

Regulation to amend the Regulation respecting the selection, remuneration, group insurance plans, employment stability measures, end of engagement measures, and procedure of appeal applicable to the executive directors of regional councils and of public institutions referred to in 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.)

1. The following section is inserted after section 3 of the Regulation respecting the selection, remuneration, group insurance plans, employment stability measures, end of engagement measures, and procedure of appeal applicable to the executive directors of regional councils and of public institutions referred to in the Act respecting health services and social services for Cree Native persons:

“3.1 The provisions of the Regulation to amend the Regulation respecting the selection, remuneration, group insurance plans, employment stability measures, end of engagement measures, and procedure of appeal applicable to the executive directors of regional boards and of public health and social services institutions, approved by T.B. 193820 dated 21 September 1999, respecting professional membership dues, performance premiums, the single lump sum payment under the long-term group insurance plan, the parental rights and deferred salary leave plans and progressive pre-retirement plan apply, *mutatis mutandis*, to the executive directors of regional councils and of public health and social services institutions referred to in the Act respecting health services and social services for Cree Native persons (R.S.Q., c. S-5).

Section 3 concerning professional membership dues, section 5 concerning the single lump sum payment under the long-term group insurance plan and section 6 concerning the parental rights and deferred salary leave

* The Regulation respecting the selection, remuneration, group insurance plans, employment stability measures, end of engagement measures, and procedure of appeal applicable to the executive directors of regional councils and of public institutions referred to in the Act respecting health services and social services for Cree Native persons has not been amended since it was made by Order in Council 599-98 dated 29 April 1998 (1998, *G.O.* 2, 1817).

plans and progressive pre-retirement plan of the Regulation referred to in the first paragraph take effect on 13 October 1999 while section 4 concerning lump sum performance premiums takes effect on 1 May 1999.”.

2. This Regulation replaces, for the purposes of the application of the provisions of the Regulation to amend the Regulation respecting the selection, remuneration, group insurance plans, employment stability measures, end of engagement measures, and procedure of appeal applicable to the executive directors of regional boards and of public health and social services institutions, approved by T.B. 193820 dated 21 September 1999, to the executive directors of regional councils and of public institutions referred to in the Act respecting health services and social services for Cree Native persons, Chapters 5, 8, 9 and 9.1 of the Regulation respecting certain conditions of employment applicable to directors general of regional councils and of public health and social services establishments, made by Order in Council 1178-92 dated 12 August 1992.

3. 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. 208-2000, 1 March 2000

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

**Officers of regional councils and public institutions and private institutions
— Accessibility to positions, remuneration, group insurance plans and employment stability measures
— Amendments**

Regulation to amend the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional councils and public institutions and private institutions referred to in 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 and the remuneration and other conditions of employment of the other staff members, taking account of the collective agreements in force;

WHEREAS the Government may also establish by regulation, for the persons contemplated in the first paragraph of that section who are not governed by a collective agreement, a procedure of appeal for cases of dismissal, non-renewal or termination of appointment other than cases resulting from proceedings for forfeiture of office. The regulation may also establish a procedure for the settlement of disagreements arising from the interpretation and implementation of the conditions of employment it determines. Finally, the regulation may prescribe the designation of an arbitrator and the measures that the arbitrator may take following the hearing of the parties;

WHEREAS by Order in Council 600-98 dated 29 April 1998, the Government made the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional councils and public institutions and private institutions referred to in the Act respecting health services and social services for Cree Native persons;

WHEREAS it is expedient to amend the Regulation;

IT IS ORDERED, therefore, upon the recommendation of the Minister of State for Health and Social Services and Minister of Health and Social Services:

THAT the Regulation to amend the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional councils and public institutions and private institutions referred to in the Act respecting health services and social services for Cree Native persons, attached to this Order in Council, be made.

MICHEL NOËL DE TILLY,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional councils and public institutions and private institutions referred to in 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.)

1. The following section is inserted after section 3 of the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional councils and public institutions and private institutions referred to in the Act respecting health services and social services for Cree Native persons:

“3.1 The provisions of the Regulation to amend the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional boards and health and social services institutions, approved by T.B. 193821 dated 21 September 1999, respecting leave for activities in the North, the lump-sum performance premium, the single lump sum payment under the long-term group insurance plan and the parental rights and deferred salary leave plans and progressive pre-retirement plan apply, *mutatis mutandis*, to the officers of regional councils and public and private health and social services institutions referred to in the Act respecting health services and social services for Cree Native persons (R.S.Q., c. S-5).”

Section 3 concerning leave for activities in the North, section 5 concerning the compensatory lump sum for an officer who is not insured, section 6 concerning the single lump sum payment under the long-term group insurance plan and section 7 concerning the parental rights and deferred salary leave plans and progressive pre-retirement plan of the Regulation referred to in the

* The Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional councils and public institutions and private institutions referred to in the Act respecting health services and social services for Cree Native persons has not been amended since it was made by Order in Council 600-98 dated 29 April 1998 (1998, G.O. 2, 1818).

first paragraph take effect on 13 October 1999 while section 5 concerning lump-sum performance premiums takes effect on 1 May 1999.”.

2. This Regulation replaces, for the purposes of the application of the provisions of the Regulation to amend the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional boards and health and social services institutions, approved by T.B. 193821 dated 21 September 1999, to officers of regional councils and public and private institutions referred to in the Act respecting health services and social services for Cree Native persons, Chapters 5 and 6 of the Regulation respecting certain conditions of employment of officers of regional councils and of health and social services establishments, made by Order in Council 988-91 dated 10 July 1991.

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

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M.O., 2000

Order of the Minister of Education dated 17 February 2000

Education Act
(R.S.Q., c. I-13.3)

Regulation respecting the conditions of employment
of management staff of school boards

WHEREAS under section 451 of the Education Act (R.S.Q., c. I-13.3), the Minister of Education may, by regulation, establish for all or certain school boards, a classification of positions, the maximum number of positions in each job category, working conditions, remuneration, recourses and rights of appeal of the 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 Regulation respecting the conditions of employment of management staff of school boards was made by the minister's order dated 23 September 1998 and amended 12 August 1999;

CONSIDERING that the positions of senior staff of schools and senior staff of centres were evaluated following the coming into force of amendments to the Education Act revising their responsibilities;

CONSIDERING that the results of such a study revealed a greater level of complexity in their professional and administrative tasks;

The Minister of Education adopts the Regulation to amend the Regulation respecting the conditions of employment of management staff of school boards attached hereto.

Québec, 17 February 2000

FRANÇOIS LEGAULT,
Minister of Education

Regulation to amend the Regulation respecting the conditions of employment of management staff of school boards*

Education Act
(R.S.Q., c. I-13.3, s. 451; 1997, c. 96, s. 130)

1. The Regulation respecting the conditions of employment of management staff of school boards is amended by adding the following Subdivision 9 to Part 1, Chapter 3, Division 1:

“§9. *Integration on 1 July 1999*

48.2 The senior staff of schools and senior staff of centres in service on 30 June 1999 are integrated on 1 July 1999 into the applicable classes of employment in accordance with the provisions of Schedule 15.”.

2. Schedule 1, Division C, senior staff of schools positions, levels 1 and 2, and Division D, senior staff of centres positions, levels 1 and 2, is replaced by the following:

“C: SENIOR STAFF OF SCHOOLS POSITIONS

1. LEVEL 1: PRINCIPAL (ELEMENTARY,
SECONDARY)

The position of principal entails responsibility for the management, from both the administrative and pedagogical aspects, of all the programs and resources of a school in order to foster the academic success of all students in accordance with the Education Act and the responsibilities defined by the board.

* The Regulation respecting the conditions of employment of management staff of school boards, made by the minister's order dated 23 August 1998 (1998, *G.O.* 2, 4052), was amended by the minister's order dated 12 August 1999 (1999, *G.O.* 2, 2796).