

**LETTER OF AGREEMENT 2010-2015 - NUMBER 03**

**AGREEMENT BETWEEN**

**ON THE ONE HAND,**

**LA FÉDÉRATION DU PERSONNEL PROFESSIONNEL DES COLLÈGES (FPPC-CSQ)**

**AND**

**ON THE OTHER HAND,**

**LE COMITÉ PATRONAL DE NÉGOCIATION DES COLLÈGES (CPNC)**

**CONCERNING PARENTAL RIGHTS**

WHEREAS in clause 8-6.51 of the 2010-2015 collective agreement, the benefits of the professionals enjoying a leave without pay or a part-time leave without pay under clause 8-6.41 have been omitted, it has been agreed to replace clause 8-6.51 by the following:

**8-6.51**

During leave without pay provided for in clauses 8-6.09 (for a leave exceeding six (6) weeks), 8-6.11, 8-6.23, 8-6.25, 8-6.33, 8-6.35, 8-6.40, 8-6.41 and 8-6.42, the professional shall accumulate seniority, retain job experience and continue to participate in the applicable basic health insurance plan by paying his/her portion of the premium for the first fifty two (52) weeks of leave and all premiums for the remainder of the leave. Moreover, he/she may continue to participate in applicable supplemental insurance plans, provided he/she so requests at the beginning of the leave and pays all premiums.

During part time leave without pay, the professional shall accumulate seniority on the same basis as before the leave and, when on duty, shall be subject to the provisions governing part time professionals.

Notwithstanding the previous paragraphs, the professional shall accumulate experience for the purposes of determining his/her salary rate, for the first fifty two (52) weeks of leave without pay or part time leave without pay.

IN WITNESS            the negotiating parties have signed in Montreal on this 16 day of the  
WHEREOF                month of June 2011.

(Reproduction of the signed document)

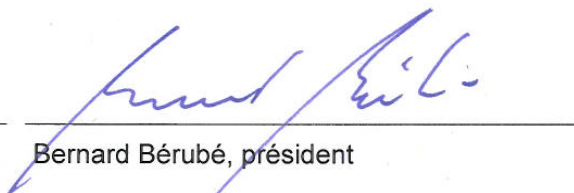
EN FOI DE QUOI, les parties négociantes ont signé à Montreal ce  
16<sup>e</sup> jour du mois de juin 2011.

POUR LE COMITÉ PATRONAL DE  
NÉGOCIATION DES COLLÈGES (CPNC)

POUR LA FÉDÉRATION DU PERSONNEL  
PROFESSIONNEL DES COLLÈGES (FPPC-CSQ)



Laval Dubé, président



Bernard Bérubé, président



Éric Bergeron, vice-président



Chantal Kelly, conseillère