

**AMENDMENT**

**Bill 100**

**AN ACT RESPECTING THE NEGOTIATION AND DETERMINATION OF  
CONDITIONS OF EMPLOYMENT REQUIRING NATIONAL COORDINATION  
IN PARTICULAR IN THE PUBLIC AND PARAPUBLIC SECTORS**

**SECTION 19**

Replace "on behalf of the employer" in the introductory clause by "with the union,  
on behalf of the employer,".

*Adopted*

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**SECTION 20**

1. Insert "or of an employer that is a body designated by the Government, under paragraph 4 of that section, and similar to a college" at the end of paragraph 1.
2. Replace "in any of paragraphs 2 to 4 of section 5" in paragraph 2 by "in section 5 other than an employer referred to in paragraph 1".

*Adopted*

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**SECTION 21.1**

Insert after section 21:

**21.1.** Not later than the 240th day before the date of expiry of a collective agreement or of its equivalent, the union sends to the Chair of the Conseil du trésor its preferences regarding the assignment of the matters that may be determined by the decision provided for in section 21.

*Adopté 12*

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**SECTION 23**

Withdraw.

*Adopted*

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**SECTION 24**

Replace paragraph 2 by:

(2) the extent to which the parties to a collective agreement may agree on local arrangements between themselves for amending that agreement, and the terms and conditions applicable to the making or renewal of those arrangements.

*Adopted*

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**SECTION 35**

Withdraw.

*Adopted*

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**SECTION 36**

Replace by:

**36.** A local arrangement that is not in keeping with the extent determined under paragraph 2 of section 24 or that was not made or renewed in accordance with the terms and conditions determined under that paragraph is without effect.

*Adopt*

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**SECTION 37**

Withdraw.

*Adopted*

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**SECTION 38**

Replace "A special agreement must be filed" by "A local arrangement must be filed".

*Adopted*

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**SECTION 40**

Replace both occurrences of "group of associations of employees" by "group of certified associations".

*Adopted*

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**SECTION 47**

Add at the end:

Those committees exercise their functions taking into account sections 597 and 668 of the Education Act for Cree, Inuit and Naskapi Native Persons (chapter I-14).

*Adopté*

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**SECTION 48**

Replace “the representatives of the group or those of the Minister” in the second paragraph by “the members appointed by the Minister or the members who are not so appointed”.

*Adopté*

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**SECTION 48.1**

Insert after section 48:

**48.1.** For the employer negotiating committee for English-language school service centres, the determination of the matters, under the second paragraph of section 48, must provide that the members who are not appointed by the Minister have a casting vote at deliberations of the committee at least in respect of the matters provided for in Schedule II.

*Adopted*

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**SECTION 52.1**

Insert after section 52:

**52.1.** Not later than the 240th day before the date of expiry of a collective agreement referred to in section 51, the body representing the persons to whom that agreement applies sends to the Chair of the Conseil du trésor its preferences regarding the assignment of the matters that may be determined by the decision provided for in section 52.

*Adopté*

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**SECTION 53**

Strike out the second paragraph.

*Adopted*

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**SECTION 59**

Withdraw.

*Adopted*

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**SECTION 60**

Strike out “, 23”.

*Adopt*

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**SECTION 62.1**

Insert after section 62:

**62.1.** Not later than the 240th day before the date of expiry of a collective agreement referred to in section 61 or of an arbitration award in lieu thereof, the association certified to represent the employees to whom that agreement or that award applies sends to the Chair of the Conseil du trésor its preferences regarding the assignment of the matters that may be determined by the decision provided for in section 62.

*Adopté*

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**SECTION 63**

Withdraw.

*Adopted*

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**SECTION 66**

Replace "the negotiation" in the second paragraph by "the establishment".

*Adopted*

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**SECTION 66.1**

Amendment 21 has been withdrawn and renamed AM d.

*Adopted*

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**SECTION 67**

Strike out the second paragraph.

*Adopted*

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**SECTION 78 (section 111.14 of the Labour Code)**

Replace by:

**78.** Section 111.14 of the Code is amended by replacing “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 (chapter R-8.2) 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” by “a local arrangement under the Act respecting the negotiation and determination of conditions of employment requiring national coordination in particular in the public and parapublic sectors (*insert the year and chapter number of this Act*)”.



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**SECTION 108 (section 1.1 of the Act respecting bargaining units in the  
social affairs sector)**

Replace "The Act is amended by inserting the following section after section 1" by  
"Section 1.1 of the Act is replaced by the following section".

*Adopted*

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**SECTION 109 (section 3.1 of the Act respecting bargaining units in the  
social affairs sector)**

Replace proposed section 3.1 by:

“3.1. Any collective agreement that is binding on a certified association of employees and on an institution in the social affairs sector is deemed to provide that an employee represented by that association retains the seniority accumulated in such an institution before the employee became covered by that collective agreement.”

*Adapté R*

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**SECTION 78.1 (section 111.22.2 of the Labour Code)**

Insert after section 78, as amended:

**78.1.** Section 111.22.2 of the Code, enacted by section 5 of chapter 14 of the statutes of 2025, is amended by replacing “contemplated in section 1 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2)” by “within the meaning of paragraph 2 of section 111.2”.



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**SECTION 78.2 (section 111.22.5 of the Labour Code)**

Insert after section 78.1, introduced by amendment:

**78.2.** Section 111.22.5 of the Code, enacted by section 5 of chapter 14 of the statutes of 2025, is amended by striking out “or, in the case of a school service centre, school board or college, once the Minister has 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 (chapter R-8.2)” in the second paragraph.

*Adopté*

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**SECTION 78.3 (section 111.32.1 of the Labour Code)**

Insert after section 78.2, introduced by amendment:

**78.3.** Section 111.32.1 of the Code, enacted by section 6 of chapter 14 of the statutes of 2025, is amended by replacing “Schedule C to the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2)” in paragraph 2 by “Schedule I to the Act respecting the negotiation and determination of conditions of employment requiring national coordination in particular in the public and parapublic sectors (*insert the year and chapter number of this Act*)”.

*Adopted*

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**SECTION 119 (section 89 of the Act respecting bargaining units in the  
social affairs sector)**

Replace "represented by the association" in the introductory clause of the second paragraph of proposed section 89 by "that the newly certified association of employees represents".



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**SECTION 88** (section 1610 of the Act respecting the governance of the  
health and social services system)

Replace by:

**88.** Section 1610 of the Act is amended by replacing “92” and “with respect to Santé Québec on the day of the merger” by “90” and “on 25 June 2027, with respect to the part of Santé Québec that is not comprised in an administrative unit referred to in section 42 of this Act”, respectively.



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**SECTION 90** (section 1612 of the Act respecting the governance of the  
health and social services system)

Replace by:

**90.** Section 1612 of the Act is repealed.

*Adopté*

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**SECTION 66.1**

Insert after section 66:

**66.1.** Not later than the 240th day before the date of expiry of an agreement referred to in section 65, the representative body or the association recognized to establish provisions within that agreement sends to the Chair of the Conseil du trésor its preferences regarding the assignment of the matters that may be determined by the decision provided for in section 66.

*Adopté*

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**SECTION 68 (section 77 of the Public Administration Act)**

Replace by:

**68.** Section 77 of the Public Administration Act (chapter A-6.01) is amended by replacing paragraph 5 by the following paragraph:

“(5) see to it that the financial commitments for the establishment of the conditions of employment requiring national coordination under the Act respecting the negotiation and determination of conditions of employment requiring national coordination in particular in the public and parapublic sectors (*insert the year and chapter number of this Act*) do not exceed the level established in cooperation with the Minister of Finance under paragraph 7 of section 4 of the Act respecting the Ministère des Finances (chapter M-24.01);”.

*Adopté*

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**SECTION 136**

In the second paragraph:

1. Insert “, until the 180th day before the date of expiry of the clauses referred to in the first paragraph,” after “apply”.
2. Replace the last sentence by the following sentence: “From the 180th day before the date of expiry of the clauses referred to in the first paragraph, those conditions of employment are negotiated and agreed by the parties that have the authority to do so under this Act.”



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**SECTION 142**

Add the following paragraph at the end:

An agreement referred to in section 32 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors, in force on (*insert the date of assent to this Act*) and entered into by the members of a committee referred to in the first or second paragraph, is deemed to have been entered into under section 48 of this Act.

*Adopté*

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**SECTION 145**

Replace by:

**145.** The clauses of a collective agreement, including the local arrangements, negotiated and agreed before (*insert the date of assent to this Act*), where they were negotiated and agreed by a person who did not have the authority to do so under the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2), are hereby validated.

The clauses negotiated and agreed at the national level that are validated under the first paragraph prevail over any clauses negotiated and agreed at the local or regional level that are incompatible with those clauses negotiated and agreed at the national level.

*Adopté*

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**SECTION 137**

Replace by:

**137.** Until 31 March 2030, the functions and powers entrusted to the Minister of Education, Recreation and Sports by this Act as a sectoral negotiator on behalf of the French-language school service centres are exercised by the management negotiating committee established under paragraph 1 of section 30 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2) before (*insert the date of assent to this Act*). The provisions of paragraph 1 of section 30 and those of section 31 of that Act, as they read on (*insert the date preceding the date of assent to this Act*), continue to apply to that committee.

The provisions of sections 42 to 44 of this Act apply to the management negotiating committee referred to in the first paragraph as if it had been given a mandate by the Minister under section 41 of this Act.

*Adopté*

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**SECTION 138**

Replace by:

**138.** Until 31 March 2030, the functions and powers entrusted to the Minister of Higher Education, Research, Science and Technology by this Act as a sectoral negotiator on behalf of the colleges are exercised by the management negotiating committee established under paragraph 3 of section 30 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2) before (*insert the date of assent to this Act*). The provisions of paragraph 3 of section 30 and those of section 31 of that Act, as they read on (*insert the date preceding the date of assent to this Act*), continue to apply to that committee.

The provisions of sections 42 to 44 of this Act apply to the management negotiating committee referred to in the first paragraph as if it had been given a mandate by the Minister under section 41 of this Act.

*Adopté*

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**SECTION 139**

Replace by:

**139.** Until 31 March 2030, the functions and powers entrusted to the Minister of Health and Social Services by this Act as a sectoral negotiator on behalf of the employers in the health and social services sector are exercised by the management negotiating committee established under section 36 of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2) before (*insert the date of assent to this Act*). The provisions of section 36 of that Act, as they read on (*insert the date preceding the date of assent to this Act*), continue to apply to that committee.

The provisions of sections 42 to 44 of this Act apply to the management negotiating committee referred to in the first paragraph as if it had been given a mandate by the Minister under section 41 of this Act.



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**SECTION 140**

Withdraw.

*Adopted*

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**SECTION 141**

Amendment 41 has been withdrawn and renamed AM e.

*Adopted*

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**SECTION 143**

Replace by:

**143.** The negotiations in progress on (*insert the date of assent to this Act*), with respect to expired conditions of employment which, under this Act, require national coordination are continued in accordance with the provisions applicable to such negotiations before that date.

*Adopted*

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**SECTION 143.1**

Insert after section 143, as amended:

**143.1.** The clauses of a collective agreement referred to in the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2) and negotiated and agreed at the local or regional level before (*insert the date of assent to this Act*), expire on the same date as that on which the clauses of that agreement that are negotiated and agreed at the national level expire.

*Adopt*

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**SECTION 144**

Replace by:

**144.** The clauses of the collective agreements negotiated and agreed at the local or regional level, including the local arrangements, under the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2) that are not expired on (*insert the date of assent to this Act*) may, after that date and until the 180th day before the date of expiry of the clauses of those agreements that are negotiated and agreed at the national level, be amended in accordance with the provisions of that Act, as they read on (*insert the date preceding the date of assent to this Act*).

From the 180th day before the date of expiry of the clauses of those agreements that are negotiated and agreed at the national level, the clauses of those collective agreements that are negotiated and agreed at the local or regional level and referred to in the first paragraph may be amended by the parties that, under this Act, have the authority to negotiate and agree the conditions of employment dealing with the same matters.



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**SECTION 144.1**

Insert after section 144, as amended:

**144.1.** The conditions of employment requiring national coordination, other than those referred to in section 144, that are not expired on (*insert the date of assent to this Act*) may, after that date, be amended by the parties that, under this Act, have the authority to establish them.

Adopted

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**SECTION 147**

Replace “, in respect of the management negotiating committees referred to in sections 137 to 139, on 31 March 2027 or on any later date indicated in a notice published in the *Gazette officielle du Québec* under section 140” by “on 1 April 2030”.

Adopté

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**SCHEDULE II**

Add at the end of the bill:

**SCHEDULE II**  
*(Section 48.1)*

MATTERS IN RESPECT OF WHICH THE MEMBERS OTHER THAN THOSE APPOINTED BY THE MINISTER OF EDUCATION, RECREATION AND SPORTS HAVE A CASTING VOTE AT DELIBERATIONS OF THE EMPLOYER NEGOTIATING COMMITTEE FOR ENGLISH-LANGUAGE SCHOOL SERVICE CENTRES

- Recognition of local parties
- Communication and posting of union notices
- Use of school service centre premises for union purposes
- Documentation
- Union representation and union prerogatives
- Union representative
- Deduction of union dues or equivalent dues
- Labour relations committee and other consultation and participation mechanisms
- Hiring and movement of personnel (subject to employment security, employment priority and acquisition of permanent status)
- Assignment and transfer procedure

- Personal record and disciplinary measures
- Dismissal and non-rehiring
- Resignation and breach of contract
- Regulation of absences
- Annual vacation of support staff and non-teaching professional staff (except quantum)
- Leaves without pay (except those provided for parental leaves, for participation in public affairs and for union activities)
- Leaves for education-related matters
- Distribution of work days in the calendar year for teachers
- Holidays (except quantum)
- Hygiene and safety
- Work schedule
- Overtime of support staff and non-teaching professional staff (except quantum)
- Method of payment of salary
- Travel expenses
- Distribution of duties and responsibilities among the teachers of a school
- Framework for distributing teachers' working hours
- Substitute teaching, group meetings and meetings with parents for teachers
- Supervision of arrival and movement of pupils not included in teaching task for teachers
- Civil liability
- Professional development (subject to allocated amounts and provincial development programs)
- Contract for services and contract work

- Grievance and arbitration (only as to matters listed in this schedule)
- Savings fund
- Clothing and uniforms for support staff

*Adopted*

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**SECTION 141**

Replace “that, on 31 March 2027, exercise functions and powers conferred on them by the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2) are dissolved on 1 April 2027 and those functions and powers continue to be exercised by the sectoral negotiator concerned” by “are dissolved on 1 April 2030”.

*Adopté*

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**HEADING OF DIVISION III OF CHAPTER II**

Replace the heading of Division III of Chapter II before section 35 by:

LOCAL ARRANGEMENTS

*Adopted*