



What the plan encompasses

This educational sheet covers the key components of the regional disparities plan that are included in the public sector's collective agreements.

1 The sectors

The regional disparities plan divides the isolated and remote locations of Quebec's territory into five sectors. This territorial division was established during the 1979-1982 collective agreement negotiations; few changes have been made to the plan since.

Sectors III, IV and V, regrouping the Grand Nord locations, are situated north of the 51st parallel, and those considered the most isolated because of conditions deemed difficult, notably, locations east of Havre-St-Pierre that are accessible by boat only.

Sector II was defined based on the following criteria: mining communities accessible by train only, Havre-Saint-Pierre that was not accessible by road in 1979 and Îles-de-la-Madeleine because of its island nature. Sector I encompasses locations situated in the outermost regions of the Jamésie (Nord-du-Québec) and Abitibi-Témiscamingue.

Several benefits arising from the regional disparities chapter are based on the sector in which the employee's workplace is located.

2 The premiums

The isolation and remoteness premium is clearly one of this plan's most important components. Two criteria are used to determine if a worker is entitled to the premium: the sector where he or she works and whether or not he or she has dependents, according to the definition in this chapter.

As of April 2, 2019, premiums range between \$6,099 (sector I) and \$11,813 (sector V) for a worker with no dependents. For a worker with dependents, premiums vary between \$8,724 (sector I) and \$20,825 (sector V).

Please note that isolation and remoteness premiums increase annually using the same increases as those applied to the salary scales and rates.

3 Other benefits

The worker who is recruited at a distance of more than fifty (50) kilometres from the locality where he or she is required to perform his or her duties is eligible for reimbursements for miscellaneous expenses:

- Transportation expenses of the worker and his/her dependents;
- Cost of transporting his/her personal belongings and those of his/her dependents (weight limits apply);
- Cost of transporting his/her furniture;
- Cost of transporting a motor vehicle, if applicable;
- Costs of storing his/her furniture, if applicable.

4 Outings

The worker who is recruited at a distance of more than fifty (50) kilometres from the locality where he or she is required to perform his or her duties is eligible for a certain number of reimbursements arising from annual outings for the worker and his or her dependents. The employer may also directly bear these expenses.

These expenses are equivalent to a roundtrip flight from the location of assignment to the person's home at the time of hiring, or to Montréal, if the person is not from Quebec; also included are certain in-transit expenses (meals, taxi and lodging). This benefit is only applicable to a worker assigned to a locality in sectors III, IV and V, as well as Îles-de-la-Madeleine and Havre-Saint-Pierre.



Please take note that the reimbursement of certain expenses is considered a taxable income for the worker. Considering the high cost associated to an outing for some of our members, many waive this benefit. Following the last negotiations, a work committee was created to examine the fiscal damages associated to outings in sectors III, IV and V, and to come up with solutions. Work is underway and a report should be available on September 1, 2019.

5 Food transportation

The worker who cannot satisfy his/her own food supply in sectors IV and V, as well as some sector III localities, because there is no supply centre in their assigned locality, benefits from reimbursement of food transportation expenses up to certain annual limits.

6 Lodging

Various provisions cover the provision of lodging for the worker at the time of hiring in certain localities, and cover rental costs when this is offered by the employer in certain sectors.

7 Retention premium

The person working in the localities of Sept-Îles, Port-Cartier, Gallix and Rivière-Pentecôte is eligible for a retention premium equivalent to 8% of their annual salary.