

LABOR RELATIONS: CONCEPTS OF SENIORITY, PRIOR EXPERIENCE AND YEARS OF SERVICE

SENIORITY (Article 13 of the national provisions)

Seniority is an employee's length of service since their starting date with the CIUSSS Centre-Ouest de l'île de Montréal, expressed in years and calendar days.

Accumulated seniority is distinct for each employer: it cannot be accumulated jointly or added to the seniority of another employer.

Seniority is taken into account to determine certain employee rights, in particular :

- The allocation of temporary assignments (replacements in positions temporarily without an incumbent, additionnal temporary work ("surcroit") and work of limited duration);
- The granting of permanent positions;
- Selection of annual vacations;
- Non-voluntary relocations;
- Bumping and layoff procedures.

Seniority is accumulated differently depending on the employee's status.

For permanent full-time employees, seniority is expressed and accumulated in calendar days (365 days in a year).

For part-time or non-tenured employees, seniority is also expressed in calendar days, but is accumulated on the basis of days worked, at the rate of 1.4 days of seniority for each regular day worked. Seniority is also accrued, at the rate of 1.4 days, for each statutory vacation (13 during the year) and for each day of annual leave used. Hours worked overtime are excluded from the calculation. There are special rules for determining seniority accrual for part-time or non-position-holding employees during certain absences (such as maternity, paternity, adoption or parental leave), based on an average of seniority accrued prior to the leave period.

No employee, regardless of status, may accumulate more than one year's seniority per fiscal year (from April 1 of one year to March 31 of the following year). Employees who change status transfer their accumulated seniority to their new status.



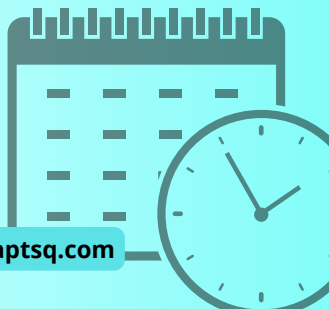
Questions? Contact us:



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PREVIOUS EXPERIENCE (Article 35 of the national provisions)

Here, we refer to your professional experience acquired prior to the start of your employment with CIUSSS Centre-Ouest de l'île de Montréal, for purposes of classification on the salary scale, when you begin your employment within the CIUSSS.

Prior experience is defined as relevant experience in an identical or comparable sector of activity, in one or more establishments in the health and social services sector in Quebec (RSSS) or Canada, or in a comparable job. As a general rule, one year of experience is equivalent to one year of completed work. Certain conditions apply. Consult us for your individual situation.

Prior experience is taken into account when you are hired by CIUSSS Centre-Ouest de l'île de Montréal, for your job title's salary scale, based on recognized relevant experience. It is your experience that you carry with you from one employer to the next, for salary purposes only.

YEARS OF SERVICE (Article 23 of the national provisions)

Be careful not to confuse this notion with that of seniority. Here, the concept of "years of service" refers to all the years you have worked in the health and social services network, regardless of the employer or establishment. This concept is used solely to calculate your annual leave.

To determine your annual leave (vacation) quantum, you can have all your years of service in Quebec's public health and social services network recognized.

The new 2023–2028 national collective agreement provides for an additional accumulation of annual vacation days after 15 years of service:

- 15 years' service to April 30: 21 working days
- 16 years' service to April 30: 22 working days
- 17 years' service to April 30: 23 working days
- 18 years' service to April 30: 24 working days
- 19 years' service or more to April 30: 25 working days

The number of years of service in the public sector is indicated on the RREGOP statement of participation that you receive once every 2 years by mail from Retraite Québec (one of the pages lists each year of work in the public sector). Retraite Québec takes absences into account (maternity, leave without pay, illness). Please note that if you work part-time, this still counts as one year of service. Please note that only the number of years of service worked in the health and social services network is used to calculate your quantum (education or public service other than the RSSS are excluded for this calculation).

You can also request this statement on the Retraite Québec website:

Retraite Québec - Statement of participation in a public sector pension plan (gouv.qc.ca)

You can use the statement as proof of the number of years of service to send to the employer by e-mail, with the required form at ServicesConseilsRH.CCOMTL@ssss.gouv.qc.ca

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