



NATIONAL ASSEMBLY

FIRST SESSION

THIRTY-SEVENTH LEGISLATURE

Bill 30

**An Act respecting bargaining units
in the social affairs sector and amending
the Act respecting the process of
negotiation of the collective agreements
in the public and parapublic sectors**

Introduction

**Introduced by
Mr. Philippe Couillard
Minister of Health and Social Services**

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EXPLANATORY NOTES

This bill introduces a union representation system applicable to associations of employees and institutions in the social affairs sector whose negotiation process is governed by the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors. In addition, it amends that Act to introduce into the social affairs sector the negotiation of matters defined as necessarily being the subject of clauses negotiated and agreed at the local or regional level.

The bill first sets out the general rules applicable to certifying an association of employees to represent employees in an institution in the social affairs sector. To that end, the bill establishes the bargaining units that may be constituted on the basis of five classes of personnel. It specifies that only one association of employees may be certified to represent the employees of a bargaining unit in an institution and that only one collective agreement may be applicable to the employees in that bargaining unit.

Under the bill, a mechanism is established for the certification of an association of employees to represent the employees included in a bargaining unit following an integration of activities, an amalgamation of institutions or a partial transfer of activities. The bill sets out the special terms according to which the parties, following the certification of the new association of employees, must negotiate the matters defined as being the subject of clauses negotiated and agreed at the local or regional level.

The bill contains transitional provisions and empowers the Minister to determine when those provisions will be applicable to institutions.

Finally, the bill amends legislative provisions concerning certain health professionals to whom the Act does not apply and enacts final provisions.

LEGISLATION AMENDED BY THIS BILL:

- Hospital Insurance Act (R.S.Q., chapter A-28);
- Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., chapter R-8.2);
- Act respecting health services and social services (R.S.Q., chapter S-4.2).

Bill 30

AN ACT RESPECTING BARGAINING UNITS IN THE SOCIAL AFFAIRS SECTOR AND AMENDING THE ACT RESPECTING THE PROCESS OF NEGOTIATION OF THE COLLECTIVE AGREEMENTS IN THE PUBLIC AND PARAPUBLIC SECTORS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

DIVISION I

INTRODUCTORY PROVISIONS

1. This Act introduces a union representation system applicable to associations of employees and institutions in the social affairs sector whose process of negotiation is governed by the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., chapter R-8.2).

To that end, this Act establishes classes of personnel according to which bargaining units are to be constituted, and limits their number. It also provides for a mechanism by which an association of employees may be certified to represent the employees included in a bargaining unit following an integration of activities, an amalgamation of institutions, or a partial transfer of activities. Finally, it sets out the special terms according to which the parties, following the certification of the new association of employees, must negotiate the matters defined as being the subject of clauses negotiated and agreed at the local or regional level.

2. The provisions of the Labour Code (R.S.Q., chapter C-27) apply, with the necessary modifications, to the extent that they are not inconsistent with the provisions of this Act.

3. When the Commission des relations du travail is seized of a petition, it may rule on any question relating to the application of this Act and the Labour Code. It may designate a labour relations officer to perform any function assigned to the officer by this Act, on the conditions the Commission determines.

DIVISION II

UNION REPRESENTATION SYSTEM

§1. — *General rules*

4. The bargaining units in any institution in the social affairs sector must be constituted according to the following classes of personnel:

- (1) nursing personnel, as defined in section 5;
- (2) nursing care and paratechnical personnel, as defined in section 6;
- (3) office personnel and administrative technicians and professionals, as defined in section 7;
- (4) health and social services technicians and professionals, as defined in section 8;
- (5) auxiliary services and trades personnel, as defined in section 9.

5. The class of nursing personnel comprises employees whose practice is governed by the Nurses Act (R.S.Q., chapter I-8) and who hold employment under one of the job titles listed in Schedule 1.

6. The class of nursing care and paratechnical personnel comprises employees who are members of the Ordre professionnel des infirmières et infirmiers auxiliaires du Québec, employees assigned to nursing care other than those referred to in section 5, and employees whose job consists in performing semi-skilled tasks to provide functional support, generally to health and social services professionals or technicians, and who hold employment under one of the job titles listed in Schedule 2.

7. The class of office personnel and administrative technicians and professionals comprises employees whose job consists in performing a set of administrative, professional, technical or routine tasks and who hold employment under one of the job titles listed in Schedule 3.

8. The class of health and social services technicians and professionals comprises employees whose job consists in providing health services or social services to users or in carrying out professional or technical work as part of such services, and who hold employment under one of the job titles listed in Schedule 4.

9. The class of auxiliary services and trades personnel comprises employees whose job consists in providing manual auxiliary services or pursuing skilled or semi-skilled trades that may require a qualification certificate, and who hold employment under one of the job titles listed in Schedule 5.

10. A bargaining unit may not include more than one class of personnel listed in section 4.

Only one association of employees may be certified to represent the employees of a bargaining unit in an institution and only one collective agreement may be applicable to all the employees in that bargaining unit.

11. It is the duty of the Commission des relations du travail, on being seized of a petition, to rule on the class of personnel to which a job title is related when the validity of the job title has been recognized by agreement between unions and management at the national level and the job title is not listed in any of Schedules 1 to 5.

Once a year, the Commission sends the Minister of Health and Social Services a list of the job titles to be added to those in Schedules 1 to 5, following decisions rendered by the Commission. The Minister publishes the list in the *Gazette officielle du Québec*. The Minister of Justice ensures that the list of job titles is updated in the schedules in the Revised Statutes of Québec, based on the published list.

12. Subject to section 86, a petition relating to the certification of an association of employees to represent the employees of an institution in the social affairs sector is only granted in accordance with this subdivision.

§2. — Determination of a new bargaining unit following an integration of activities or an amalgamation of institutions

13. For the purposes of this subdivision, a reference in section 14, paragraph 1 of section 15, paragraph 2 of section 16, subparagraph 3 of the second paragraph of section 17 or the first paragraph of section 18, 19 or 20 to a certified association of employees or to an association of employees that is certified is also a reference, with the necessary modifications, to an association of employees having filed, within the time specified in the Labour Code, a petition for certification to represent employees that is still pending on the day preceding the date of integration or amalgamation.

14. If the Minister ascertains that an integration of activities under section 330 of the Act respecting health services and social services (R.S.Q., chapter S-4.2) or an amalgamation of institutions under section 323 of that Act will involve one or more institutions in which there is a certified association of employees, the Minister notifies the Commission des relations du travail, indicating the names of the institutions and the date set for the integration or amalgamation.

15. Each institution concerned draws up a status report on union representation as it exists in the institution on the day preceding the date set for the integration or amalgamation. This status report includes

(1) a description of each existing bargaining unit and the name of the association of employees certified to represent the employees in that bargaining unit;

(2) the names, addresses, social insurance numbers, job titles and job title numbers of all the employees in the institution, including employees who are on a recall or standby list, identifying employees who

(a) are included in a bargaining unit referred to in paragraph 1;

(b) do not belong to any bargaining unit because there is no association of employees certified to represent those employees.

16. On the day preceding the date set for the integration or amalgamation, each institution concerned

(1) sends the Minister the information referred to in paragraph 1 of section 15;

(2) sends each of the associations of employees referred to in paragraph 1 of section 15 only the information referred to in paragraph 2 of that section that concerns employees included in a class of personnel who belong to a bargaining unit for which the association is certified, but not the employees' addresses or social insurance numbers.

17. Within 30 days after the date of integration or amalgamation and based on the information referred to in paragraph 2 of section 15, the integrating institution or the new institution resulting from the amalgamation identifies any new bargaining unit corresponding to a class of personnel for which an association of employees may eventually be certified in the institution, and prepares a list of the employees to be included in that bargaining unit, with their job titles, addresses or social insurance numbers.

On or before the expiry of those 30 days, the institution

(1) posts the information required under the first paragraph and a copy of all the information required under section 15, but not the employees' addresses and social insurance numbers, for 20 days at the usual places for posting information in the institution;

(2) sends the information required under the first paragraph to the Commission des relations du travail, using an information technology medium determined by the Commission, and informs the Commission, for each class of employees, of the number of employees represented by a certified association of employees, the number of employees not so represented, and the date on which the period for posting the information ends;

(3) sends each association of employees referred to in paragraph 1 of section 15 only the information referred to in subparagraph 2 that concerns a

class of personnel for which the association is already certified as regards some of the employees to be included in the new bargaining unit, but not the employees' addresses or social insurance numbers.

18. With respect to a new bargaining unit in the integrating institution or the new institution resulting from the amalgamation, an association of employees referred to in paragraph 1 of section 15 may file a petition with the Commission des relations du travail applying for certification to represent the employees to be included in the new bargaining unit, if that association is already certified for some of those employees.

The petition for certification is filed with the Commission on or before the eightieth day after the date of integration or amalgamation. A petition filed outside the prescribed time is refused, unless the Commission believes circumstances warrant granting the association of employees an extension, which may not however exceed 20 days.

A copy of the petition is served on the integrating institution or the new institution resulting from the amalgamation, which posts it at the usual places for posting information in the institution.

If the petition is filed by an association of employees that is not certified but is referred to in section 13, the association indicates the Commission's record number that refers to its petition for certification.

19. The associations of employees referred to in paragraph 1 of section 15 may form an employee-associations group to apply for certification to represent the employees to be included in a new bargaining unit if each of those associations is already certified for some of those employees. An employee's membership in an association of employees that is a member of such a group constitutes membership in the group.

For the purposes of this Act and the Labour Code, such an employee-associations group is deemed to be an association of employees.

20. The associations of employees referred to in paragraph 1 of section 15 may agree to designate one of their number to represent the employees to be included in a new bargaining unit if each of those associations is already certified for some of those employees.

If the associations filed a petition for certification in accordance with section 18, they may agree to have one of their number certified to represent the employees to be included in a new bargaining unit, or to merge into a single association to represent those employees.

The agreements are evidenced in writing.

An agreement under the first paragraph is sent to the Commission des relations du travail before the expiry of the 80-day time limit for filing a

petition specified in the second paragraph of section 18 or any extension granted by the Commission under that paragraph. An agreement under the second paragraph is sent to the Commission des relations du travail within 10 days after the expiry of the applicable time limit.

21. Upon receipt of one or more petitions filed under section 18, the Commission des relations du travail proceeds as follows, subject to section 22:

(1) if the Commission concludes that the petitioning association is the only association to have filed a petition to represent the employees to be included in a new bargaining unit, it certifies the association, indicating the class of personnel included in the new bargaining unit;

(2) if the Commission concludes that the petitioning association, in keeping with the first paragraph of section 20, has obtained the agreement of all the associations of employees referred to in that paragraph that it represent the employees to be included in a new bargaining unit, the Commission certifies the association, indicating the class of personnel included in the new bargaining unit;

(3) if the Commission concludes that all the petitioning associations agree, in keeping with the second paragraph of section 20, to have one of their number certified to represent the employees to be included in a new bargaining unit, it certifies the association, indicating the class of personnel included in the new bargaining unit;

(4) if the Commission concludes that all the petitioning associations agree, in keeping with the second paragraph of section 20, to merge into a single association of employees, it certifies the association of employees resulting from the merger, indicating the class of personnel included in the new bargaining unit;

(5) if the Commission concludes that there is more than one association petitioning to represent the employees to be included in a new bargaining unit, it orders the holding of a vote for the employees of the bargaining unit and certifies the association of employees that obtains the greatest number of votes, indicating the class of personnel included in the new bargaining unit.

22. In all cases where at least 40% of the employees in a bargaining unit in the process of being constituted were not represented by an association of employees referred to in paragraph 1 of section 15 on the day preceding the date of integration or amalgamation, the Commission des relations du travail, before granting an association of employees certification under section 21, ascertains the will of the employees who will be included in a new bargaining unit to be represented by an association of employees, by ordering a vote by secret ballot.

The vote may be held simultaneously with a vote under paragraph 5 of section 21.

23. Only an employee duly entered on the list required under the first paragraph of section 17 may participate in a vote ordered by the Commission des relations du travail under paragraph 5 of section 21 or section 22, up to one vote per class of personnel to which the employee belongs.

The only rules governing the conduct of the vote are those determined by the Commission for the purposes of this Act. The vote may be held by mail or in any other manner the Commission considers appropriate.

24. If, on the expiry of the time limit specified in the second paragraph of section 18, no petition has been filed with the Commission des relations du travail by an association of employees entitled to do so for a class of personnel, the Commission notifies the integrating institution or the new institution resulting from the amalgamation, and the Minister.

Within 30 days after receipt of that notice, the institution may bring the matter before the Commission by means of a petition for the revocation of the association's certification. If the institution fails to act within that time, the Minister may bring the matter before the Commission for the same purpose.

25. Upon receipt of a petition filed under the second paragraph of section 24, the Commission des relations du travail revokes the certification of the association of employees that represented the employees included in a bargaining unit that existed in the institution on the day preceding the date of integration or amalgamation.

26. The Commission des relations du travail renders its decision concerning a petition filed under section 18 within 150 days after the date on which the petition was filed.

The president of the Commission may extend that time limit if the president believes circumstances warrant it.

27. The decision of the Commission des relations du travail is sent to the association of employees newly certified under section 21 and, where applicable, to each of the other petitioning associations, to the association whose accreditation is revoked under section 25, to the integrating institution or the new institution resulting from the amalgamation, and to the Minister.

28. The newly certified association of employees is subrogated by operation of law in all the rights and obligations resulting from a collective agreement to which a certified association of employees it replaces was a party.

29. The Commission des relations du travail puts an end to the processing of any other petition that is pending on the date of the integration or amalgamation if it is of the opinion that the petition concerns all or some of the employees of a single class of personnel and has the same subject or the same purposes as the petition filed under section 18 or the second paragraph of section 24.

§3. — Determination of a new bargaining unit following a partial transfer of activities to another institution

30. Each institution affected by a partial transfer of activities from one institution to another notifies the Commission des relations du travail of the date set for the transfer when it involves the transfer of one or more employees who hold employment under a job title for which there exists either

(1) an association of employees certified to represent the employees in the transferring institution or the receiving institution; or

(2) an association that filed, within the time specified in the Labour Code, a petition, which is still pending, for certification to represent the employees in the transferring institution or the receiving institution.

31. Where the names of the employees transferred from the transferring to the receiving institution are known, following the application of the bumping or lay-off procedure set out in their collective agreement, each institution referred to in section 30 draws up a status report on union representation as it exists in the institution on the date of the partial transfer of activities for all the employees in that institution affected by the partial transfer of activities. The status report includes

(1) a description of each existing bargaining unit affected by the partial transfer of activities and the name of the association of employees referred to in section 30;

(2) the names, addresses, social insurance numbers, job titles and job title numbers of all the employees affected by the partial transfer of activities, including employees who are on a recall or standby list, and who, in the case of the transferring institution, are transferred, or, in the case of the receiving institution, hold employment under a job title that is related to a class of personnel in which the transferred employees also hold employment under a job title related to that class, identifying employees who

(a) are included in the bargaining unit referred to in paragraph 1;

(b) do not belong to any bargaining unit because there is no association of employees certified to represent employees in their class of personnel.

32. Subject to the second paragraph of section 33, when an association of employees as defined in section 30 is the only association certified or having applied for certification, it becomes the new association of employees certified in the receiving institution to represent the employees to be included in a new bargaining unit. The same applies when the association is the one, among two or more associations of employees as defined in section 30, that represents an absolute majority of the employees to be included in a new bargaining unit.

When there are two or more associations of employees as defined in section 30 and none of them represents an absolute majority of the employees to be included in a new bargaining unit, a vote is held to determine which association will be certified.

33. It is the duty of the Commission des relations du travail, on a petition by a certified association of employees as defined in section 30, by the receiving institution or by the Minister, to rule on any question relating to the application of section 32 and, if required, to hold a vote and certify the association that obtains the greatest number of votes.

In all cases where at least 40% of the employees in a bargaining unit in the process of being constituted were not represented by an association of employees as defined in section 30 on the day preceding the date of the partial transfer of activities, the Commission, before granting an association of employees certification under section 32, ascertains the will of the employees who will be included in a new bargaining unit to be represented by an association of employees, by holding a vote.

The vote may be held simultaneously with a vote under the second paragraph of section 32.

The Commission determines the collective agreement that applies to all the employees in the receiving institution represented from then on by the newly certified association of employees.

34. The seniority accumulated by an employee in an institution is recognized up to one year per period of 12 months, and the employee is included on the seniority list according to the rules of the collective agreement determined in accordance with the fourth paragraph of section 33.

35. For the purposes of this subdivision, sections 16, 17, 23 to 25 and 27 to 29 apply, with the necessary modifications.

DIVISION III

DETERMINATION OF CLAUSES NEGOTIATED AND AGREED AT THE LOCAL OR REGIONAL LEVEL

36. From the date of certification of a new association of employees following an integration of activities or an amalgamation of institutions, the integrating institution or the new institution resulting from the amalgamation and the association of employees newly certified under section 21 negotiate the matters defined as being the subject of clauses negotiated and agreed at the local or regional level by the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors. They have 12 months from the date of certification of the new association of employees to agree to those clauses.

37. Except where the certification of an association of employees is revoked under section 25, and despite section 10, the collective agreement of each certified association of employees referred to in paragraph 1 of section 15 that is in force on the day preceding the date of the integration of activities or the amalgamation of institutions continues to apply in the integrating institution or the new institution resulting from the amalgamation for employees covered by the collective agreement, until the date of coming into force of the clauses negotiated and agreed at the local or regional level and determined in accordance with this division.

From the date of coming into force of those clauses negotiated and agreed at the local or regional level, the clauses already negotiated and agreed at the national level by the newly certified association of employees or the employee-associations group to which it belongs for the centre having the greatest number of employees that is operated by the institution apply to all employees represented from then on by that association. However, the clauses relating to the number of hours in a work week, meal time and the price of meals that are applicable to employees in other centres operated by the institution continue to apply.

From the date of certification of the new association of employees, the clauses referred to in the second paragraph apply to the employees who were not represented by a certified association on the day before the date of integration or amalgamation. In the absence of such clauses, the Commission des relations du travail determines those that apply, subject to the special rules set out in the second paragraph.

Despite their filing at one of the offices of the Commission, in accordance with section 72 of the Labour Code, the new clauses negotiated and agreed at the national level after the date of certification of the new association of employees under section 21 may not take effect before the date on which the clauses negotiated and agreed at the local or regional level come into force. However, such a filing confers on the employees, on the dates specified in the clauses negotiated and agreed at the national level, the right to the salary scales, premiums and salary supplements agreed.

38. The seniority accumulated by an employee in an institution before the date on which the clauses negotiated and agreed at the local or regional level come into force is recognized up to one year per period of 12 months.

With respect to employees that were not represented by a certified association of employees, seniority is deemed to have been accumulated according to the provisions of the collective agreement of the newly certified association of employees.

Seniority lists must be posted within 30 days after the date of the end of the pay period that includes the date of coming into force of the clauses negotiated and agreed at the local or regional level. The periods for posting information and the seniority correction procedures set out in the collective agreement

determined for the newly certified association of employees under section 37 apply.

39. Sections 59, 60 and 61 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors apply, with the necessary modifications, to the clauses negotiated and agreed at the local or regional level and to the agreements arising from them.

When an agreement is filed with the Commission des relations du travail in accordance with section 61 of that Act, the Commission notifies the Minister, indicating the names of the parties and the bargaining unit concerned.

40. Failing agreement within 12 months after the date on which the new association of employees is certified, on a matter that is the subject of clauses negotiated and agreed at the local or regional level, the newly certified association of employees or the institution may, within 10 days after that 12-month period, request the Minister of Labour to appoint a mediator-arbitrator to settle the disagreement, informing the other party of the request. Within five days after the 10-day time limit, the parties may jointly recommend a person to the Minister for appointment as mediator-arbitrator.

As soon as possible, the Minister of Labour appoints the person recommended as mediator-arbitrator or, if no joint recommendation is made on the expiry of the five days mentioned in the first paragraph, a person whose name appears on a list prepared for that purpose after consultation with the Minister of Health and Social Services.

41. The mediator-arbitrator endeavours to bring the parties to settle their disagreement. For that purpose, the mediator-arbitrator meets with the parties and, in case of failure or refusal to attend a meeting, gives them an opportunity to present their views.

42. If a disagreement subsists 60 days after the appointment of the mediator-arbitrator, the latter rules on the matters yet to be agreed on. Without delay, the mediator-arbitrator requests the association of employees and the institution to give the mediator-arbitrator, within 20 days after the request and in the specified manner,

(1) a list of the matters that they have agreed on, accompanied by the wording they propose for their implementation;

(2) a list of the matters yet to be agreed on;

(3) their final offer to settle the matters referred to in subparagraph 2.

The final offer must be accompanied by the wording proposed for its incorporation into the new collective agreement.

43. Within 40 days after receipt of the documents mentioned in section 42, the mediator-arbitrator selects either the final offer of the association of employees or that of the institution to settle the matters that have not been agreed on.

The offer selected by the mediator-arbitrator must not entail additional costs for the implementation of the matters concerned and must foster the improvement of client services.

If, in the opinion of the mediator-arbitrator, neither of the offers presented meet those criteria, the mediator-arbitrator modifies the offer selected in order to meet them.

44. If one of the parties does not give the mediator-arbitrator a final offer in accordance with subparagraph 3 of the first paragraph of section 42, the mediator-arbitrator selects the final offer of the other party.

45. The decision of the mediator-arbitrator must be drawn up so that it can serve as the collective agreement between the association of employees and the institution. It must contain the wording referred to in subparagraph 1 of the first paragraph of section 42 and the wording of the final offer selected by the mediator-arbitrator, corrected, if need be, to meet the criteria set out in the second paragraph of section 43.

Sections 59 and 60 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors apply, with the necessary modifications, to decisions rendered under this section by the mediator-arbitrator.

46. The mediator-arbitrator sends a copy of the decision to the parties within the time specified in the first paragraph of section 43. Within five days after the expiry of that time, the mediator-arbitrator files the decision with one of the offices of the Commission des relations du travail.

Upon receipt of the decision of the mediator-arbitrator, the Commission notifies the Minister, indicating the names of the parties and the bargaining unit concerned.

47. The decision of the mediator-arbitrator constitutes the collective agreement applicable between the association of employees and the institution for the matters concerned. It comes into force on the date of its filing in duplicate, or the filing of two true copies, with one of the offices of the Commission des relations du travail.

The decision may not be the subject of negotiations before the expiry of a period of two years, unless the parties decide to amend it before then.

Certain provisions of the decision may take effect on a date subsequent to its coming into force; the effective date must be specified in each case.

48. The decision of the mediator-arbitrator only has effect with respect to the association of employees and the institution concerned. It may not be raised as a precedent in any other arbitration proceedings arising from this Act; the mediator-arbitrator, at the request of a party or *ex officio*, dismisses any application or claim based on such a decision.

49. For the purposes of this Act, the mediator-arbitrator is vested with the powers provided for in section 76, the first paragraph of section 80, and sections 81 to 88, 91 and 91.1 of the Labour Code, with the necessary modifications.

50. The fees and expenses connected with the appointment and exercise of the functions of the mediator-arbitrator are borne jointly and equally by the institution and the certified association of employees. The amount of the fees and expenses is established in accordance with the rules prescribed in a regulation under section 103 of the Labour Code.

51. Once the clauses defined as being the subject of negotiations at the local or regional level have been negotiated and agreed or determined by the mediator-arbitrator in accordance with this division, their replacement must be in conformity with the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors.

52. If, during the period for determining the clauses negotiated and agreed at the local or regional level specified in this division, an institution is affected by an integration of activities or an amalgamation of institutions, negotiation of the clauses and mediation or arbitration to settle a disagreement on the final offers must cease immediately, until a decision of the Commission des relations du travail is rendered under section 21.

DIVISION IV

AMENDING PROVISIONS

HOSPITAL INSURANCE ACT

53. Section 3 of the Hospital Insurance Act (R.S.Q., chapter A-28) is amended

(1) by adding “Such an agreement may be entered into with any body representing clinical biochemists or medical physicists.” at the end of the first paragraph;

(2) by inserting “, clinical biochemists or medical physicists” after “pharmacists” in the first and fifth lines of the second paragraph.

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

54. Section 45 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., chapter R-8.2) is amended by adding “or section 70.1” at the end.

55. Section 57 of the said Act is amended by striking out “the social affairs sector and, in” in the first line.

56. Section 58 of the said Act is amended

(1) by inserting “and in the social affairs sector,” after “non-teaching professional staff,” in the second line of the first paragraph;

(2) by inserting “or Schedule A.1, as the case may be,” after “Schedule A” in the third line of the first paragraph.

57. Section 70 of the said Act is amended

(1) by striking out “the social affairs sector and, in” in the first line of the first paragraph;

(2) by striking out “to the institution,” in the sixth and seventh lines of the first paragraph.

58. The said Act is amended by inserting the following section after section 70:

“70.1. In the social affairs sector, the parties to a collective agreement may negotiate and agree on arrangements at the local or regional level to the extent that a clause negotiated and agreed at the national level provides therefor.”

59. Section 72 of the said Act is amended by inserting “or section 70.1” after “70” in the first line.

60. The said Act is amended by inserting the following schedule after Schedule A:

“SCHEDULE A.1

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

1 - Concept of position, except concept of reserved position, and conditions of application

- 2 - Concepts of unit and activity centre
- 3 - Duration and conditions of probationary period
- 4 - Temporarily vacant position:
 - definition
 - circumstances required for filling the position
- 5 - Concept of re-assignment and conditions of application, except remuneration
- 6 - Rules applicable to employees on temporary assignment, except those relating to employees with employment security, employees on disability leave, and employees covered by the parental rights plan
- 7 - Rules applicable to voluntary transfers in the facilities maintained by the institution, except those relating to employees with employment security and employees on disability leave, and those relating to remuneration
- 8 - Bumping procedure (conditions of application of the general principles negotiated and agreed at the national level), except remuneration
- 9 - Working hours and weekly schedule, except remuneration
- 10 - Conditions governing time compensation for overtime work, recall, and standby duties, except rates and remuneration
- 11 - Paid holidays, floating holidays, and annual vacation, except quanta and remuneration
- 12 - Granting and conditions of leave without pay, except leave without pay under the parental rights plan and leave without pay to work in a northern institution
- 13 - Human resources development, except allocated amounts and retraining of employees with employment security
- 14 - Activities carried on with users within the meaning of the Act respecting health services and social services outside facilities maintained by an institution governed by that Act, or with beneficiaries within the meaning of the Act respecting health services and social services for Cree Native persons outside an institution governed by that Act
- 15 - Mandate and mode of operation of local committees with respect to the matters listed in this schedule
- 16 - Rules of conduct between the parties

17 - Posting of notices

18 - Professional orders

19 - Professional practice and liability

20 - Special conditions applicable during transportation of users within the meaning of the Act respecting health services and social services or beneficiaries within the meaning of the Act respecting health services and social services for Cree Native persons

21 - Loss or destruction of personal property

22 - Rules to be followed when uniforms are required by the employer

23 - Locker room and dressing room

24 - Payment of salaries

25 - Establishment of a savings union

26 - Moving allowances, except the quanta”.

61. Division I of Schedule B to the said Act is struck out.

ACT RESPECTING HEALTH SERVICES AND SOCIAL SERVICES

62. Section 432 of the Act respecting health services and social services (R.S.Q., chapter S-4.2) is amended

(1) by inserting “, clinical biochemists or medical physicists” after “pharmacists” in the second line of the first paragraph;

(2) by inserting “, clinical biochemists or medical physicists” after “pharmacists” in the third line of the first paragraph;

(3) by inserting “, clinical biochemists or medical physicists” after “pharmacists” in the second line of the fourth paragraph.

DIVISION V

TRANSITIONAL PROVISIONS

§1. — *Application*

63. The Minister determines by order the date on which sections 64 to 84 take effect for each institution indicated by the Minister. Such orders are published in the *Gazette officielle du Québec*.

§2. — *Merger of bargaining units*

64. For the purposes of this subdivision, a reference in paragraph 1 of section 65, paragraph 2 of section 66, subparagraph 3 of the second paragraph of section 67 or the first paragraph of section 68, 69 or 70 to a certified association of employees or to an association of employees that is certified is also a reference, with the necessary modifications, to an association of employees having filed, within the time specified in the Labour Code, a petition for certification to represent employees that is still pending on the date section 65 comes into effect for the institution concerned.

65. Within 30 days after the date on which this section takes effect for an institution in the social affairs sector whose union representation system, on that date, does not comply with subdivision 1 of Division II, the institution draws up a status report of union representation as it existed in the institution on that date. The status report includes

(1) a description of each existing bargaining unit and the name of the association of employees certified to represent the employees in that bargaining unit; and

(2) the names, addresses, social insurance numbers, job titles and job title numbers of all the employees in the institution, including employees who were on a recall or standby list, identifying employees who

(a) were included in a bargaining unit referred to in paragraph 1;

(b) did not belong to any bargaining unit because there was no association of employees certified to represent those employees.

66. On or before the expiry of the 30 days specified in section 65, the institution

(1) sends the Minister the information required under paragraph 1 of section 65;

(2) sends each of the associations of employees referred to in paragraph 1 of section 65 only the information required under paragraph 2 of that section that concerns employees included from then on in a class of personnel and who belong to a bargaining unit for which the association is already certified, but not the employees' addresses or social insurance numbers.

67. Within 30 days after the expiry of the 30-day time limit specified in section 65, and based on the information referred to in paragraph 2 of that section, the institution identifies any new bargaining unit corresponding to a class of personnel for which an association of employees may eventually be certified in the institution, and prepares a list of the employees to be included in that bargaining unit, with their job titles, addresses and social insurance numbers.

On or before the expiry of those 30 days, the institution

(1) posts the information required under the first paragraph and a copy of all the information required under section 65, except the employees' addresses and social insurance numbers, for 20 days at the usual places for posting information in the institution;

(2) sends the information required under the first paragraph to the Commission des relations du travail, using an information technology medium determined by the Commission, and informs the Commission, for each class of personnel, of the number of employees represented by a certified association of employees, the number of employees not so represented, and the date on which the period for posting the information ends;

(3) sends each association of employees referred to in paragraph 1 of section 65 only the information referred to in subparagraph 2 that concerns a class of personnel for which the association is already certified as regards some of the employees to be included in the new bargaining unit, but not the employees' addresses or social insurance numbers.

68. With respect to a new bargaining unit in the institution, an association of employees referred to in paragraph 1 of section 65 may file a petition with the Commission des relations du travail applying for certification to represent the employees to be included in the bargaining unit, if that association is already certified for some of those employees.

The petition for certification is filed with the Commission on or before the one hundred and tenth day after the date on which section 65 takes effect for that institution. A petition filed outside the prescribed time is refused, unless the Commission believes circumstances warrant granting the association of employees extra time, which may not however exceed 20 days.

A copy of the petition is served on the institution, which posts it at the usual places for posting information in the institution.

If the petition is filed by an association of employees that is not certified but is referred to in section 64, the association indicates the Commission's record number that refers to its petition for certification.

69. The associations of employees referred to in paragraph 1 of section 65 may form an employee-associations group to apply for certification to represent the employees to be included in a new bargaining unit if each of those associations is already certified for some of those employees. An employee's membership in an association of employees that is a member of such a group constitutes membership in the group.

For the purposes of this Act and the Labour Code, such an employee-associations group is deemed to be an association of employees.

70. The associations of employees referred to in paragraph 1 of section 65 may agree to designate one of their number to represent the employees to be included in a new bargaining unit if each of those associations is already certified for some of those employees.

If the associations filed a petition for certification in accordance with section 68, they may agree to have one of their number certified to represent the employees to be included in a new bargaining unit, or to merge into a single association to represent those employees.

The agreements are evidenced in writing.

An agreement under the first paragraph is sent to the Commission des relations du travail before the expiry of the 110-day time limit for filing a petition specified in the second paragraph of section 68 or any extension granted by the Commission under that paragraph. An agreement under the second paragraph is sent to the Commission des relations du travail within 10 days after the expiry of the applicable time limit.

71. Upon receipt of one or more petitions filed under section 68, the Commission des relations du travail proceeds as follows, subject to section 72:

(1) if the Commission concludes that the petitioning association is the only association to have filed a petition to represent the employees to be included in a new bargaining unit, it certifies the association, indicating the class of personnel included in the new bargaining unit;

(2) if the Commission concludes that the petitioning association, in keeping with the first paragraph of section 70, has obtained the agreement of all the associations of employees referred to in that paragraph that it represent the employees to be included in a new bargaining unit, it certifies the association, indicating the class of personnel included in the new bargaining unit;

(3) if the Commission concludes that all the petitioning associations agree, in keeping with the second paragraph of section 70, to have one of their number certified to represent the employees to be included in a new bargaining unit, it certifies the association, indicating the class of personnel included in the new bargaining unit;

(4) if the Commission concludes that all the petitioning associations agree, in keeping with the second paragraph of section 70, to merge into a single association of employees, it certifies the association of employees resulting from the merger, indicating the class of personnel included in the new bargaining unit;

(5) if the Commission concludes that there is more than one association petitioning to represent the employees to be included in a new bargaining unit, it orders the holding of a vote for the employees of the bargaining unit and certifies the association of employees that obtains the greatest number of votes, indicating the class of personnel included in the new bargaining unit.

72. In all cases where at least 40% of the employees in a bargaining unit in the process of being constituted were not represented by an association of employees referred to in paragraph 1 of section 65 on the date section 65 came into effect for the institution concerned, the Commission des relations du travail, before granting an association of employees certification under section 71, ascertains the will of the employees who will be included in a new bargaining unit to be represented by an association of employees, by holding a vote.

The vote may be held simultaneously with a vote under paragraph 5 of section 71.

73. Only an employee duly entered on the list required under the first paragraph of section 67 may participate in a vote ordered by the Commission des relations du travail under paragraph 5 of section 71 or section 72, up to one vote per class of personnel to which the employee belongs.

The only rules governing the conduct of the vote are those determined by the Commission for the purposes of this Act. The vote may be held by mail or in any other manner the Commission considers appropriate.

74. If, on the expiry of the time limit specified in the second paragraph of section 68, no petition has been filed with the Commission des relations du travail by an association of employees entitled to do so for a class of personnel, the Commission notifies the institution concerned and the Minister.

Within 30 days after receipt of that notice, the institution may bring the matter before the Commission by means of a petition for the revocation of the association's certification. If the institution fails to act within that time, the Minister may bring the matter before the Commission for the same purpose.

75. Upon receipt of a petition filed under the second paragraph of section 74, the Commission des relations du travail revokes the certification of the association of employees that represented the employees included in a bargaining unit that existed in the institution concerned on the date section 65 came into effect for the institution.

76. The Commission des relations du travail must render its decision concerning a petition filed under section 68 within 150 days after the date on which the petition was filed.

The president of the Commission may extend the time limit if the president believes circumstances warrant such a decision.

77. The decision of the Commission des relations du travail is sent to the association of employees newly certified under section 71 and, where applicable, to each of the other petitioning associations, to the association whose accreditation is revoked under section 75, to the institution concerned, and to the Minister.

78. The newly certified association of employees is subrogated by operation of law in all the rights and obligations resulting from a collective agreement to which a certified association of employees it replaces was a party.

79. The Commission des relations du travail puts an end to the processing of any other petition that is pending on the date section 65 comes into effect for the institution concerned if it is of the opinion that the petition concerns all or some of the employees of a single class of personnel and has the same subject or the same purposes as the petition filed under section 68 or the second paragraph of section 74.

§3. — Determination of the first clauses negotiated and agreed at the local or regional level

80. From the date on which the new association of employees is certified, the institution concerned and the association of employees newly certified under section 71 negotiate the matters defined as being the subject of clauses negotiated and agreed at the local or regional level by the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors. They have 12 months from that date to agree to those clauses.

81. Except where the certification of an association of employees is revoked under section 75, and despite section 10, the collective agreement of each certified association of employees referred to in paragraph 1 of section 65 that is in force on the date on which that section comes into effect for the institution concerned continues to apply in the institution for employees included in the collective agreement, until the date of coming into force of the first clauses negotiated and agreed at the local or regional level and determined in accordance with this subdivision.

From the date of coming into force of those first clauses negotiated and agreed at the local or regional level, the clauses already negotiated and agreed at the national level by the newly certified association of employees or the employee-associations group to which it belongs for the centre having the greatest number of employees that is operated by the institution apply to all employees represented from then on by that association. However, the clauses relating to the number of hours in a work week, meal time and the price of meals that are applicable to employees in other centres operated by the institution continue to apply.

From the date of certification of the new association of employees, the clauses referred to in the second paragraph apply to the employees who were not represented by a certified association on the date on which section 65 came into effect for the institution concerned. In the absence of such clauses, the Commission des relations du travail determines those that apply, subject to the special rules set out in the second paragraph.

Despite their filing at one of the offices of the Commission, in accordance with section 72 of the Labour Code, the new clauses negotiated and agreed at

the national level after the date of certification of the new association of employees under section 71 may not take effect before the date on which the clauses negotiated and agreed at the local or regional level come into force. However, such a filing confers on the employees, on the dates specified in the clauses negotiated and agreed at the national level, the right to the salary scales, premiums and salary supplements agreed.

82. The seniority accumulated by an employee in the institution concerned before the date on which the clauses negotiated and agreed at the local or regional level come into force is recognized up to one year per period of 12 months.

With respect to the employees not represented by a certified association of employees, seniority is deemed to have been accumulated according to the provisions of the collective agreement of the newly certified association of employees.

Seniority lists must be posted within 30 days following the date of the end of the pay period that includes the date of coming into force of the clauses negotiated and agreed at the local or regional level. The periods for posting information and the seniority correction procedures set out in the collective agreement determined for the newly certified association of employees under section 81 apply.

83. Failing agreement on a matter that is the subject of clauses negotiated and agreed at the local or regional level within 12 months after the date on which the new association of employees is certified, the newly certified association of employees or the institution may, within 10 days after that 12-month period, request the Minister of Labour to appoint a mediator-arbitrator to settle the disagreement, informing the other party of the request. Within five days following the 10-day time limit, the parties may jointly recommend a person to the Minister for appointment as mediator-arbitrator.

As soon as possible, the Minister of Labour appoints the person recommended as mediator-arbitrator or, if no joint recommendation is made on the expiry of the five days mentioned in the first paragraph, a person whose name appears on a list prepared for that purpose after consultation with the Minister of Health and Social Services.

84. For the purposes of this subdivision, sections 39 and 41 to 52 apply, with the necessary modifications.

DIVISION VI

FINAL PROVISIONS

85. From *(insert the date of assent to this Act)*, the matters listed in Schedule A.1 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors, enacted by section 60 of this

Act, and defined as being the subject of clauses negotiated and agreed at the local or regional level may no longer be the subject of clauses negotiated and agreed at the national level.

86. This Act does not apply to pharmacists, clinical biochemists or medical physicists referred to in section 3 of the Hospital Insurance Act (R.S.Q., chapter A-28) or section 432 of the Act respecting health services and social services, or to residents in medicine referred to in section 19.1 of the Health Insurance Act (R.S.Q., chapter A-29).

87. The Minister of Health and Social Services is responsible for the administration of this Act.

88. This Act comes into force on *(insert the date of assent to this Act)*.

SCHEDULE 1

Nursing personnel

JOB TITLE	NUMBER
Assistant to the immediate superior (nurse)	2487, 2488
Assistant head nurse	2468
Baccalaureate assistant head nurse	1902, 1906
Nursing unit assistant head nurse	2467
Candidate to the nursing profession	2475, 2476
Nurse candidate admissible per equivalence	2477, 2478
Nurse	2471, 2472, 2474
Nurse — Institut Pinel	2473
Nurse (organized team work)	2458, 2459
Nurse on refresher period (5 years and +)	2485, 2486
Assistant baccalaureate nurse to the immediate superior	1904, 1905
Baccalaureate nurse	1901, 1903
Baccalaureate nurse — Institut Pinel	1907
Nurse educator	2462, 2464

SCHEDULE 2

Nursing Care and Paratechnical Personnel

JOB TITLE	NUMBER
Intervention officer	3545
Intervention officer — Institut Pinel	6436
Living unit officer	3594
Community supervision officer	3458
Assistant perfusionist	3268
Rehabilitation assistant	3468
Laboratory or radiology technical assistant	3205, 3210
Health care technical assistant	3201, 3202
Oral surgery technical assistant	3206
Dental technical assistant	3207, 3217
Pharmacy technical assistant	3212
Operating room technical assistant	3451
Senior pharmacy technical assistant	3215
Home care auxiliary	3591, 3592
Family and social auxiliary	3589, 3590
Stretcher bearer	3485
Pharmacy clerk	3249
Vehicle driver	6336, 6400
Heavy vehicle driver	6455
Nursing assistant or graduate auxiliary	3448, 3455
Nursing assistant or graduate auxiliary (assistant team leader)	3446
Nursing assistant or graduate auxiliary (team leader)	3445

SCHEDULE 2 (continued)

Nursing Care and Paratechnical Personnel

JOB TITLE	NUMBER
Nursing assistant or graduate auxiliary on refresher period	3529, 3530
Industrial workshops instructor	3585
Shoemaking instructor	3574
Sewing instructor	3627
Cooking instructor	3683
Workshops instructor	3684
Cabinetmaking instructor	3694
Shipping instructor	3597
Horticulture instructor (greenhouses)	3691
Carpenting instructor	3689
Handicrafts or occupational therapy instructor	3598
Offset duplicator operation instructor	3579
Maintenance worker instructor	3573
Furniture painting instructor	3562
Farm work instructor	3697
Bookbinding instructor	3546
Living unit worker	3577
Residence worker	3464, 3466
Equipment adjustment mechanic	3263
Orthosis and/or prosthesis mechanic	3262, 3264
Education instructor	3687

SCHEDULE 2 (continued)

Nursing Care and Paratechnical Personnel

JOB TITLE	NUMBER
Recreation instructor	3698, 3699
Rehabilitation monitor (handcrafts or occupational therapy)	3471, 3472
Rehabilitation instructor (specialized trade)	3469
Therapeutic equipment attendant	3467, 3567
Beneficiary attendant («A» certification)	3459
Unit and/or pavilion attendant	3685
Message center attendant	3259
Watchover attendant (residential milieu)	3476
Daycare attendant	3269
Sterilization attendant	3481, 3482
Milk laboratory attendant	3250
Transport attendant	3204
Physically handicapped beneficiaries transport attendant	6418
Autopsy attendant	3203
Beneficiary attendant	3478, 3479
Home care beneficiary attendant	3474
Animal attendant	3241
Residence attendant	3578
Specialized ophthalmologic examinations attendant	3230
EEG attendant	3239
ECG attendant	3237
Attendant in a northern institution	3505

SCHEDULE 2 (continued)

Nursing Care and Paratechnical Personnel

JOB TITLE	NUMBER
Inhalation therapy attendant	3209
Ophthalmology attendant	3208
Orthopedic attendant	3247
Physiotherapy and/or occupational therapy attendant	3223
Rehabilitation or industrial occupation attendant	3495, 3499
Residence attendant	3509
Operating room attendant	3449
Senior orthopedic attendant	3229
Child nurse / baby nurse	3461
Institutional guard	6410
Student supervision attendant	6413
Life-guard	3679
Class «B» technician	3224, 3225
Food technician	6317
Senior rehabilitation therapist	3460
Neighbourhood or sector worker	3465

SCHEDULE 3

Office Personnel and Administrative Technicians and Professionals

JOB TITLE	NUMBER
Buyer	5138, 5140
Information officer	1242
Information officer — Régie régionale	1243
Training officer	1533
Personnel officer	1101
Finance officer	1105
Data processing analyst	1103
Programmer-analyst	1113
Research clerk	5187
Archives assistant	5278, 5279
Library auxiliary	5289
Lawyer	1114
Library technician	2265, 2266
Librarian	1206
Production coordinator	2106
Clerk	5128, 5129
Unit clerk — Institut Pinel	5102
Intermediate clerk	5113, 5114
Senior clerk	5109, 5110
Senior accounting clerk	5103, 5104
Institution counsellor	1106
Typist	5151, 5152

SCHEDULE 3 (continued)

Office Personnel and Administrative Technicians and Professionals

JOB TITLE	NUMBER
Storekeeper	5141, 5142
Messenger	5165, 5166
Messenger — Régie régionale	5229
Duplicator offset operator	5119, 5120, 5179
Data processing operator class 1	5100, 5108
Data processing operator class 2	5111, 5112
Braille production system operator	5130
Paymaster	5105, 5106
Reception attendant	3251
Admitting clerk	5271, 5272
Outpatient admitting clerk	5275
Audiovisual attendant	3245
Library attendant	5283
Reprography attendant	5135, 5136
Accounts receivable clerk	5143
Medical records attendant	5280
Storeroom attendant	5117, 5118
Data processing attendant	5121, 5126
Data programmer	2103, 2104
Receptionist	5161, 5162
Receptionist — Régie régionale	5171
Bookbinder	5345, 5346

SCHEDULE 3 (continued)

Office Personnel and Administrative Technicians and Professionals

JOB TITLE	NUMBER
Secretary	5155, 5156
Administrative secretary	5154
Executive secretary	5144, 5145
Legal secretary	5148, 5168
Medical secretary	5147
Audiovisual specialist	1661
Communications specialist	1107
Administrative processes specialist	1109
Contributions technician	2102, 2105
Administrative technician	2100, 2101
Graphic arts attendant	2333
Audiovisual technician	2256, 2258
Building service technician	2364, 2374
Communications technician	2275
Documentation technician	2355, 2365
Industrial electricity technician	2370
Electro-mechanic technician	2371
Electronics technician	2369
Mechanical fabrication technician	2377
Information systems technician	2113
Instrumentation and control technician	2379
Switchboard operator	5159

SCHEDULE 3 (continued)

Office Personnel and Administrative Technicians and Professionals

JOB TITLE	NUMBER
Switchboard operator — receptionist	5163, 5164

SCHEDULE 4

Health and Social Services Technicians and Professionals

JOB TITLE	NUMBER
Sanitary education officer	1704
Integration officer	2688
Hearing deficiencies training officer	1534
Behavioral officer	1559
Planning and programming officer	1108
Social services planning and programming officer	1853
Social and health planning and programming officer	1120
Planning, programming and research officer	1555
Programming officer	1562
Research officer	1556
Socio-economic research and planning officer	1110
Social and health research officer	1705
Human relations officer	1553
Educational techniques officer	1651
Social aide	2587, 2588
Community facilitator	2376
Pastoral facilitator	1552
Medical records archivist	2250, 2251
Medical records archivist (team leader)	2282
Pathology assistant	2203
Assistant head dietetics technician	2240
Assistant head medical electro-physiology technician	2236

SCHEDULE 4 (continued)

Health and Social Services Technicians and Professionals

JOB TITLE	NUMBER
Assistant head of archives	2242
Assistant head respiratory therapist or assistant head pulmonary function technician	2248
Assistant head physiotherapist	1236
Assistant head medical technologist or assistant head laboratory technician	2235
Administrative assistant head technologist	2230
Technical assistant head technologist	2229
Assistant head radiology technologist	2219
Audiologist or hearing therapist	1254
Audiologist-speech therapist or hearing, speech, language and communication therapist	1204
Audio-prosthetist	2260
Bacteriologist	1200
Biochemist	1202
Candidate admissible per equivalence (physiotherapy)	1238
Clinical teaching instructor (inhalation therapy)	2247
Clinical teaching instructor (physiotherapy)	1234
Head of module	2699
Work adaptability counsellor	1703
Nutrition counsellor (without internship)	1226
Maladjusted children counsellor	1543
Health promotion counsellor	1121

SCHEDULE 4 (continued)

Health and Social Services Technicians and Professionals

JOB TITLE	NUMBER
Vocational guidance counsellor or counsellor in supportive relations	1701
Technical coordinator (inhalation therapy)	2246
Technical coordinator (laboratory)	2227
Technical coordinator (radiology)	2213
Medical electro-physiology technical coordinator	2276
Criminologist	1544
Cyto-technologist	2271
Professional dietician-nutritionist or university graduate in dietetics	1223
Educator	2689, 2691, 2693
Physical educator	1228
Occupational therapist or therapist in functional rehabilitation through activity	1230
Genagogist	1540
Dental hygienist or dental hygiene technician	2261
Occupational hygienist	1702
Medical illustrator	2253
Biomedical engineer	1205
Respiratory technician or pulmonary function technician	2244
Clinical instructor (laboratory)	2231
Clinical instructor (radiology and laboratory)	2215
Child care worker	1660

SCHEDULE 4 (continued)

Health and Social Services Technicians and Professionals

JOB TITLE	NUMBER
Community organizer	1551
Orthotist and/or prosthesis	2264
Ortho-pedagogue	1656
Speech therapist or speech, language and communication therapist	1255
Orthoptist	2259
Pedagogue	1655, 1657
Perfusionist	2268, 2288
Medical photographer	2254
Physiotherapist or university graduate functional rehabilitation therapist	1233
Psycho-educator or psycho-social rehabilitation specialist	1652
Psycho-technician	2273, 2274
Psychologist or human behavior therapist	1546
Recreologist	1658
Psycho-motional re-educator	1662
Remuneration of some orthosis/prosthesis mechanics	2263
Living unit supervisor	2694
Materials management officer	1246
Sociologist	1554
Sociotherapist – Institut Pinel	2697
Clinical activities specialist	1407
Social programs management specialist	1863

SCHEDULE 4 (continued)

Health and Social Services Technicians and Professionals

JOB TITLE	NUMBER
Low vision specialist	1558
Care evaluation specialist	1521
Orientation and mobility specialist	1557
Positioning specialist	1217
Biological and health physics science specialist	1207
Braille technician	2360
Social assistance technician	2585, 2586
Extra-corporal circulation technician	2267
Dietetics technician	2257
Specialized education technician	2690
Electro-encephalography technician	2241
Medical electro-physiology technician	2286
Electrodynamics technician	2373, 2378
Biomedical engineering technician	2367
Gerontology technician	2285
Hemodynamics technician	2272
Horticulture technician	2280
Industrial hygiene technician	2702
Recreation technician	2695, 2696, 2698
Orthosis-prosthesis technician	2362
Cardio-respiratory physiology technician	2270
Prevention technician	2368

SCHEDULE 4 (continued)

Health and Social Services Technicians and Professionals

JOB TITLE	NUMBER
Rehabilitation technician	2255
Psycho-social research technician	2584
Hemodynamics technologist	2278, 2279
Medical technologist or graduate medical laboratory technician	2223
Nuclear medicine technologist	2208
Radio-diagnostic technologist	2205
Radiotherapy technologist	2207
Specialized radiology technologist	2212
Creativity therapist	1229
Art therapist	1259
Music therapist	1245
Community worker	2375
Professional social worker or social work officer	1550

SCHEDULE 5

Auxiliary Services and Trades Personnel

JOB TITLE	NUMBER
Diet helper	6319
Heavy vehicle driver helper	6405
Cook's helper	6304
Service aide	3243
Kitchen helper	6309
Roofer helper apprentice	6399
General helper	6414
General helper in a northern institution	6415
Assistant stationary engineer	6387
Trade apprentice	6375
Dietetics assistant	6381
Diet auxiliary	6318
Butcher	6303
Launderer	6320, 6420
Cafeteria Cashier	6312
Pipe insulator	6395
Chief cook	6337
Hairdresser	6340
Commissionaire	3260
Janitor	6351, 6385
Shoemaker	6374
Seamstress or tailor	6327

SCHEDULE 5 (continued)

Auxiliary Services and Trades Personnel

JOB TITLE	NUMBER
Roofer-tinsmith	6391
Cook	6300, 6301
Draftsperson	6409
Cabinet maker	6365
Electrician	6354
Electronics technician (High school diploma)	6370
Cosmetologist	6406
Tinsmith	6369
Florist	6358
Guard – Institut Pinel	6346
Residence guard	6349
Security guard	6338, 6401
Labourer	6377
Groundskeeper and/or labourer	6376
Machinist (millwright)	6353
Master electrician	6356
Refrigeration machinery master-mechanic	6366
Master plumber	6357
Millwright	6360
Garage mechanic	6380
Stationary engineer	6383
Refrigeration machinery mechanic	6352

SCHEDULE 5 (continued)

Auxiliary Services and Trades Personnel

JOB TITLE	NUMBER
Carpenter	6364
General maintenance carpenter	6254
Cleaner	6407
Dishwashing machine operator	6307
General handyman	6388, 6408
Maintenance worker	6373, 6402
Baker/pastry cook	6302
Painter	6362
Plasterer	6368
Plumber	6359
Porter	6344
Door attendant	6341, 6348
Housekeeping attendant (light duty)	6335, 6403, 6435
Housekeeping attendant (heavy duty)	6334, 6404, 6434
Laundry attendant	6321, 6421
Laundry-linen attendant	6221
Cafeteria attendant	6314
Mangle attendant	6333
Central monitoring security attendant	6412
Linen attendant	6332
Painting and maintenance attendant	6262

SCHEDULE 5 (continued)

Auxiliary Services and Trades Personnel

JOB TITLE	NUMBER
Security attendant	6238
Restaurant attendant	6315
Elevator attendant	6347
Vegetable attendant	6306
Groundskeeper	6384
Groundskeeper and landscaping attendant	6416
Vehicles attendant	6350
Presser	6325
Upholsterer	6382
Locksmith	6367
Welder	6361
Tailor and/or couturier	6225
Glazier	6372