

granted to the officer by the employer. The officer has until 31 March 1998 to take that leave.

Where an officer holds a part-time position, the reduction in remuneration and the corresponding leave without pay shall be determined in proportion to the time worked at his position.

The officer's contribution to his retirement plan shall nonetheless be computed on the basis of the remuneration that he would have received were it not for the reduction in remuneration provided for in the first paragraph and in the second paragraph for a part-time officer."

2. This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

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Gouvernement du Québec

O.C. 245-97, 26 February 1997

An Act respecting health services and social services for Cree Native persons
(R.S.Q., c. S-5)

Directors general and senior and intermediate officers of regional councils, public establishments and private establishment

— **Remuneration**
— **Amendments**

Regulation to amend the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services for Cree Native persons

WHEREAS under section 154 of the Act respecting health services and social services for Cree Native persons (R.S.Q., c. S-5), the Government may, by regulation, determine the standards and scales to be followed by regional councils, public institutions and the private institutions contemplated in sections 176 and 177, for the selection, appointment, remuneration and other conditions of employment of executive directors and senior and intermediate officers;

WHEREAS by Order in Council 1572-90 dated 7 November 1990, the Government made the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public

establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services;

WHEREAS it is expedient to amend that Regulation;

IT IS ORDERED, therefore, on the recommendation of the Minister of Health and Social Services:

THAT the Regulation to amend the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services for Cree Native persons, attached to this Order in Council, be made.

MICHEL CARPENTIER,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services for Cree Native persons

An Act respecting health services and social services for Cree Native persons
(R.S.Q., c. S-5, s. 154, 1st par., subpars. 1 and 2)

1. The Regulation respecting remuneration of directors general and senior and intermediate officers of regional councils, public establishments and private establishments referred to in sections 176 and 177 of the Act respecting health services and social services for Cree Native persons, made by Order in Council 1572-90 dated 7 November 1990 and amended by the Regulations made by Orders in Council 828-91 dated 12 June 1991, 573-93 dated 21 April 1993, 1155-93 dated 18 August 1993 and 1421-94 dated 7 September 1994, is further amended by inserting the following after the title "Adjustment of Individual Remuneration" under Division II of Chapter II of Title IV:

"**26.1** No later than 1 May 1997, the remuneration of an officer shall be reduced by an amount equivalent to 1.5 days of work. Unpaid leave of 1.5 days shall be granted to the officer by the employer. The officer has until 31 March 1998 to take that leave.

Where an officer holds a part-time position, the reduction in remuneration and the corresponding unpaid leave shall be determined in proportion to the time worked at his position.

The officer's contribution to his retirement plan shall nonetheless be computed on the basis of the remuneration that he would have received were it not for the reduction in remuneration provided for in the first paragraph and in the second paragraph for a part-time officer."

2. The following is substituted for Division III of Chapter II of Title IV:

"DIVISION III

ADJUSTMENT OF THE REMUNERATION OF OFFICERS FOR THE PERIOD FROM 1 APRIL 1997 TO 31 MARCH 1998

29. Notwithstanding the first paragraph of section 8, every officer whose performance review is good during the period from 1 April 1996 to 31 March 1997 shall, on 1 April 1997, be granted a salary advancement for good performance equal to 4 % of his salary at 31 March 1997. Such salary advancement applying to the salary at 31 March 1997 may not raise the officer's salary rate above the maximum for his salary class.

Notwithstanding the fourth paragraph of section 8, where an officer holds a part-time position and the proportion of time worked is less than 50 % for the reference period, the officer shall receive a salary advancement for good performance equal to 2 % of his salary at 31 March 1997.

Notwithstanding section 41, where the evaluation class of a position is upgraded, the officer shall keep his salary in the new class. However, the employer shall ensure him the minimum of the new class. The officer's salary shall be adjusted in accordance with this section.

Notwithstanding section 42, where the evaluation class of a position is downgraded, the officer shall maintain his salary. That salary shall be adjusted, where applicable, to the maximum of the new evaluation class, and this in accordance with this section."

3. This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

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M.O., 1997

Order number 1-97 of the Minister of Education dated 28 February 1997

General and Vocational Colleges Act
(R.S.Q., c. C-29)

Principals and academic deans

— **Conditions of employment**

— **Amendments**

Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may determine, by regulation, the conditions of employment for, the classification and maximum number per class of the positions held by, and the remuneration, recourses and rights of appeal of members of the staff who are not members of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Minister of Education made the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges by Minister's Order 1-89;

WHEREAS the Minister of Education is of the opinion that it is expedient to further amend the Regulation;

THEREFORE, the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges is amended by the Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges attached hereto.

Québec, February 28, 1997

PAULINE MAROIS,
Minister of Education

Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges

General and Vocational Colleges Act
(R.S.Q., c. C-29, s. 18.1)

1. The Regulation respecting certain conditions of employment of principals and academic deans of gen-