

Agreement reached

between

**The Management Negotiating Committee for the Kativik School
Board (CPNCSK)**

and

**the Centrale des syndicats du Québec (CSQ) on behalf of the
Association des employés du Nord québécois (AENQ) represented by
its bargaining agent, the Fédération du personnel de soutien
scolaire (FPSS)**

Subject: Amendments to clauses 5-3.06, 5-3.07, 5-3.21 C), 5-3.43 and 5-3.46

69-8702A (2)

The parties agree to the following:

1- Clause 5-3.06 is replaced by the following:

5-3.06

The provisions of the life insurance plan contained in the former agreement shall remain in force until the date of the coming into force of the agreement.

The provisions of the health insurance plan contained in the former agreement shall continue to apply until the date set by the Insurance Committee of the Centrale.

The provisions of the salary insurance plan described in article 5-3.00 of the former agreement shall continue to apply until the date of the coming into force of the agreement.

2- Clause 5-3.07 is replaced by the following:

5-3.07

The new life insurance plan shall come into force on the date of the coming into force of the agreement.

The new health insurance plan shall come into force on the date set by the Insurance Committee of the Centrale.

The new salary insurance plan shall apply as of the date of the coming into force of the agreement.

3- The paragraph C) of clause 5-3.21 is replaced by the following:

- C) In the case of boards which have, on the date of the coming into force of the agreement, optional complementary personal insurance plans other than those established by the Centrale, the following provisions shall apply:
- 1) the personal insurance policies and the resulting administrative measures for boards are maintained;
 - 2) any modification to any one of the plans or policies must be made under the provisions concerning the provincial complementary plans by adapting them accordingly;
 - 3) the Union may choose to replace all the existing local plans by the provincial complementary plans; in this case, a notice of modification must be forwarded to the Board at least sixty (60) days before it comes into force.

4- Clause 5-3.43 is replaced by the following:

5-3.43

Disabilities for which payment was being made on the date of the coming into force of the agreement shall remain covered under the plan prescribed in this article.

The effective date of the beginning of the disability period shall not be modified by the coming into force of the new plan, unless the employee does not meet the requirements of clause 5-3.04.

The disabled employee who is not entitled to any benefits on the date of the coming into force of the agreement shall be covered by the new plan upon his or her return to work when he or she commences a new disability period.

5- Clause 5-3.46 is replaced by the following:**5-3.46**

The sick-leave days to an employee's credit on the date of the coming into force of the agreement shall remain to his or her credit and the days used shall be deducted from the total accumulated. The sick-leave days shall be used in the following order:

- A) the redeemable days credited under clause 5-3.40 of the agreement;
- B) after having used up the days mentioned in A), the other redeemable days to the employee's credit;
- C) after having used up the days referred to in A) and B), the nonredeemable days to the employee's credit.

IN WITNESS WHEREOF, the parties have signed in Québec, on this 22nd day of the month of May, 2013.

**For the Management Negotiating
Committee for the Kativik School
Board (CPNCSK)**

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

(signed) Éric Bergeron

(signed) Diane Cinq-Mars

Éric Bergeron
Vice-President, CPNCSK

Diane Cinq-Mars
President, FPSS-CSQ

(signed) Annie Popert

(signed) Francine Leduc

Annie Popert
Director General, KSB

Francine Leduc
Vice-President, FPSS-CSQ

(signed) Stéphane Boulanger

(signed) Patrick D'Astous

Stéphane Boulanger
Representative, KSB

Patrick D'Astous
President, AENQ

(signed) André Guérard

(signed) Michael Palumbo

André Guérard
Representative, MELS

Michael Palumbo
Spokesperson, FPSS-CSQ