

**Agreement pursuant to clause 1-3.01
of the agreement concluded**

between

**the Management Negotiating Committee for
English-language School Boards (CPNCA)**

and

**the Centrale des syndicats du Québec on behalf of
the professionals' unions represented by its bargaining agent,
the Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ)**

Subject: Corrections to clauses 7-2.20 E), 7-2.27 F), 7-2.28 C), 10-2.04, 10-2.06
and Appendix "B" of the 2010-2015 agreement

69-8401A (3)

The parties agree as follows:

1- The second paragraph of clause 7-2.20 E) is replaced with the following:

However, following a written request to this effect, the board shall pay the professional an advance on the benefit to be received on the basis of the benefits that may be anticipated. If the Commission de la santé et de la sécurité du travail (CSST) pays the anticipated benefit, the reimbursement shall be deducted from that amount. If not, the reimbursement shall be made under clause 6-10.05.

2- Clause 7-2.27 F) is replaced with the following:

F) Division of adoption leave

Upon a professional's request, an adoption leave prescribed in the preceding paragraph C) may be divided into weeks if his or her child is hospitalized or due to a situation covered by sections 79.1 and 79.8 to 79.12 of the Act respecting labour standards (R.S.Q., c. N-1.1).

The maximum number of weeks during which the adoption leave may be suspended corresponds to the number of weeks during which the child is hospitalized. For other possible divisions, the maximum number of weeks during which the leave is suspended is prescribed in the Act respecting labour standards (R.S.Q., c. N-1.1) for such a situation.

During those suspensions, the professional shall be considered on leave without salary and shall not receive any allowance or benefit from the board. The professional shall be entitled to the benefits prescribed in clause 7-2.34 during the suspended leave.

3- The fourth paragraph of clause 7-2.28 C) is replaced with the following:

The total amounts received by the professional during his or her adoption leave as Québec Parental Insurance Plan or Employment Insurance Plan benefits, compensation or salary cannot exceed the basic weekly salary paid by the board or, where applicable, employers.

4- Clauses 10-2.04 and 10-2.06 are replaced with the following:

10-2.04

A professional on maternity, paternity or adoption leave who remains in the territory during the leave shall continue to benefit from the provisions of this article.

10-2.06

Subject to clause 10-2.03, the board shall cease to pay the isolation and remoteness premium established under this article if the professional and his or her dependents deliberately leave the territory during a paid absence or leave for more than thirty (30) days except for annual vacation, nonworking days with pay, sick leave, maternity, paternity or adoption leave or leave due to a work accident.

5- Appendix "B" is replaced with the following:

**APPENDIX "B" PROVINCIAL COMMITTEE CONCERNING STUDENTS WITH
HANDICAPS, SOCIAL MALADJUSTMENTS OR LEARNING
DIFFICULTIES**

Within sixty (60) days of the signing of this agreement, a provincial committee shall be set up. It shall consist of, on the one hand, three (3) representatives of the CPNCA and, on the other hand, three (3) union representatives of the English sector, namely, one from each of the union federations or associations (FPPE, FPSS and QPAT).

The mandate of the provincial committee shall be to make recommendations dealing with:

- a) services for at-risk students and for students with handicaps, social maladjustments or learning difficulties in order to foster their success;
- b) the conditions and organization of work of the personnel in the education sector working with students with special needs.

The committee shall establish its own operating rules and shall set the calendar and location of its meetings.

This agreement shall have no retroactive effect.

IN WITNESS WHEREOF, the parties have signed in Montréal on this 10th day of the month of November 2011.

**For the Management Negotiating
Committee for English-language School
Boards (CPNCA)**

**For the Centrale des syndicats du
Québec (CSQ)**

(signed) Bernard Huot

(signed) Jean Falardeau

Bernard Huot
President, CPNCA

Jean Falardeau
President, FPPE

(signed) Éric Bergeron

(signed) Johanne Pomerleau

Éric Bergeron
Vice-president, CPNCA

Johanne Pomerleau
Vice-president, FPPE

(signed) Patrice Lemay

Patrice Lemay
Vice-president—affaires administratives, FPPE

(signed) Marco Boulanger

Marco Boulanger
Negotiator, CPNCA

(signed) Lloyd Brereton

Lloyd Brereton
Negotiator, CPNCA

(signed) Roger Lacasse

Roger Lacasse
Spokesperson, CPNCA

(signed) Stéphane Moreau

Stéphane Moreau
Spokesperson, FPPE