



## CHAPTER 14

An Act respecting the organization of the management and  
union parties in view of collective bargaining  
in the sectors of education, social affairs  
and government agencies

*[Assented to 23 June 1978]*

HER MAJESTY, with the advice and consent of the Assemblée  
nationale du Québec, enacts as follows:

### CHAPTER I

#### INTERPRETATION

Defini-  
tions:  
“associa-  
tion of em-  
ployees”;

1. In this act,

(a) “association of employees” means an association of employees within the meaning of the Labour Code (Revised Statutes, 1964, chapter 141);

“college”;

(b) “college” means a college established under the General and Vocational Colleges Act (1966/1967, chapter 71);

“school  
board”;

(c) “school board” means a regional school board, a Protestant central school board, the Protestant School Board of Greater Montreal, the Protestant School Board of Greater Québec, the Québec Catholic School Commission, the Montreal Catholic School Commission, any school board governed by the Education Act (Revised Statutes, 1964, chapter 235), and any other similar body designated by the Government for the application of this act;

“collective  
agree-  
ment”;

(d) “collective agreement” means a collective agreement within the meaning of the Labour Code, or any document in lieu thereof or a labour contract within the meaning of the Act respecting the Québec Police Force syndical plan (1968, chapter 19);

“teacher”;

(e) “teacher” means a teacher within the meaning of the Education Act or a member of the teaching staff of a college;

“estab-  
lishment”;

(f) “establishment” means a public establishment within the meaning of the Act respecting health services and social services

(1971, chapter 48), a private establishment under agreement within the meaning of the said act, a private establishment that has made a contract provided for in section 133 of the said act with the *Ministre des affaires sociales* and any body which furnishes services to an establishment in accordance with the said act and declared by the Government to be classified, for the purposes of this act, with establishments within the meaning of the Act respecting health services and social services;

“employee-associations group”; (g) “employee-associations group” means any union, federation, corporation or other organization which an association of employees representing persons contemplated by this act joins, or to which it belongs or is affiliated;

“school board group” or “college group”; (h) “school board group” or “college group” means any association, federation or other organization to which the majority of the school boards for Catholics, of the school boards for Protestants or of the colleges belong, deemed to be representative of these school boards or colleges by the *Ministre de l’éducation*, if it is not already so recognized by law;

“establishments group”; (i) “establishments group” means any union, federation, confederation or other organization to which a majority of the establishments of a category belong, deemed by the *Ministre des affaires sociales* to be representative of that category, if it is not already so recognized by law;

“government agency”. (j) “government agency” means any agency contemplated in the Schedule.

## CHAPTER II

### THE EDUCATION AND SOCIAL AFFAIRS SECTORS

#### DIVISION I

##### MODE OF NEGOTIATION

Applicability. **2.** This chapter applies to every collective agreement binding between an association of employees and a school board, college or establishment.

Negotiation, etc. The clauses of such a collective agreement are negotiated and approved at the national level or at a local or regional level in accordance with the following provisions.

Clauses negotiated, etc., at national level. **3.** The clauses negotiated and approved at the national level deal with all the matters contained in the collective agreement contemplated in section 2. They provide, however, that certain matters

may be the subject of arrangements within the meaning of section 4, or of clauses negotiated and approved at a local or regional level in accordance with section 5.

Implementa-  
tion  
negotiated,  
etc., at  
local or  
regional  
level.

**4.** The parties to a collective agreement contemplated in section 2 may negotiate and approve, at a local or regional level, arrangements relating to the implementation of the clauses negotiated and approved at the national level, to the extent that the latter provide therefor.

Clauses  
negotiated,  
etc., at  
local or  
regional  
level.

**5.** The parties to a collective agreement contemplated in section 2 may negotiate and approve clauses at a local or regional level.

Conduct of  
negotia-  
tions, etc.

The matters dealt with in those negotiations and the framework within which they are conducted are provided for in the clauses negotiated and approved at the national level between two hundred and seventy days and one hundred and eighty days before the date of expiration of the collective agreement. The matters that have not so been defined at the expiry of that period are the subject of clauses negotiated and approved at the national level, unless otherwise decided by the Government.

Separate  
groups.

**6.** 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 form separate groups:

- (a) teachers;
- (b) non-teaching professional personnel; and
- (c) support personnel.

## DIVISION II

### BARGAINING AGENTS

#### § 1.—*The unions*

Association  
of em-  
ployees  
belonging  
to a group.

**7.** An association of employees that belongs to an employee-associations group negotiates and approves the clauses contemplated in section 3 through a bargaining agent appointed by that group.

Association  
of em-  
ployees not  
belonging  
to a group.

**8.** An association of employees that does not belong to an employee-associations group negotiates and approves all the clauses contained in the collective agreement contemplated in section 2 through a bargaining agent appointed by that association.

New  
association  
of em-  
ployees.

**9.** The clauses negotiated and approved at the national level by an employee-associations group are binding on every new association of employees that affiliates to that group during the term of the collective agreement.

## § 2.—*Management*

Manage-  
ment com-  
mittees.

**10.** Management negotiating committees are established in the education sector and a management negotiating committee is established in the social affairs sector.

Responsi-  
bility.

**11.** The management negotiating committees are responsible, under the authority delegated by the Government to the Ministre de l'éducation, or the Ministre des affaires sociales, for the negotiation and approval of the clauses contemplated in section 3.

Duties.

For that purpose, they shall prepare draft bargaining proposals, require negotiation mandates from the treasury board and, within the framework of the mandates it determines, organize, direct and co-ordinate the negotiations carried on by the management party with the employee-associations groups or, as the case may be, with the associations of employees.

### 1. *The school board groups and the college group*

Designa-  
tion of  
represent-  
atives.

**12.** The school board group for Catholics, the school board group for Protestants, the college group and the Ministre de l'éducation designate their representatives to the management negotiating committee established for the school boards for Catholics, to the management committee established for the school boards for Protestants and to the management committee for colleges.

Id., for  
chairman.  
and vice-  
chairman.

These representatives designate, in each committee, a chairman and a vice-chairman, one of whom is chosen from among the persons designated by the school board group or college group concerned and the other from among the persons designated by the Minister.

Agree-  
ment on  
operation  
of com-  
mittee,  
etc.

They also reach an agreement on the terms and conditions 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,  
term of  
office, etc.

This agreement must also provide for the mode of financing of the committee, the term of office of the members and, where necessary, their remuneration and that of the agents of the committee.

Under-  
taking of  
Government.

The signature of the chairman of the treasury board confirms the undertaking of the Government with respect to such an agreement.

Clauses  
binding.

**13.** The clauses negotiated and approved by the management committees are binding on all of the school boards for Catholics, all of the school boards for Protestants, or all of the colleges, as the case may be.

Signa-  
tures.

**14.** The clauses negotiated and approved at the national level are signed by the Ministre de l'éducation and the chairman and vice-chairman of the management negotiating committee concerned.

## 2. The establishments groups

Designa-  
tion of  
representa-  
tives.

**15.** The establishments groups and the Ministre des affaires sociales designate their representatives to the management negotiating committee for the social affairs sector.

Id., for  
chairman  
and vice-  
chairman.

These representatives designate, in each committee, a chairman and a vice-chairman, one of whom is chosen from among the persons designated by the establishments groups and the other from among the persons designated by the Minister.

Agree-  
ment on  
operation  
of com-  
mittee,  
etc.

They also reach an agreement on the terms and conditions of operation of the committee 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.

Mode of  
financing,  
term of  
office,  
etc.

This agreement must also provide for the mode of financing of the committee, the term of office of the members and, where necessary, their remuneration and that of the agents of the committee.

Under-  
taking of  
Government.

The signature of the chairman of the treasury board confirms the undertaking of the Government with respect to such an agreement.

Clauses  
binding.

**16.** The clauses negotiated and approved by the management negotiating committee are binding on all of the establishments.

Signa-  
tures.

**17.** The clauses negotiated and approved at the national level are signed by the Ministre des affaires sociales and the chairman and vice-chairman of the management negotiating committee.

## 3. The treasury board

Duties and  
powers of  
treasury  
board.

**18.** In accordance with the guidelines established by the Government, the treasury board

(a) ensures the orderly progress of the negotiation of the clauses contemplated in section 3, and, for that purpose, may delegate an observer to the negotiating sessions;

(b) authorizes the negotiation mandates of the management committees in matters that it considers to be of governmental concern;

(c) exercises, for the purposes of the negotiations contemplated in paragraph a, the other powers assigned to it by law.

Deliberations.

**19.** The treasury board shall invite the Ministre de l'éducation or, as the case may be, the Ministre des affaires sociales, to participate in its deliberations when they deal with the negotiations contemplated in section 3.

## CHAPTER III

### THE GOVERNMENT AGENCIES SECTOR

#### DIVISION I

##### THE UNIONS

Bargaining agent.

**20.** An association of employees negotiates and approves all the clauses of a collective agreement binding between it and a government agency through a bargaining agent appointed by the association.

#### DIVISION II

##### MANAGEMENT

Draft submitted to Minister.

**21.** Before undertaking the negotiation of a collective agreement with an association of employees, a government agency submits a draft establishing, generally, the components of a policy on remuneration and conditions of employment to the minister responsible.

Approval by treasury board.

The Minister submits this policy to the approval of the treasury board, which determines, in cooperation with him and the agency, the terms and conditions according to which the due progress of the negotiations is ensured.

Policy, etc., binding.

**22.** The policy on remuneration and conditions of employment approved with or without amendment by the treasury board, and the terms and conditions determined for the due progress of the negotiations are binding on the agency, and it must comply with that policy.

Applicable  
provisions.

**23.** A government agency negotiates, approves and signs a collective agreement within the scope defined by the application of sections 21 and 22.

Government  
powers.

**24.** The Government may strike off from the schedule any agency appearing in it, or add to it any other agency. It may also add or strike off any subsidiary of any agency it may designate.

## CHAPTER IV

### TRANSITIONAL AND FINAL PROVISIONS

Exception.

**25.** This act does not apply to negotiations in view of the renewal of a collective agreement binding between an association of employees and a school board, college, establishment or government agency, if that collective agreement, or the document in lieu thereof, expires before 1 July 1978.

1978, c. 8,  
replaced.

**26.** Subject to section 25, this act replaces the Act respecting collective bargaining in the sectors of education, social affairs and government agencies (1974, chapter 8).

Coming  
into force.

**27.** This act comes into force on the day of its sanction.

## SCHEDULE

- The Commission des droits de la personne;
- The manpower vocational training commissions;
- The Commission des services juridiques;
- The legal aid corporations;
- Hydro-Québec;
- The Société des alcools du Québec;
- The Société des traversiers du Québec;
- The Sûreté du Québec.