



## NEW WORKING CONDITIONS ... IT'S ABOUT TIME!!

APRIL 3, 2024

Dear Members,

Finally results! New conditions covering the period 2020-2023 were finally adopted in the Official Gazette today. We are therefore able to give you the new terms:

- **Additional additional indexation of 2% for managers with salary classes 37, 38 and 39 retroactively to April 1, 2022. Here are the salaries for these classes as of April 1, 2022:**

- o 37: \$78,482 to \$102,026 which will become **\$80,052 to \$104 067**

- o 38: \$82,697 to \$107,505 which will become **\$84,351 to \$109,655**

- o 39: \$87,137 to \$113,278 which will become **\$88,880 to \$115,544**

- **Allowances for Youth Center Managers: retroactively to November 7, 2021**, addition of a 4% allowance for certain managers working in youth centers or youth center missions.

- **Allowances for managers in youth sectors:** addition of a 3% allowance for certain managers in youth sectors, **retroactive to November 7, 2021.**

- **Leave and bonuses for managers in psychiatry:** flexible leave and bonuses in the psychiatry sector which will be applicable more widely for managers in 2nd and 3rd line mental health (assessment and treatment) and in residential resources, **retroactive to November 7, 2021.**

- **Additional leave:** addition of an additional paid day for a move.

- **CHSLD bonuses:** addition of a bonus for certain managers in CHSLDs, **retroactive to May 29, 2021.**

- **Addition of vacation days** depending on the managers years of service.

- **Critical care allowance:** a 7% critical care allowance is now extended to the obstetric sector (operating room) and obstetric care units (mother-child), **retroactive to October 10, 2021.**

Here is the link for the Gazette officielle of April 3, 2024 :  
[https://www.publicationsduquebec.gouv.qc.ca/fileadmin/gazette/pdf\\_encrypte/lois\\_reglements/2024F/83067.pdf](https://www.publicationsduquebec.gouv.qc.ca/fileadmin/gazette/pdf_encrypte/lois_reglements/2024F/83067.pdf)

**APER will provide training at lunch and late afternoon starting the week of April 15 to explain all the changes in detail. Follow our Newsletter!**

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