

POLICY ON BENEFITS FOR BENEFICIARIES
ASSIGNED TO MONTREAL

Department responsible : Human Resources	Approved by : _____ Director general
Effective date : June 11, 2001	Amended :
References : Resolution # 2000/2001-40	

1. GENERAL PRINCIPLE

- 1.1 [purpose](#) This policy is to ensure that benefits for employees assigned to Montreal who are beneficiaries of the James Bay and Northern Quebec Agreement (JBNQA) are consistent and equitable in their application.
- 1.2 [application](#) This policy applies to temporary and contractual employees who are assigned to Montreal and whose assignment is predetermined to be of a duration of six (6) months or more.

2. REQUIREMENTS

- 2.1 [full workload](#) Temporary and contractual beneficiaries employees whose assignment includes a full workload are entitled, in proportion to the duration of their assignment, to the benefits provided to regular employees who are beneficiaries and who are assigned to Montreal, as established in the collective agreements and applicable working conditions.
- 2.2 [less than 80% of a full workload](#) Temporary employees whose assignment includes a workload of less than 80% of a full workload are entitled, in proportion to the duration of their assignment, to the benefits provided to regular employees who are beneficiaries and who are assigned to Montreal, as established in the collective agreements and applicable working conditions, excluding travel and housing benefits.



3. APPLICATION OF THIS POLICY

- 3.1 [application](#) This policy shall not be deemed to be a recognition of any legal obligation on the part of the Kativik Ilisarniliriniq and is subject to be reviewed by the Council of Commissioners.
- 3.2 [responsibility](#) The Director of Human Resources is responsible for the application of this policy.
- 3.3 [previous provisions](#) The present policy replaces any previous policy of the Board on the same matter.

