



**IMPORTANT DATES FOLLOWING THE COMING INTO FORCE OF THE
AND THE PAY EQUITY COMPLAINT SETTLEMENT**

DATES OF ADJUSTMENTS TO SALARY RATES AND SCALES, BONUSES AND SUPPLEMENTS AND DATES OF PAYMENT OF THE VARIOUS AMOUNTS		
Important dates	Mesures	Amounts
November 7, 2021	Effective date of the collective agreement	
Within 30 days of signing the collective agreement	Additional compensation for service from April 1, 2019 to March 31, 2020	Between \$0.33 and \$0.66 per hour, depending on storage, for each hour paid between April 1, 2019 and March 31 2021
Within 45 days of the signing of the collective agreement.	Adjustment of salary, premiums, and supplements provided for in the collective agreement within the negotiated salary increase parameters	
Payday following the 45th day of the signing of the collective agreement	Increase in the employer's contribution to the basic health insurance plan	The employer's contribution contribution is tripled
Pay preceding January 15, 2022	Payment of additional compensation for service from April 1, 2020 to March 31, 2021	0.33 for each hour paid between April 1, 2020 and March 31, 2021
Within 90 days of signing the collective agreement	Payment of amounts due (salary, overtime, bonuses, etc.) following the salary increase parameters	

¹ Also considered are paid hours for which the employee receives salary insurance benefits, maternity, paternity or adoption leave, parental leave benefits, as well as those paid by the CNESST, the IVAQ, the SAAQ and the employer in the case of work-related accidents, if applicable.

RETROACTIVE DATES FOR CERTAIN MEASURES	
Mesures	Date of retroactivity
Section 28 applicable to the job title of Nurse nurse practitioner job title	January 25 2021
Premium in CHSLD	June 21 2021
Integration of the job title of Attendant (certified A) to beneficiaries (3459) to the job title of Attendant to beneficiaries (3480)	June 21 2021
3.5% premium for the nursing and cardio-respiratory care personnel category	October 7 2021
Increase of the weekend premium for the employee of category 1 who holds a full-time position and who does all his or her work on weekends	October 24 2021
Expansion of the premium for skilled trades	October 24 2021
Expansion of the specific critical care premium and increased specific critical care premium for obstetrical care units (mother-child)	October 24 2021
Temporary attraction and retention premium for the category 1 employee holding a full-time position on an evening, night or rotation shift	October 24 2021
Enhanced premium for team leader and assistant team leader	October 24 2021
Lump sum paid to a Category 3 employee working in the emergency department	October 24 2021
Premium for the supervision of a trainee	October 24 2021
Youth Centre premium for category 2 and category 4	October 24 2021
Temporary premium for category 4 employees working in in certain sectors of the youth centres	October 24 2021
Lump sum for the professional employee in category 4 working in CHSLD	October 24 2021
3% premium for medical secretaries	November 4 2021

IMPORTANT DATES IN THE COMPLAINT RESOLUTION PROCESS FOR PAY EQUITY (MAINTAINING)		
Targeted job title	Upward adjustment to the settlement of pay equity complaints	Date of payment
3215 - Senior Technical or senior technical assistant in pharmacy	Rank 9 to December 31, 2010	The rates and scales of pay will be adjusted by the 21st of November 21 Retroactive amounts resulting from salary adjustments must be paid no later than December 1, 2021, including interest at the legal rate ² .
3588 – Auxiliary in health and social services	Rank 8 to December 31, 2010 Rank 9 to April 1 2020 (single rate)	
3480 - Beneficiary Attendant for beneficiaries	Rank 8 to March 20 2016 Rank 9 to April 1 2020 (single rate)	
3505 - Beneficiary Attendant in a northern establishment	Rank 8 to March 20 2016 Rank 9 to April 1 2020 (single rate)	
3223 – Attendant in Physiotherapy or ergotherapy	Rank 7 to March 20 2016	
6335 - Housekeeping Attendant (light duty)	Rank 3 to March 20 2016	
2101 – Administrative Technician	Rank 14 to December 31, 2010	
1206 - Librarian	Rank 21 to December 31, 2010 2010 – adjustment since April 2 2019 only ³	

² The deadlines could be longer for special cases

³ As of December 31, 2010 there is no increase considering that this job category was above the salary curve



IMPORTANT DATES IN THE COMPLAINT RESOLUTION PROCESS PAY EQUITY		
1204 - Audiologist-speech therapist	Rank 23 to December 31, 2010	Salary rates and scales should already be adjusted as of September 27, 2021. Retroactive amounts resulting from salary adjustments must be paid no later than January 29, 2022 including interest at the legal rate.
1254 - Audiologist	Rank 23 to December 31, 2010	
1255 - Speech Language Pathologist	Rank 23 to December 31, 2010	
1219 - Dietitian-nutritionist	Rank 22 to December 31, 2010	
2242 - Assistant Head or assistant head of the of Records	Rank 17 to December 31, 2010	
2282 - Medical Archivist (team leader)	Rank 17 to December 31, 2010	
2261 - Dental Hygienist (R.T.) or Dental Hygiene Technician	Rank 16 to March 20 2016	