public pursuant to section 47, 48 or 49 shall, on the same day, give a written notice thereof to the Minister of Labour.

Information of the parties The Minister shall, without delay, inform the parties of the date he received the notice.

Conditions of employment **51.** The conditions of employment provided for under clauses negotiated and agreed at the national level shall continue to apply, notwithstanding their expiry, until the coming into force of new clauses negotiated and agreed at the national level.

§ 2.—*Salaries and salary scales*

Salaries and salary scales **52.** The clauses of the collective agreement which deal with salaries and salary scales shall be negotiated and agreed at the national level for a period ending, at the latest, on the last day of the year in the course of which an agreement concerning such clauses has been reached at the national level.

Salaries For each of the two years following the year for which the clauses are applicable, the salaries and salary scales shall be determined in accordance with the provisions which follow.

Negotiation **53.** After publication by the Institut of the report contemplated in section 19, the Conseil du trésor, in collaboration with the management negotiating committees established under this chapter, shall negotiate with the groups of associations of employees or, as the case may be, the associations of employees in view of reaching an agreement on the determination of the salaries and salary scales.

Draft regulation

54. The chairman of the Conseil du trésor shall, each year, during the second or third week in March, table in the National Assembly a draft regulation fixing the salaries and salary scales for the current year.

Publication

If the National Assembly is not sitting during the second or third week in March, the chairman of the Conseil du trésor shall cause the draft to be published during those weeks in the *Gazette officielle du Québec*.

Notice

The draft regulation shall be accompanied with a notice that it will be submitted to the Government, for adoption with or without amendment, during the second or third week in April.

Hearing

In no case may the draft regulation be submitted to the Government for adoption until the parties have been invited to a hearing on its content before a Parliamentary Committee.

Salaries for the current year

55. The salaries and salary scales applicable for the current year are those provided for in the regulation adopted by the Government during the second or third week in April. In no case may the salaries and salary scales be lower than those of the preceding year.

Coming into force

The regulation shall come into force on the date of its adoption and shall have effect throughout the current year. It shall be published in the *Gazette officielle du Québec*.

Part of collective agreement

56. Once fixed by regulation, the salaries and salary scales shall form part of the collective agreement and have the same effect as clauses negotiated and agreed at the national level.

§ 3.—*Clauses negotiated and agreed
at the local or regional level*

Support staff and non-teaching professionals

57. In the social affairs sector and, in the education sector, in respect of the support staff and the non-teaching professional staff of school boards, the matters pertaining to the clauses negotiated and agreed at the local or regional level are those that are defined by the parties in the course of the negotiation of the clauses negotiated and agreed at the national level.

Teaching staff

58. In the education sector, in respect of the teaching staff, and in the case of colleges, in respect of the non-teaching professional staff, the matters listed in Schedule A are the subject of clauses negotiated and agreed at the local or regional level.

Other matters defined by the parties

The same applies, in respect of the same classes of personnel, to any other matter defined by the parties in the course of the negotiation of the clauses negotiated and agreed at the national level.

Effect

59. Every clause dealing with a matter defined as being the subject of clauses negotiated and agreed at the local or regional level has effect until it is amended, repealed or replaced pursuant to an agreement between the parties.

Effect

It shall continue to have effect notwithstanding the expiry of the clauses of the collective agreement which are negotiated and agreed at the national level.

Clause amendment or replacement

60. In matters defined as being the subject of clauses negotiated and agreed at the local or regional level, an association of employees and an employer may, at all times, negotiate and agree on the replacement, amendment, addition or repeal of a clause of the collective agreement.

Dispute

In no case, however, may any negotiation under the first paragraph give rise to a dispute.

Filing of agreement

61. Any agreement made pursuant to section 60 shall be filed in the office of the labour commissioner general in accordance with the first paragraph of section 72 of the Labour Code. It shall take effect in accordance with provisions set forth in the second paragraph of that section.

Restriction

In no case may the agreement be the subject of negotiations before the expiry of two years, unless the parties decide to amend it before the lapse of that term.

Mediator-arbitrator

62. If no agreement is reached on a matter that is the subject of clauses negotiated and agreed at the local or regional level, one party may request the Minister of Labour to appoint a mediator-arbitrator in view of the settlement of the disagreement.

Settlement

63. The mediator-arbitrator shall endeavour to bring the parties to settle their disagreement. For that purpose, he shall meet the parties and, in case of refusal to attend a meeting, give them an opportunity to present their views.

Disagreement

64. If a disagreement still subsists sixty days after the appointment of the mediator-arbitrator, the parties may, in common agreement, request the mediator-arbitrator to rule on the subject of the disagreement. If the mediator-arbitrator is then of opinion that a

settlement is not likely to be reached by the parties, he shall rule on the question and inform the parties of his decision.

Decision The decision of the mediator-arbitrator is deemed to be an agreement within the meaning of section 60.

Recommendations **65.** If the mediator-arbitrator makes no decision under section 64, he shall make a report of his recommendations on the subject of the disagreement to the parties.

Report made public The mediator-arbitrator shall make the report public ten days after having transmitted it to the parties.

Mode of settlement **66.** The parties may agree on any other mode of settlement of a disagreement.

Clause without effect **67.** Any clause negotiated and agreed at the local or regional level has no effect where it modifies the scope of a clause negotiated and agreed at the national level or a clause contemplated in section 56.

Decision The same rule applies to every decision made by a person appointed to rule on the subject of a disagreement pursuant to section 64, section 66 or the second paragraph of section 68.

Replacement **68.** Where a clause ceases to have effect by reason of the application of section 67, the parties shall negotiate in view of its replacement.

Disagreement If a disagreement on the replacement of the clause still subsists sixty days after the appointment of a mediator-arbitrator, one party may request him to rule on the matter that is the subject of the disagreement.

Immunity **69.** Except in matters of jurisdiction, no action pursuant to article 33 of the Code of Civil Procedure may be taken nor any extraordinary recourse within the meaning of the said Code be exercised, and no provisional remedy may be ordered against the mediator-arbitrator appointed by the Minister under section 62 or section 68.

§ 4.—*Local arrangements*

Arrangements **70.** In the social affairs sector and, in the education sector, in respect of the support staff and in respect of the non-teaching professional staff of the school boards, the parties may, once the collective agreement is in force, agree on local or regional arrangements in view of the implementation or replacement of a clause of the collective

agreement negotiated and agreed at the national level on a matter provided for in Schedule B and that is applicable to the establishment, to the school board or, as the case may be, to the college.

Arrange-
ments

In addition to what is provided for in the first paragraph, the parties to a collective agreement may also negotiate and agree such arrangements to the extent that a clause negotiated and agreed at the national level provides therefor.

Restriction

71. In no case may the negotiation of a local arrangement give rise to a dispute.

Effect

72. An arrangement agreed upon pursuant to section 70 is without effect where it alters the scope of a clause negotiated and agreed at the national level and which is not subject to a local arrangement.

Effect

73. Every arrangement agreed upon locally or regionally shall have effect until the date of its replacement or, at the latest, until the coming into force of the new clauses negotiated and agreed at the national level.

Filing ar-
rangement

74. Every arrangement agreed upon locally or regionally shall be filed at the office of the labour commissioner general in accordance with the first paragraph of section 72 of the Labour Code.

CHAPTER IV

COLLECTIVE AGREEMENTS IN THE GOVERNMENT AGENCIES SECTOR

Negotiation

75. The clauses of a collective agreement binding between an association of employees and a government agency shall be negotiated and agreed in accordance with this chapter.

Changes to
Schedule C

76. The Government may strike off from Schedule C any agency appearing in it, add to it any agency it has struck off or any other agency. It may also add or strike off a subsidiary of any agency it designates.

Bargaining
agent

77. Every association of employees shall negotiate and agree all the clauses of a collective agreement binding between it and a government agency through a bargaining agent appointed by the association.

Remunera-
tion policy

78. Before undertaking the negotiation of a collective agreement with an association of employees, every government agency shall submit to the minister responsible a draft document setting out the general components of a policy on remuneration and conditions of employment.

Progress of
negotiation

The Minister shall submit the draft, for approval, to the Conseil du trésor which shall determine, in collaboration with the Minister and the agency, the terms and conditions according to which the orderly progress of the negotiations is ensured.

Compliance

79. The policy on remuneration and conditions of employment approved with or without amendment by the Conseil du trésor, and the terms and conditions determined for ensuring the orderly progress of the negotiations are binding on the agency, and it must comply therewith.

Duties

80. Every government agency shall negotiate, agree and sign the clauses of a collective agreement within the framework defined in sections 78 and 79.

CHAPTER V

PROVISION APPLICABLE TO THE PUBLIC SERVICE

Provisions
applicable

81. Sections 46 to 56, adapted as required, apply to a collective agreement binding between the Government and an association of employees recognized or certified under sections 64 to 67 of the Public Service Act (R.S.Q., chapter F-3.1.1).

CHAPTER VI

AMENDMENTS TO THE LABOUR CODE

c. C-27, s.
1, am.

82. Section 1 of the Labour Code (R.S.Q., chapter C-27), amended by chapter 47 of the statutes of 1984, is again amended

(1) by inserting in subparagraph 3 of paragraph 1, after the words “conciliation officer”, the words “, a mediator or a mediator-arbitrator”;

(2) by inserting in subparagraph 3 of paragraph 1, after the words “Office des ressources humaines”, the words “, of the Institut de recherche et d’information sur la rémunération”.

c. C-27, s.
109.1, am.

83. Section 109.1 of the said Code is amended by replacing subparagraphs i, ii and iii of paragraph c by the following subparagraphs:

“i. an agreement has been reached for that purpose between the parties, to the extent that the agreement so provides, and, in the case of an establishment contemplated in section 111.2, unless the agreement has been approved by the Conseil des services essentiels;

“ii. in a public service, a list has been transmitted or, in the case of an establishment contemplated in section 111.2, approved pursuant to Chapter V.1, to the extent that the list so provides;

“iii. in a public service, an order has been made by the Government pursuant to section 111.0.24.”

c. C-27, s.
111.0.8,
am.

84. The fourth paragraph of section 111.0.8 of the said Code is repealed.

c. C-27, s.
111.0.10,
replaced

85. Section 111.0.10 of the said Code is replaced by the following section:

Professional
assistance

“**111.0.10** The council may retain the services of any person for the purposes of conducting an inquiry, helping the parties to reach an agreement in accordance with Chapter V.1, advising it on the assessment of the services provided for in an agreement or in a list or of reporting to it on the maintenance of those services or the carrying out of an order under Division IV.”

c. C-27, s.
111.0.12,
replaced

86. Section 111.0.12 of the said Code, enacted by section 6 of chapter 37 of the statutes of 1982, is replaced by the following section:

Rules

“**111.0.12** The council may, by regulation, determine the rules that must be observed by the parties in reaching an agreement or establishing a list.

Approval
and publica-
tion

Such a regulation requires the approval of the Government, which may amend it. It shall come into force on the day of its approval or on any later date indicated therein, and shall be published in the *Gazette officielle du Québec*.”

c. C-27, s.
111.6,
replaced

87. The said Code is amended by replacing section 111.6 by the following section:

Negotiation

“**111.6** Every collective agreement binding on a college, a school board or an establishment contemplated in the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (1985, chapter 12) shall be negotiated and agreed in accordance with the said Act.

Expiration

Every collective agreement contemplated in the first paragraph shall expire, for the purposes of this Code, on the date of expiration of the clauses negotiated and agreed at the national level.

Effect

The clauses of such a collective agreement that are negotiated and agreed at the local or regional level shall continue to have effect

notwithstanding the expiration of the clauses negotiated and agreed at the national level, until they are amended, repealed or replaced by agreement between the parties.”

c. C-27, s.
111.8, am. **88.** Section 111.8 of the said Code, amended by section 9 of chapter 37 of the statutes of 1982, is again amended

(1) by inserting, after the word “committees” in the first line of subsection 3, the words “and subcommittees”;

(2) by inserting after the word “level” at the end of subsections 1, 2 and 3, the words “except salaries and salary scales”;

(3) by replacing subsections 4 and 5 by the following subsection:

Presenta-
tion of
proposals

“(4) Every association of employees contemplated in subsection 1 or subsection 2 and every management negotiating committee or subcommittee contemplated in subsection 3 shall transmit, in writing, to the other party their proposals on salaries and salary scales within thirty days of the date of publication of the report of the Institut de recherche et d’information sur la rémunération provided for in section 19 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors.”

c. C-27, ss.
111.10-
111.10.6,
replaced **89.** The said Code is amended by replacing sections 111.10 to 111.10.6, enacted by sections 11 and 12 of chapter 37 of the statutes of 1982, by the following sections:

Number of
employees
to be main-
tained in
the event of
a strike

“**111.10** In the event of a strike in an establishment, the percentage of employees to be maintained per work shift from among the employees who would usually be on duty during that period shall be at least

(1) 90% in an establishment providing the services of a reception centre or long-term care, an establishment providing specialized care in psychiatry, neurology or cardiology and a hospital centre having a department of clinical psychiatry or a community health department;

(2) 80% in a hospital centre for short term care and a health care centre not contemplated in paragraph 1;

(3) 60% in a local community service centre other than a health care centre;

(4) 55% in a social service centre.

Body classified as an establishment

In the case of a body declared by the Government to be classified as an establishment under the fourth paragraph of section 1 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors, the number of employees to be maintained shall be determined by agreement between the parties or, failing an agreement, by a list established in accordance with section 111.10.3. The agreement or the list shall be approved by the council.

Number of employees per unit

“111.10.1 The parties shall negotiate the number of employees to be maintained per unit of care and class of services from among the employees usually assigned to such units of care and classes of services. The agreement shall, in addition to conforming to section 111.10, in the case of an establishment contemplated therein, include provisions designed to ensure the normal operation of intensive care units and emergency care units, if necessary. It shall also include provisions designed to ensure a recipient’s freedom of access to the establishment.

Approval

The agreement shall be transmitted to the council for approval.

Information of the council

“111.10.2 Every establishment shall, upon request, inform the council of the number of employees per bargaining unit, work shift, unit of care and class of services, who are usually on duty for the period indicated in the request.

List

“111.10.3 If no agreement is reached, every certified association shall transmit to the council for approval a list providing, per unit of care and class of services, the number of employees of the bargaining unit who are maintained in the event of a strike.

Required number of employees

The list shall provide, from among the employees of the bargaining unit usually assigned to a care unit or class of services in the establishment, that a number of employees at least equal to the percentage provided in subparagraphs 1 to 4 of the first paragraph of section 111.10 that is applicable to the establishment, are maintained.

Intensive care units

The list shall also include provisions designed to ensure the normal operation of intensive care units and emergency care units, if necessary. It shall also include provisions designed to ensure a recipient’s freedom of access to the establishment.

Nullity of list

Any list providing for a number of employees greater than the usual number of employees required in the service concerned is null and void.

Assessment

“111.10.4 On receiving an agreement or a list, the council shall assess, with reference to the applicable criteria set forth in sections

111.10, 111.10.1 and 111.10.3, whether or not the essential services provided for therein are sufficient.

Disagree-
ment

In case of disagreement between the parties, the council may, to the exclusion of any other person, rule on the qualification of an establishment for the purposes of the application of the percentages provided in the first paragraph of section 111.10.

Mandatory
attendance

The parties are bound to attend any sitting of the council to which they are convened.

Power of
the council

"111.10.5 Even where a list or agreement is consistent with the criteria set forth in sections 111.10, 111.10.1 and 111.10.3, the council, before approving it, may, if the situation of the establishment justifies it, increase or modify the services provided for therein.

Recommen-
dations

If it considers that the services are insufficient, the council may make to the parties the recommendations that it considers appropriate in view of amending the list or agreement, or it may approve the list with amendments.

Precedence
of agree-
ment

"111.10.6 No list approved by the council may be amended thereafter except at the latter's request. If an agreement is reached between the parties after the list is filed with the council, the agreement approved by the council shall prevail.

Presump-
tion

"111.10.7 Every list or agreement is considered to be approved as filed if, within ninety days of its receipt by the council, the latter has not ruled on the sufficiency of the services provided for in it.

Amendment

However, the council may subsequently amend, if necessary, such a list or agreement in order to bring it into conformity with the applicable provisions of sections 111.10, 111.10.1 and 111.10.3.

Derogation

"111.10.8 No person may derogate from the provisions of a list or agreement approved by the council."

c. C-27, s.
111.11, am.

90. Section 111.11 of the said Code, enacted by section 34 of chapter 45 of the statutes of 1984, is amended

(1) by replacing the first paragraph by the following paragraphs:

Strike or
lock-out

"111.11 In no case may a party declare a strike or a lock-out unless twenty days have lapsed since the date on which the Minister received the notice provided for in section 50 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors and the party has given a prior notice of at least seven clear

juridical days in writing to the Minister and to the other party, and to the council in the case of an establishment, indicating when it intends to resort to a strike or to a lock-out.

Prescribed
time

Where the parties have reached an agreement on all of the clauses negotiated and agreed at the national level except salaries and salary scales, the twenty-day period after which a strike or lock-out may be declared shall run from the date of the agreement.”;

(2) by replacing the words “No such notice of strike or lock-out may be renewed until after” in the first line of the second paragraph by the words “In no case may the seven days’ notice of strike or lock-out be renewed before”.

c. C-27, ss.
111.12-111.
15, replaced

91. Sections 111.12 to 111.15 of the said Code, enacted by sections 14 and 15 of chapter 37 of the statutes of 1982, are replaced by the following sections:

Prior ap-
proval of
list required

“111.12 In the case of an establishment, no strike may be declared by a certified association unless an agreement or a list has been approved by the council or unless a list or agreement is considered to be approved under section 111.10.7 and unless the list or agreement has been transmitted to the employer not less than ninety days previously.

Lock-outs
prohibited

“111.13 Lock-outs are prohibited in an establishment.

Apprehend-
ed strike

Notwithstanding an apprehended strike, every establishment shall provide its usual services without changes in the norms applicable to the access to or provision of the services.

Powers

The council may, in case of contravention of this section, exercise the powers conferred upon it by Division IV.

Lock-outs
and strikes
prohibited

“111.14 Strikes and lock-outs are prohibited in respect of a matter defined as pertaining to clauses negotiated and agreed at the local or regional level or subject to local arrangements pursuant to the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors as well as in respect of the determination of the salaries and salary scales provided for in the second paragraph of section 52 and in sections 53 to 55 of the said Act.”

c. C-27,
Div. IV, ss.
111.16-111.
20, added

92. The said Code is amended by adding, after Division III of Chapter V.1, the following:

"DIVISION IV

"REMEDIAL POWERS

Inquiry **"111.16** In public services and in the public and parapublic sectors, the Conseil des services essentiels, of its own initiative or at the request of an interested person, may inquire into a lock-out, a strike or a slowdown that is contrary to law or during which the essential services provided for in a list or agreement are not rendered.

Agreement The council may also endeavour to bring the parties to an agreement or entrust a person it designates with attempting to bring them to an agreement and reporting on the situation.

Order of council **"111.17** The council, if it considers that the conflict is or is likely to be prejudicial to a service to which the public is entitled or that the essential services provided for in a list or agreement are not rendered during a strike, may, after giving the parties the opportunity to submit their views, make an order to ensure that a service to which the public is entitled is available, or require compliance with the law, a collective agreement or an agreement or list on essential services.

Powers The council may

(1) enjoin any person involved in the conflict or any category of these persons it determines to do what is required to comply with the first paragraph of this section, or abstain from doing anything in contravention thereof;

(2) require from any person involved in the conflict to remedy any act or omission done or made in contravention of the law, of an agreement or of a list;

(3) order in respect of a person or group of persons involved in a conflict, taking into consideration the conduct of the parties, the application of the measures of redress it considers best appropriate, including the establishment of a fund for the benefit of the users of the service that has been adversely affected, and the terms and conditions governing the administration and use of that fund;

(4) order every person involved in the conflict to do or abstain from doing anything that it considers reasonable in the circumstances in view of maintaining services for the public;

(5) order, where that is the case, that the grievance or arbitration procedure under a collective agreement be accelerated;

(6) order a party to make known publicly its intention to comply with the order of the council.

Prejudicial
action

"111.18 The council may, in the same manner, exercise the powers conferred on it by sections 111.16 and 111.17, if, in the course of a conflict, it considers that a concerted action other than a strike or a slowdown is or is likely to be prejudicial to a service to which the public is entitled.

Recording
of a per-
son's under-
taking

"111.19 The council may, instead of making an order, record a person's undertaking to ensure to the public the service or services to which it is entitled or to comply with the law, the collective agreement or an agreement or list on essential services.

Violation

Non-observance of an undertaking under this section shall constitute a violation of an order of the council.

Filing

"111.20 The council may file a true copy of an order made under section 111.17 at the office of the prothonotary of the Superior Court of the district in which the public service or agency involved is situated.

Effect

Every order filed under the first paragraph has the same force and effect as if it were a judgment of the Superior Court."

c. C-27, s.
139, am.

93. Section 139 of the said Code is amended by replacing the words "any arbitrator, certification agent, labour commissioner" in the fourth line, by the words "an arbitrator, the Conseil des services essentiels, a certification agent, a labour commissioner".

c. C-27, s.
140.1, am.

94. Section 140.1 of the said Code is amended by inserting, after the word "report" in the second line, the words "or an order".

c. C-27, s.
146.2, am.

95. Section 146.2 of the said Code is amended by replacing the words and figures "sections 111.0.18 and 111.10" in the second and third lines by the words and figures "section 111.0.18, 111.10, 111.10.1, 111.10.3, 111.10.5 or 111.10.7".

CHAPTER VII

TRANSITIONAL AND FINAL PROVISIONS

Minister
responsible

96. The Minister of Labour is responsible for the administration of this Act.

Provisions
in force

97. The provisions of a collective agreement in force at the time of the coming into force of this Act or filed in the office of the labour

commissioner under section 8 of chapter 45 of the statutes of 1982 shall continue to apply notwithstanding their expiry, in accordance with section 51 or 59, as the case may be.

Publication
of findings

98. For the year 1985, the Institut may, if it considers it appropriate, confine itself, in respect of the findings it is required to publish under section 19, to giving an account of the available surveys, analyses and studies that it considers relevant.

c. O-7.1,
replaced

99. This Act replaces the Act respecting management and union parties organization in collective bargaining in the sectors of education, social affairs and government agencies (R.S.Q., chapter O-7.1).

Reference

In any Act, regulation, order, decree, contract, collective agreement, or other document, any reference to the said Act is a reference to this Act or to the equivalent provision of this Act, unless otherwise indicated by the context.

Exception

100. This Act shall operate notwithstanding the provisions of sections 2 and 7 to 15 of the Constitution Act, 1982 (Schedule B of the Canada Act, chapter 11 in the 1982 volume of the Acts of the Parliament of the United Kingdom).

Coming into
force

101. This Act will come into force on the date fixed by proclamation of the Government except the provisions excluded by the proclamation which will come into force, wholly or in part, on any later date that may be fixed by proclamation of the Government.

SCHEDULE A

LIST OF THE MATTERS NEGOTIATED AND
AGREED AT THE LOCAL OR REGIONAL
LEVEL IN THE EDUCATION SECTOR

I – COLLEGES SECTOR

(a) IN RESPECT OF THE TEACHING STAFF

- 1- Recognition of local parties
- 2- Union dues
- 3- Release for union activities (except for union releases at the national level)
- 4- Meetings and posting
- 5- Information (except information transmitted by the Department)
- 6- Labour relations committee
- 7- Departments
- 8- Selection of teachers
- 9- Education committee
- 10- Engagement (subject to employment security, priorities of employment and tenure acquisition)
- 11- Seniority (subject to calculation for purposes of re-assignment)
- 12- Disciplinary measures
- 13- Leaves for professional activities and leaves without pay (except those provided for parental leaves or leaves for participation in public affairs)
- 14- Payment of salary
- 15- Moving expenses
- 16- Civil liability
- 17- Professional improvement (subject to allocated amounts and apportionment of provincial fund)
- 18- Hygiene and safety
- 19- Placement on reserve
- 20- Distribution of work-load
- 21- Annual vacations (except quantum)
- 22- Grievance and arbitration (only as to matters negotiated locally)

- 23- Parking
- 24- Savings fund
- 25- Sexual harassment

(b) IN RESPECT OF NON-TEACHING PROFESSIONAL STAFF

- 1- Recognition of local parties
- 2- Union dues
- 3- Release for union activities (except for union releases at the national level)
- 4- Meetings and posting
- 5- Information (except information transmitted by the Department)
- 6- Labour relations committee
- 7- Practice and professional liability
- 8- Educational and professional activities
- 9- Education committee
- 10- Engagement (subject to employment security, priorities of employment and tenure acquisition)
- 11- Seniority (subject to calculation for purposes of re-assignment)
- 12- Disciplinary measures
- 13- Leaves for professional activities and leaves without pay (except those provided for parental leaves or leaves for participation in public affairs)
- 14- Method of payment of salary
- 15- Moving expenses
- 16- Overtime (except quantum)
- 17- Professional training and improvement at the local level (subject to allocated amounts and apportionment of the provincial fund destined for the regions)
- 18- Hygiene and safety
- 19- Work schedule (except quantum)
- 20- Transfer
- 21- Annual vacations (except quantum)
- 22- Grievance and arbitration (only as to matters negotiated locally)
- 23- Parking
- 24- Savings fund

- 25- Sexual harassment
- 26- Paid holidays (except quantum)
- 27- Contract work
- 28- Civil liability

II— SCHOOL BOARDS SECTOR

IN RESPECT OF THE TEACHING STAFF

- 1- Recognition of local parties
- 2- Communication and posting of union notices
- 3- Use of school board premises for union purposes
- 4- Documentation
- 5- Union prerogatives
- 6- Union representative
- 7- Deduction of union dues or equivalent dues
- 8- Mechanisms of participation
- 9- Engagement (subject to employment security, priorities of employment and tenure acquisition)
- 10- Personal record
- 11- Dismissal and non re-engagement
- 12- Resignation and breach of contract
- 13- Regulations concerning absences
- 14- Leaves without pay (except those provided for parental leaves, for participation in public affairs and for union activities)
- 15- Leaves for activities relating to education
- 16- Distribution of work days in the calendar year
- 17- Hygiene and safety
- 18- Payment of salary
- 19- Travel expenses
- 20- Assignment and transfer procedure
- 21- Distribution of duties and responsibilities among the teachers of a school board
- 22- Distribution of working hours
- 23- Supply teaching, group meetings and meetings with parents
- 24- Supervision of arrival and movement of pupils not included in teaching task
- 25- Civil liability

- 26- Professional improvement (subject to allocated amounts and provincial improvement programs)
- 27- Grievance and arbitration (only as to matters negotiated locally)
- 28- Savings fund

SCHEDULE B

LIST OF THE MATTERS THAT MAY BE
THE SUBJECT OF ARRANGEMENTS AT THE
LOCAL OR REGIONAL LEVEL

I — SOCIAL AFFAIRS SECTOR

- 1- Rules of ethics between the parties
- 2- Union recognition
- 3- Union prerogatives
- 4- Union dues
- 5- Posting of notices
- 6- Conditions governing work by contract entered into by the employer
- 7- Employee's record:
 - components of the record
 - employee's access to his record
- 8- Grievance procedure
- 9- Arbitration procedure
- 10- Duration and conditions of probationary period
- 11- Recognition of years of experience
- 12- Conditions governing the merger of positions
- 13- Vacant temporary position
 - definition
 - required circumstances for filling the position
- 14- Conditions governing the setting up of a mobile team
- 15- Conditions governing re-assignment within the establishment
- 16- Rules applicable to employees on temporary assignment
- 17- Rules applicable to voluntary transfer within the establishment, except those relating to employees having employment security and those relating to remuneration
- 18- Bumping procedure
- 19- Weekly schedule and hours of work
- 20- Conditions governing time compensation for overtime work, recall and standby duties, except rates
- 21- Paid holidays, except the quantum
- 22- Annual vacations, except the quantum and the remuneration
- 23- Granting of and conditions applicable to a leave without pay
- 24- Liability insurance

- 25- Professional corporation
- 26- Professional practice and liability
- 27- Special conditions applicable during transportation of recipients
- 28- Loss or destruction of personal property
- 29- Activities outside establishment with recipients
- 30- Rules governing the wearing of required by the employer uniforms
- 31- Locker room and dressing room
- 32- Payment of salary
- 33- Establishment of a savings fund
- 34- Mode of operation of local committees provided for in the collective agreement
- 35- Moving allowances, except the quantum

II – EDUCATION SECTOR

1) IN THE COLLEGE SECTOR, IN RESPECT OF THE SUPPORT STAFF

- 1- Recognition of local parties
- 2- Union security
- 3- Union dues
- 4- Release for union activities (except releases at the national level)
- 5- Meetings and posting
- 6- Information (except information transmitted by the Department)
- 7- Labour relations committee
- 8- Education committee
- 9- Engagement (subject to employment security, priorities of employment and tenure acquisition)
- 10- Seniority (subject to calculation for purposes of re-assignment)
- 11- Disciplinary measures
- 12- Leave without pay (except those provided for parental leaves and for participation in public affairs)
- 13- Payment of salary
- 14- Civil liability
- 15- Work schedule (except quantum)

- 16- Overtime work (except quantum)
- 17- Professional training and improvement (subject to allocated amounts)
- 18- Hygiene and safety
- 19- Clothes and uniforms
- 20- Temporary lay-off
- 21- Annual vacation (except the quantum)
- 22- Grievance and arbitration (only as to matters negotiated locally)
- 23- Parking
- 24- Savings fund
- 25- Sexual harassment
- 26- Paid holidays (except the quantum)
- 27- Contract work

2) SCHOOL BOARDS SECTOR

a) In respect of the non-teaching professional staff

- 1- Communication and posting of union notices
- 2- Use of school board premises
- 3- Documentation
- 4- Union prerogatives
- 5- Union representative
- 6- Deduction of union dues or equivalent deductions
- 7- Consultation mechanism
- 8- Engagement (subject to employment security, priorities of employment and tenure acquisition)
- 9- Personal record and disciplinary measures
- 10- Dismissal, non re-engagement, breach of contract and resignation
- 11- Regulations concerning absences
- 12- Leaves without pay
- 13- Leaves for education related activities
- 14- Work schedule
- 15- Hygiene and safety
- 16- Payment of salary
- 17- Travel expenses

- 18- Assignment and transfer
- 19- Staggering of paid holidays
- 20- Civil liability
- 21- Professional improvement (except quantum and regional improvement)
- 22- Grievance and arbitration (only as to matters negotiated locally)
- 23- Contract work
- 24- Annual vacation (except quantum)
- 25- Savings fund
- 26- Overtime (except quantum)

b) In respect of the support staff

- 1- Posting
- 2- Union meetings and use of premises
- 3- Documentation
- 4- Union prerogatives
- 5- Union representation
- 6- Union dues
- 7- Labour relations committee (participation)
- 8- Disciplinary measures
- 9- Leaves without pay
- 10- Work schedule
- 11- Hygiene and safety
- 12- Payment of remuneration
- 13- Travel expenses
- 14- Transfer of personnel (subject to job security, job priority and acquisition of permanent status)
- 15- Distribution of paid holidays
- 16- Professional improvement (except quantum)
- 17- Civil liability
- 18- Grievance and arbitration (only as to matters negotiated locally)
- 19- Contract work
- 20- Annual vacation (except quantum)
- 21- Savings fund
- 22- Clothing and uniforms
- 23- Overtime (except quantum)

SCHEDULE C

LIST OF GOVERNMENT AGENCIES

- The Commission des droits de la personne
- The Commissions de formation professionnelle de la main d'oeuvre
- The Commission des services juridiques
- The Conseil de la santé et des services sociaux de la région de Montréal métropolitain
- The Conseil de la santé et des services sociaux de la région de Québec
- The Conseil de la santé et des services sociaux de la région de Trois-Rivières
- The Conseil de la santé et des services sociaux de la région d'Abitibi-Témiscamingue
- The Corporations d'aide juridique
- Hydro-Québec
- The Office de la construction du Québec
- The Régie des installations olympiques
- The Société des alcools du Québec
- The Société des loteries et courses du Québec
- The Société de radio-télévision du Québec
- The Société des traversiers du Québec
- The Sûreté du Québec

TABLE OF CONTENTS

CHAPTER I	SCOPE	(1)
CHAPTER II	INSTITUT DE RECHERCHE ET D'INFORMATION SUR LA RÉMUNÉRATION	(2 to 24)
Division I:	Establishment and composition	(2 to 18)
Division II:	Functions	(19 to 24)
CHAPTER III	COLLECTIVE AGREEMENTS OF THE EDUCATION AND SOCIAL AFFAIRS SECTORS	(25 to 74)
Division I:	General provision	(25)
Division II:	Organization of the parties	(26 to 43)
	§ 1.— <i>The Unions</i>	(26 to 29)
	§ 2.— <i>Management</i>	(30 to 43)
	1. —The education sector	(30 to 35)
	2. —The social affairs sector	(36 to 41)
	3. —The Conseil du trésor	(42 and 43)
Division III:	Mode of negotiation	(44 to 69)
	§ 1.— <i>Clauses negotiated and agreed at the national level</i>	(44 to 51)
	§ 2.— <i>Salaries and salary scales</i>	(52 to 56)
	§ 3.— <i>Clauses negotiated and agreed at the local or regional level</i>	(57 to 69)
	§ 4.— <i>Local arrangements</i>	(70 to 74)
CHAPTER IV	COLLECTIVE AGREEMENTS IN THE GOVERNMENT AGENCIES SECTOR	(75 to 80)
CHAPTER V	PROVISION APPLICABLE TO THE PUBLIC SERVICE	(81)
CHAPTER VI	AMENDMENTS TO THE LABOUR CODE	(82 to 95)
CHAPTER VII	TRANSITIONAL AND FINAL PROVISIONS	(96 to 101)