

Agreement in accordance with clause 2-2.03

concluded between

on the one hand,

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

and

on the other hand,

**the Centrale des syndicats du Québec (CSQ) represented by its
bargaining agent, the Fédération du personnel de soutien scolaire
(FPSS)**

**Subject: Changes made to clauses 1-2.29 and 1-2.30 of the 2023-2028
collective agreement (S12)**

(A1-A)

The signatory parties agree as follows:

I- The changes made to clauses 1-2.29 and 1-2.30 are as follows:

1-2.29 Position Considered for Tenure

Position in which the regular workweek is twenty (20) hours or more for technical and paratechnical support staff and administrative support staff.

Position in which the regular workweek is twenty-two (22) hours and ten (10) minutes or more for labour support staff.

Notwithstanding the foregoing, a periodic position is considered for tenure only if the number of hours of active service worked in the position is equal to or greater than fifty-seven point fourteen percent (57.14%) of the number of hours of the regular work year.

1-2.30 Position not Considered for Tenure

Position in which the regular workweek is less than twenty (20) hours for technical and paratechnical support staff and administrative support staff.

Position in which the regular workweek is less than twenty-two (22) hours and ten (10) minutes for labour support staff.

Notwithstanding the foregoing, a periodic position in which the number of hours of active service worked in the position is less than fifty-seven point fourteen percent (57.14%) of the regular work year is a position not considered for tenure.

The board may not divide a position, other than a position not considered for tenure, into several positions not considered for tenure, unless there is a written agreement with the union.

II- This amendment comes into force on June 9, 2024.

IN WITNESS WHEREOF, the parties have signed in Montréal on this 24th day of the month of April 2025.

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

**For the Centrale des syndicats du Québec
(CSQ), represented by its bargaining agent,
the Fédération du personnel de soutien
scolaire (FPSS) on behalf of the support
staff of English-language school boards it
represents**

(signed) **Charles Provencher**

(signed) **Éric Pronovost**

Charles Provencher

Éric Pronovost

President, CPNCA

President, FPSS-CSQ

(signed) **Martin Rhéaume**

(signed) **Dominic Latouche**

Martin Rhéaume

Dominic Latouche

Vice-president, CPNCA

Vice-president, CPNCA