

(Translation)

Letter of Agreement / Outside the Collective Agreement

Benefits allowed to Cree Beneficiaries of the James Bay and Northern Quebec Agreement (JBNQA) who are employees of Post-Secondary Student Services and assigned to the Montreal or Gatineau office

For the duration of the Support Staff Collective Agreement 2015-2020 (S8)

- 1) Considering the difficulty to attract and retain Cree Beneficiaries to positions located outside the Territory of the School Board;
- 2) The purpose of this letter of agreement is to provide certain benefits to JBNQA Cree Beneficiaries who are assigned and work at the PSSS Montreal or Gatineau office;
- 3) These benefits are aiming at alleviating recruitment and retention problems for the Cree School Board;
- 4) The Board will grant to the eligible employees and their eligible dependents the equivalent of the premium established in clause 6-6.02 of the Collective agreement for employees assigned to sector I;
- 5) The conditions and requirements regarding the granting and payment of this premium defined in the Collective agreement are also applicable, with the appropriate adaptations, to the eligible employees located outside the Territory.

The present agreement ends at the expiry date of the Collective agreement, at which date it will then be deemed null and void.

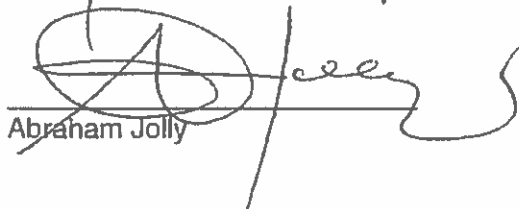
IN WITNESS WHEREOF, the parties have signed:

For the Cree School Board

For the Association des Employés du Nord québécois (AENQ)

In Montreal, the Apr 15 2017

In Montreal, the October 5 2017


Abraham Jolly


Larry Imbeault