



---

---

# NATIONAL ASSEMBLY

---

---

FIRST SESSION

THIRTY-NINTH LEGISLATURE

## Bill 101

(2010, chapter 11)

### **An Act to amend the Act respecting the Pension Plan of Management Personnel and other legislation establishing pension plans in the public sector**

---

---

**Introduced 11 May 2010**

**Passed in principle 18 May 2010**

**Passed 27 May 2010**

**Assented to 2 June 2010**

## **EXPLANATORY NOTES**

*This Act contains various amendments to the Acts establishing three different pension plans to clarify the definition of an employee's pensionable salary, particularly with respect to periods of absence during which an employee receives benefits under a mandatory long-term salary insurance plan. It also provides specifics concerning the payment of contributions by insurers and the resulting service credited to employees.*

*Under the Act, the employees of a research centre in the health and social services network may become members of the Government and Public Employees Retirement Plan or the Pension Plan of Management Personnel if, jointly with the employer, they elect to do so.*

*Lastly, various technical, consequential and transitional amendments are introduced to simplify the administration of the public sector pension plans.*

## **LEGISLATION AMENDED BY THIS ACT:**

- Act respecting the Pension Plan of Peace Officers in Correctional Services (R.S.Q., chapter R-9.2);
- Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10);
- Act respecting the Pension Plan of Management Personnel (R.S.Q., chapter R-12.1).

## Bill 101

### AN ACT TO AMEND THE ACT RESPECTING THE PENSION PLAN OF MANAGEMENT PERSONNEL AND OTHER LEGISLATION ESTABLISHING PENSION PLANS IN THE PUBLIC SECTOR

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

**1.** Section 19 of the Act respecting the Pension Plan of Management Personnel (R.S.Q., chapter R-12.1) is amended by replacing “shall apply and thereafter, the insurer shall pay the contributions that would have been paid by the person in respect of the employment and the contributions shall be credited to the account of the person” by “and the first and third paragraphs of section 34.1 shall apply to that person”.

**2.** Section 19.2 of the Act is amended by adding the following sentence at the end: “The second and third paragraphs of section 34.1 apply to that attorney.”

**3.** Section 20 of the Act is amended by adding the following paragraph at the end:

“This section does not apply to employees of a research centre within the meaning of section 22.2.”

**4.** Section 21 of the Act is amended by adding the following paragraph at the end:

“This section does not apply to the employees of a research centre within the meaning of section 22.2.”

**5.** The Act is amended by inserting the following sections after section 22:

**“22.1.** The plan applies to employees, other than the employees referred to in the second paragraph, who hold employment in a research centre within the meaning of section 22.2 and whose remuneration is paid out of the centre’s budget, if both the employer and the employees so elect by means of polls held in accordance with sections 6.1 and 7 of the Act respecting the Government and Public Employees Retirement Plan (chapter R-10).

Employees who, on 31 December 2009, contribute to the plan for employment held in the research centre or who, on that date, would have contributed to the plan for such employment had they not been absent

without pay, receiving salary insurance benefits or on maternity leave and those to whom the plan, if it became applicable, would not apply by reason of the regulation made under subparagraph 3 of the first paragraph of section 3 may not make an election for the purposes of the first paragraph.

The plan applies to the extent provided for in this chapter from the date determined in section 8 of the Act respecting the Government and Public Employees Retirement Plan.

**“22.2.** A research centre is a research centre, research institute, research structure or any other organization that makes the participation in research activities possible that is described in section 88, 89, 90 or 91 of the Act respecting health services and social services (chapter S-4.2) and is managed by the employer defined in the second paragraph.

The employer of the employees who hold non-unionizable employment designated in Schedule I in a research centre, with the corresponding classification, and whose remuneration is paid out of the centre’s budget is, for the purposes of this Act, one or more institutions described in section 88, 89, 90 or 91 of the Act respecting health services and social services or a non-profit legal person created by such an institution or such institutions for the purpose of managing a research centre and all the researchers deemed self-employed workers who work in the research centre, whether they are grouped together in a juridical form or not.”

**6.** Section 25 of the Act is replaced by the following section:

**“25.** The pensionable salary of an employee is the basic salary paid to the employee in the course of a calendar year.

The pensionable salary of an employee on maternity leave is the basic salary to which the employee would have been entitled if she had not taken maternity leave.

The pensionable salary of an employee on adoption leave is the basic salary the employee would have been entitled to receive had the employee not been on adoption leave for the period during which the employee receives benefits, or would receive benefits if the employee had applied for them, under the Québec parental insurance plan established by the Act respecting parental insurance (chapter A-29.011) or the employment insurance plan established by the Employment Insurance Act (Statutes of Canada, 1996, chapter 23).

The pensionable salary of an employee during a period of absence covered by salary insurance is the basic salary the employee would have been entitled to receive if the employee had been at work.

Despite the fourth paragraph, the pensionable salary of an employee or a person who receives benefits under the mandatory basic long-term salary insurance plan applicable to management personnel in the public and parapublic sectors, the mandatory supplementary salary insurance plan applicable to criminal and penal prosecuting attorneys, the mandatory long-term disability insurance plan applicable to employees of the Caisse de dépôt et placement du Québec or the mandatory long-term salary insurance plan of the Commission des services juridiques is, from the 105th week, the pensionable salary established at the end of the 104th week of disability. The pensionable salary is then adjusted annually according to the conditions set out in the insurance contract.

Despite the fourth paragraph, the pensionable salary of an employee who receives benefits under the long-term salary insurance plan applicable to full-time permanent management and non-unionized staff of the Société des alcools du Québec or any of the supplementary insurance plans provided for in the agreements entered into with the Fédération des médecins omnipraticiens du Québec, the Fédération des médecins spécialistes du Québec, the Association des chirurgiens dentistes du Québec or the Association des optométristes du Québec is, from the 157th week, the pensionable salary established at the end of the 156th week of disability. The pensionable salary is then adjusted annually according to the conditions set out in the insurance contract.

Unless included by government regulation, bonuses, allowances, compensations and other additional remuneration are not included in the basic salary.”

- 7.** Section 28 of the Act is amended by replacing “third” by “last”.
- 8.** Section 34 of the Act is amended by striking out the third paragraph.
- 9.** The Act is amended by inserting the following section after section 34:

**“34.1.** The contributions of an employee covered by the mandatory basic long-term salary insurance plan applicable to management personnel in the public and parapublic sectors are paid into the plan by the insurer until the date set in the insurance contract.

The contributions of an employee covered by any other mandatory salary insurance plan in force on 31 December 2009 that provides, on that date, that the insurer pay the contributions into the plan are paid until the employee reaches the age of 65 or retires, whichever comes first.

The days and parts of a day of a period during which the insurer pays the contributions into the plan on behalf of the employee are credited to the employee in respect of the employment giving the employee entitlement to salary insurance benefits.”

**10.** The Act is amended by inserting the following sections after section 152:

**“152.1.** An employee who is a member of the plan and has held employment in a research centre is entitled, if the employee applies for it, to be credited, for pension purposes under this plan, with the service accumulated in that research centre after 3 September 1991 and before the date on which the employee began contributing to the plan for employment held in the research centre if, on the date of the application for redemption, the centre is a research centre within the meaning of section 22.2 and if the centre is a party to the plan.

To be credited with all or part of that service, the employee is required to pay to the Commission the amount determined under the tariff established by regulation, on the basis of the pensionable salary at the time of receipt of the employee's application for redemption, according to the number of days and parts of a day to be redeemed out of the number of pensionable days, calculated on the basis of the annual remuneration. The tariff may vary according to the employee's age, the year of service covered by the redemption and the date of receipt of the application. The regulation may prescribe the terms and conditions governing the application of the tariff. If the employee applies to have only part of that service credited, the most recent service is credited first.

For the purposes of the second paragraph, the pensionable salary of an employee who, at the time of the receipt of his or her application for redemption, participates in the plan but does not hold pensionable employment is established by regulation. This rule also applies to the establishment of the pensionable salary of an employee who retires on the day following the day on which the employee ceases to participate in the plan and applies simultaneously for a pension and for credit for a period between the dates specified in this section.

**“152.2.** The amount established under section 152.1 is payable in cash or by instalments spread over the period and payable at the intervals determined by the Commission. If paid by instalments, the amount bears interest, compounded annually, at the rate provided for in Schedule VIII in force on the date of receipt of the application, computed from the date on which the redemption proposal made by the Commission expires.

**“152.3.** Divisions I and III of Chapter VI of Title I of the Act respecting the Government and Public Employees Retirement Plan (chapter R-10) do not apply to employees of a research centre within the meaning of section 22.2. Moreover, they do not apply to employees who are members of the plan with respect to past service in a research centre within the meaning of section 22.2.”

**11.** Section 178 of the Act is amended by replacing the second paragraph by the following paragraph:

“All sums bear interest until the date of the transfer, according to the terms provided for in section 206.”

**12.** Section 196 of the Act is amended by replacing “and 146” by “, 146 and 152.1” in subparagraph 5.1 of the first paragraph.

**13.** Section 203 of the Act is amended by adding the following paragraph at the end:

“A transfer agreement referred to in the first paragraph may not be entered into with respect to all or part of the years of service counted under the pension plan applicable in a research centre within the meaning of section 22.2 of which the employee was a member.”

**14.** Schedule II to the Act is amended by inserting the following paragraphs after paragraph 3:

“(3.1) THE EMPLOYEES OF A RESEARCH CENTRE WITHIN THE MEANING OF SECTION 22.2 WHO, ON 31 DECEMBER 2009, CONTRIBUTE TO THE PLAN FOR EMPLOYMENT HELD IN THE RESEARCH CENTRE OR WHO, ON THAT DATE, WOULD HAVE CONTRIBUTED TO THE PLAN FOR SUCH EMPLOYMENT HAD THEY NOT BEEN ABSENT WITHOUT PAY, RECEIVING SALARY INSURANCE BENEFITS OR ON MATERNITY LEAVE, AND THE EMPLOYEES WHO, BEFORE 31 DECEMBER 2009 BUT AFTER 3 SEPTEMBER 1991, CONTRIBUTED TO THE PLAN FOR EMPLOYMENT HELD IN THE RESEARCH CENTRE

“(3.2) THE EMPLOYEES OF A RESEARCH CENTRE WITHIN THE MEANING OF SECTION 22.2 WHO ARE APPOINTED OR ENGAGED AFTER 31 DECEMBER 2009 IN A RESEARCH CENTRE WHERE, ON THAT DATE, ALL EMPLOYEES CONTRIBUTE TO THIS PLAN OR TO THE GOVERNMENT AND PUBLIC EMPLOYEES RETIREMENT PLAN

“(3.3) THE EMPLOYEES OF A RESEARCH CENTRE WITHIN THE MEANING OF SECTION 22.2 WHERE POLLS FAVOURABLE TO THE MEMBERSHIP OF EMPLOYEES WERE HELD UNDER SECTION 22.1, AND THE EMPLOYEES APPOINTED OR ENGAGED AFTER THE LAST OF THESE POLLS WERE HELD”.

**15.** Schedule IV to the Act is amended by adding the following at the end:

“the employers of the employees of the research centres within the meaning of section 22.2”.

**16.** Section 9 of the Act respecting the Pension Plan of Peace Officers in Correctional Services (R.S.Q., chapter R-9.2) is replaced by the following section:

“**9.** The pensionable salary of an employee is the basic salary paid to the employee in the course of a calendar year.

The pensionable salary of an employee on maternity leave is the basic salary to which she would have been entitled if she had not taken maternity leave.

The pensionable salary of an employee on adoption leave is the basic salary the employee would have been entitled to receive if the employee had not been on adoption leave for the period during which the employee receives benefits, or would receive benefits if the employee had applied for them, under the Québec parental insurance plan established by the Act respecting parental insurance (chapter A-29.011) or the employment insurance plan established by the Employment Insurance Act (Statutes of Canada, 1996, chapter 23).

The pensionable salary of an employee during a period of absence covered by salary insurance is the basic salary the employee would have been entitled to receive if the employee had been at work.

Despite the fourth paragraph, the pensionable salary of an employee or person who receives benefits under the mandatory basic long-term salary insurance plan applicable to management personnel in the public and parapublic sectors or a mandatory supplementary salary insurance plan referred to in section 20 is, from the 105th week, the pensionable salary established at the end of the 104th week of disability. The pensionable salary is then adjusted annually according to the conditions set out in the insurance contract.

Unless included by government regulation, bonuses, allowances, compensations and other additional remuneration are not included in the basic salary.”

**17.** Section 13 of the Act is amended by replacing “third” by “last”.

**18.** Section 18 of the Act is amended by striking out the third paragraph.

**19.** The Act is amended by inserting the following section after section 18:

“**18.1.** The contributions of an employee covered by the mandatory basic long-term salary insurance plan applicable to management personnel in the public and parapublic sectors are paid into the plan by the insurer until the date set in the insurance contract.



The contributions of an employee covered by a mandatory supplementary salary insurance plan referred to in section 20, that is in force on 31 December 2009 and that provides on that date that the insurer pay the contributions into the plan, are paid until the employee reaches the age of 65 or retires, whichever comes first.

The days and parts of a day of a period during which the insurer pays the contributions into the plan on behalf of the employee are credited to the employee in respect of the employment giving the employee entitlement to salary insurance benefits.”

**20.** Section 20 of the Act is amended by adding the following sentence at the end of the second paragraph: “The second and third paragraphs of section 18.1 apply to the person described in the first paragraph of this section.”

**21.** Section 135 of the Act is amended by replacing “from the midpoint of the year in which they were paid” in the second paragraph by “, computed according to the conditions set out in the second and third paragraphs of section 72,”.

**22.** Section 2 of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10) is amended by adding “, except an employee of a research centre within the meaning of section 6.2” at the end of paragraph 1.

**23.** Section 6 of the Act is amended by adding the following paragraph at the end:

“This section does not apply to employees of a research centre within the meaning of section 6.2.”

**24.** The Act is amended by inserting the following sections after section 6:

**6.1.** The plan applies to employees, other than the employees referred to in the second paragraph, who hold employment in a research centre within the meaning of section 6.2 and whose remuneration is paid out of the centre’s budget, if both the employer and the employees so elect by means of a poll.

Employees who, on 31 December 2009, contribute to the plan for employment held in a research centre or who, on that date, would have contributed to the plan for such employment had they not been absent without pay, receiving salary insurance benefits or on maternity leave, those who, on the date of the poll of the employees, are included in one of the four bargaining units constituted under the Act respecting bargaining units in the social affairs sector (chapter U-0.1) and those to whom the plan, if it became applicable, would not apply by reason of the regulation made under paragraph 3 of section 4 may not make an election for the purposes of the first paragraph.

The employees may hold a poll only after a favourable vote by the employer. The other rules governing the holding of a poll by the employees and by the employer are prescribed by regulation.

**“6.2.** A research centre is a research centre, research institute, research structure or any other organization that makes the participation in research activities possible that is described in section 88, 89, 90 or 91 of the Act respecting health services and social services (chapter S-4.2) and is managed by the employer defined in the second paragraph.

The employer of the employees who hold pensionable employment under this plan in a research centre and whose remuneration is paid out of the centre’s budget is, for the purposes of this Act, one or more institutions described in section 88, 89, 90 or 91 of the Act respecting health services and social services or a non-profit legal person created by such an institution or such institutions for the purpose of managing a research centre and all the researchers deemed self-employed workers who work in the research centre, whether they are grouped together in a juridical form or not.”

**25.** Section 7 of the Act is replaced by the following section:

**“7.** In no case may the employees referred to in section 6 or 6.1 who, following their respective polls, have maintained their membership in the supplemental pension plan or chosen not to become members of this plan or the Pension Plan of Management Personnel hold another poll under those sections to elect to become members of this plan or the Pension Plan of Management Personnel before 12 months after the date of their last poll.

Any new poll held by the employees referred to in section 6.1 may be held only after a favourable vote by the employer. The favourable vote must be obtained not more than three months before the date on which the employees hold a new poll.”

**26.** Section 8 of the Act is amended by inserting “or 6.1” after “6”.

**27.** Section 14 of the Act is replaced by the following section:

**“14.** The pensionable salary of an employee is the basic salary paid to the employee in the course of a calendar year.

The pensionable salary of an employee on maternity leave is the basic salary to which the employee would have been entitled if she had not taken maternity leave.

The pensionable salary of an employee on adoption leave is the basic salary the employee would have been entitled to receive if the employee had not been on adoption leave for the period during which the employee receives benefits, or would receive benefits if the employee had applied for them, under the Québec parental insurance plan established by the Act respecting

parental insurance (chapter A-29.011) or the employment insurance plan established by the Employment Insurance Act (Statutes of Canada, 1996, chapter 23).

The pensionable salary of an employee during a period of absence covered by salary insurance is the basic salary the employee would have been entitled to receive if the employee had been at work.

Despite the fourth paragraph, the pensionable salary of an employee or person who receives benefits under the mandatory basic long-term salary insurance plan applicable to management personnel in the public and parapublic sectors, the mandatory supplementary salary insurance plan applicable to criminal and penal prosecuting attorneys, the mandatory long-term disability insurance plan applicable to employees of the Caisse de dépôt et placement du Québec or the mandatory long-term salary insurance plan of the Commission des services juridiques is, from the 105th week, the pensionable salary established at the end of the 104th week of disability. The pensionable salary is then adjusted annually according to the conditions set out in the insurance contract.

Despite the fourth paragraph, the pensionable salary of an employee who receives benefits under the long-term salary insurance plan applicable to full-time permanent management and non-unionized staff of the Société des alcools du Québec or any of the supplementary insurance plans provided for in the agreements entered into with the Fédération des médecins omnipraticiens du Québec, the Fédération des médecins spécialistes du Québec, the Association des chirurgiens dentistes du Québec or the Association des optométristes du Québec is, from the 157th week, the pensionable salary established at the end of the 156th week of disability. The pensionable salary is then adjusted annually according to the conditions set out in the insurance contract.

Unless included by government regulation, bonuses, allowances, compensations and other additional remuneration are not included in the basic salary.”

**28.** Section 17 of the Act is amended by replacing “third” by “last”.

**29.** Section 21 of the Act is amended by striking out the third paragraph.

**30.** The Act is amended by inserting the following section after section 21:

**“21.0.1.** The contributions of an employee covered by the mandatory basic long-term salary insurance plan applicable to management personnel in the public and parapublic sectors are paid into the plan by the insurer until the date set in the insurance contract.

The contributions of an employee covered by any other mandatory salary insurance plan in force on 31 December 2009 that provides, on that date, that the insurer pay the contributions into the plan are paid until the employee reaches the age of 65 or retires, whichever comes first.

The days and parts of a day of a period during which the insurer pays the contributions into the plan on behalf of the employee are credited to the employee in respect of the employment giving the employee entitlement to salary insurance benefits.”

**31.** The Act is amended by inserting the following sections after section 115.10:

**“115.10.1.** An employee who is a member of the plan and has held employment in a research centre is entitled, if the employee applies for it, to be credited, for pension purposes under this plan, with the service accumulated in that research centre after 3 September 1991 and before the date on which the employee began contributing to the plan for employment held in the research centre if, on the date of the application for redemption, the centre is a research centre within the meaning of section 6.2 and if the centre is a party to the plan.

To be credited with all or part of that service, the employee is required to pay to the Commission the amount determined under the tariff established by regulation, on the basis of the pensionable salary at the time of receipt of the employee’s application for redemption, according to the number of days and parts of a day to be redeemed out of the number of pensionable days, calculated on the basis of the annual remuneration. The tariff may vary according to the employee’s age, the year of service covered by the redemption and the date of receipt of the application. The regulation may prescribe the terms and conditions governing the application of the tariff. If the employee applies to have only part of that service credited, the most recent service is credited first.

For the purposes of the second paragraph, the pensionable salary of an employee who, at the time of the receipt of his or her application for redemption, participates in the plan but does not hold pensionable employment is established by regulation. This rule also applies to the establishment of the pensionable salary of an employee who retires on the day following the day on which the employee ceases to participate in the plan and applies simultaneously for a pension and for credit for a period between the dates specified in this section.

**“115.10.2.** The amount established under section 115.10.1 is payable in cash or by instalments spread over the period and payable at the intervals determined by the Commission. If paid by instalments, the amount bears interest, compounded annually, at the rate provided for in Schedule VII in force on the date of receipt of the application, computed from the date on which the redemption proposal made by the Commission expires.

“**115.10.3.** Divisions I and III of this chapter do not apply to employees of a research centre within the meaning of section 6.2. Moreover, they do not apply to employees who are members of the plan with respect to past service in a research centre within the meaning of section 6.2.”

**32.** Section 128.1 of the Act is amended by replacing the second paragraph by the following paragraph:

“All sums bear interest until the date of the transfer, according to the terms provided for in section 219.”

**33.** Section 134 of the Act is amended

(1) by replacing “section 6” in subparagraph 3 of the first paragraph by “section 6 or 6.1”;

(2) by replacing “and 115.1” in subparagraph 4.2 of the first paragraph by “, 115.1 and 115.10.1”.

**34.** Section 158 of the Act is amended by adding the following paragraph at the end:

“A transfer agreement referred to in the first paragraph may not be entered into with respect to all or part of the years of service counted under the pension plan applicable in a research centre within the meaning of section 6.2, of which the employee was a member.”

**35.** Schedule I to the Act is amended by inserting the following paragraphs after paragraph 2:

“(2.1) THE EMPLOYEES OF A RESEARCH CENTRE WITHIN THE MEANING OF SECTION 6.2 WHO, ON 31 DECEMBER 2009, CONTRIBUTE TO THE PLAN FOR EMPLOYMENT HELD IN THE RESEARCH CENTRE OR WHO, ON THAT DATE, WOULD HAVE CONTRIBUTED TO THE PLAN FOR SUCH EMPLOYMENT HAD THEY NOT BEEN ABSENT WITHOUT PAY, RECEIVING SALARY INSURANCE BENEFITS OR ON MATERNITY LEAVE, AND THE EMPLOYEES WHO, BEFORE 31 DECEMBER 2009 BUT AFTER 3 SEPTEMBER 1991, CONTRIBUTED TO THE PLAN FOR EMPLOYMENT HELD IN THE RESEARCH CENTRE

“(2.2) THE EMPLOYEES OF A RESEARCH CENTRE WITHIN THE MEANING OF SECTION 6.2 WHO BECOME INCLUDED IN ONE OF THE FOUR BARGAINING UNITS CONSTITUTED UNDER THE ACT RESPECTING BARGAINING UNITS IN THE SOCIAL AFFAIRS SECTOR (CHAPTER U-0.1) OR ARE APPOINTED OR ENGAGED AFTER 31 DECEMBER 2009 IN A RESEARCH CENTRE WHERE, ON THAT DATE, ALL EMPLOYEES CONTRIBUTE TO THIS PLAN OR TO THE PENSION PLAN OF MANAGEMENT PERSONNEL

“(2.3) THE EMPLOYEES OF A RESEARCH CENTRE WITHIN THE MEANING OF SECTION 6.2 WHERE POLLS FAVOURABLE TO THE MEMBERSHIP OF EMPLOYEES WERE HELD UNDER SECTION 6.1 AND THE EMPLOYEES APPOINTED OR ENGAGED AFTER THE LAST OF THESE POLLS WERE HELD”.

**36.** Schedule II.2 to the Act is amended by adding the following at the end:

“the employers of the employees of the research centres within the meaning of section 6.2”.

#### MISCELLANEOUS, TRANSITIONAL AND FINAL PROVISIONS

**37.** For the purposes of the Act respecting the Pension Plan of Certain Teachers (R.S.Q., chapter R-9.1), the Act respecting the Pension Plan of Peace Officers in Correctional Services (R.S.Q., chapter R-9.2), the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., chapter R-10), the Act respecting the Teachers Pension Plan (R.S.Q., chapter R-11), the Act respecting the Civil Service Superannuation Plan (R.S.Q., chapter R-12), the Act respecting the Pension Plan of Management Personnel (R.S.Q., chapter R-12.1) and the Pension plan for federal employees transferred to employment with the gouvernement du Québec (Order in Council 430-93, 1993, G.O. 2, 2389), the pensionable salary of an employee or person who is a member of one of those plans is, for any period of absence during which the employee or person received salary insurance benefits under a mandatory long-term disability insurance plan between 31 December 1973 and 1 June 2010, the salary declared annually by the insurer.

The first paragraph does not infringe on the rights of an employee or person who, before 11 May 2010, submitted an application for reexamination relating to a decision of the Commission administrative des régimes de retraite et d'assurances affecting the determination of the eligible salary for a period during which the employee or person received salary insurance benefits under a mandatory long-term salary insurance plan.

**38.** The first amendments to the Pension plan for federal employees transferred to employment with the gouvernement du Québec (Order in Council 430-93, 1993, G.O. 2, 2389) that are made after this Act has been assented to and that are similar to the amendments under sections 27 to 30 of this Act may have effect from a date not prior to 2 June 2010.

**39.** Sections 17, 18 and 20 of the Act to amend the Act respecting the Government and Public Employees Retirement Plan and other legislation concerning pension plans in the public sector (2008, chapter 25) have effect from 1 April 2010.

**40.** Section 5, to the extent that it concerns section 22.2 of the Act respecting the Pension Plan of Management Personnel, section 14, to the extent that it concerns paragraph 3.1 of Schedule II to that Act, section 24, to the extent that it concerns section 6.2 of the Act respecting the Government and Public Employees Retirement Plan and section 35, to the extent that it concerns paragraph 2.1 of Schedule I to that Act, have effect from 4 September 1991.

**41.** Section 14, to the extent that it concerns paragraph 3.2 of Schedule II to the Act respecting the Pension Plan of Management Personnel and section 35, to the extent that it concerns paragraph 2.2 of Schedule I to the Act respecting the Government and Public Employees Retirement Plan, have effect from 1 January 2010.

**42.** This Act comes into force on 2 June 2010 except:

(1) sections 11, 21 and 32, which come into force on 7 June 2010; and

(2) section 5, to the extent that it concerns section 22.1 of the Act respecting the Pension Plan of Management Personnel, sections 10 and 12, section 14, to the extent that it concerns paragraph 3.3 of Schedule II to that Act, section 24, to the extent that it concerns section 6.1 of the Act respecting the Government and Public Employees Retirement Plan, sections 25, 26, 31 and 33, and section 35, to the extent that it concerns paragraph 2.3 of Schedule I to that Act, which come into force on the date or dates to be set by the Government.