

ENTRY INTO EFFECT OF THE COLLECTIVE AGREEMENT AND PAYMENT OF THE RETROACTIVITY: DATES

Implementation of the collective agreement

OCTOBER 2021

- 21** Signature of the Collective Agreement
- 24** Entry into effect of the Collective Agreement

Adjustments linked to the new Collective Agreement and retroactivity of pay equity

DECEMBRE 2021

- 1** Payment of retroactivity of pay equity
- 5** Adjustment of salary rates and premiums following the entry effect of new clauses
- 5** Increase of the Employer's share to the group insurance plan

RETROACTIVITY: payment of additional remuneration

NOVEMBRE 2021

- 20** Last day for the first payment of the additional remuneration (covering April 1st, 2019 to March 31, 2020)

Payment of additional remuneration and retroactivity

JANUARY 2022

- 15** Second payment of additional remuneration (covering April 1st, 2020 to March 31st, 2021) will be made on the pay preceding January 15
- 19** Payment of salary retroactivity and premiums (except for the premiums for seniority and COVID-19) effective since April 1st, 2020

Retroactivity payment

JANUARY 2022

- 19** Payment of retroactivity of the salary for rank 9 at single rate (\$24.35 / hour) for PABs and ASSSs in effect since April 1, 2020
- 19** Payment of retroactivity for the new CHSLD premium effective since May 29, 2021
- 19** Payment of retroactivity for the premium for resumption of activities due to case reduction for Category 1, effective since October 7, 2021
- 19** Payment of retroactivity of the lump sum for Certified Nursing Assistants, effective since April 1, 2020

EMPLOYEES WHOSE EMPLOYMENT ENDED AFTER APRIL 1, 2019

Employees whose employment ended after April 1, 2019 must submit a request for payment of the salary due within four months of receipt by the union of the list of such persons.

This list must be provided by the employer within three months of the date of entry into force of the collective agreement, i.e. no later than January 24, 2022.

In the event of the death of the employee, the request can be made by the beneficiaries.