

# FAQ – Ministerial Order 2020-019

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*Questions and answers regarding the redeployment of professional staff from school boards to the health and social services network*

## Question 1: Will the employment relationship with the school board be maintained?

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Yes, the redeployed professional's employment relationship with the school board is maintained and the latter remains the employer, regardless of the assignment.

## Question 2: Can a professional refuse the redeployment request?

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Although we would like the school board to first assign professional staff to the health network on a voluntary basis, if a request for redeployment is made, the wording of the order allows for forced reassignment. However, we feel that any specific health condition of a professional or a member of his or her family should be a valid reason for refusing redeployment. You must inform the school board and your union of your condition. Depending on the specific duties required of them, professionals could also consult with their professional association if they feel they don't have the necessary skills or qualifications to perform the duties requested.

## Question 3: What duties could professional staff be asked to perform?

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According to the ministerial order, it is up to the health and social services network to establish the working conditions of the redeployed professional staff as regards the tasks and duties and assignments. We received confirmation from the ministry that minimum basic training is planned for redeployed staff.

## Question 4: What happens to the work schedules of professionals?

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According to the ministerial order, it is up to the health and social services network to establish work schedules.

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### **Question 5: Who should professionals contact about taking leave?**

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If a professional wants to take a day off, it will be up to the health and social services network to approve that request.

### **Question 6: Who should professionals contact if they believe that their rights are not being respected under redeployment?**

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Professionals must first contact their union of origin and the human resources department of the school board.

### **Question 7: Do redeployed professionals continue to pay the union dues of their union of origin?**

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Yes, because professionals remain members of the Syndicat des professionnels and, as such, continue to pay the same union dues.

### **Question 8: What will redeployed professionals be paid?**

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The remuneration of redeployed professionals will remain the same, that is, the compensation to which they are entitled within the school board, in accordance with the hours provided for and recognized in the collective agreement and their employment contract. Redeployed professionals will also receive certain premiums.

In addition to remuneration, there are added premiums and supplements applicable to salaried staff of the health and social services network as well as the measures provided for in orders numbers 2020-015 of April 4, 2020, 2020-017 of April 8, 2020, and 2020-020 of April 10, 2020, including temporary bonuses provided for in these orders, unless they receive a comparable premium in the education sector.

Compensation provided for daycare and meal costs will also be paid to professional staff, as per the conditions established in the health network.

It is the school board that continues to pay remuneration, including any additional hours worked, if applicable.

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### **Question 9: What happens to the other working conditions of professionals, including seniority, advancement on the scale, accrued vacation time and tenure?**

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Working conditions are governed by the collective agreement signed with the school board.

### **Question 10: Does this affect the pension plan?**

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No, professionals continue to pay into the RREGOP. On the other hand, the premiums applicable are not counted as remuneration for the purposes of the pension plan.

### **Question 11: Does this affect the group insurance plan?**

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No, the insurance plan provided for in the collective agreement remains in effect; the insurance premiums paid to the group insurance plan will be based on the salary provided for in the employment contract.

### **Question 12: Will any premiums paid to redeployed employees in addition to their regular pay be taxable?**

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Yes, this is considered remuneration. These amounts will appear on T4s issued by the school board.

### **Question 13: Are professionals redeployed to the health network covered by the CNESST if they have a workplace accident?**

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Yes. You must quickly report the workplace accident and inform the union.

### **Question 14: What about redeployed professionals who have children at home?**

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Daycare services provided for personnel working in the health and social services network will be made available to redeployed professionals. These emergency daycare services are provided at no cost to the parents using them.

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