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# NATIONAL ASSEMBLY OF QUÉBEC

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FIRST SESSION

FORTY-THIRD LEGISLATURE

Bill 60  
(2024, chapter 17)

**An Act to authorize the making of  
collective agreements with a term of  
more than three years in the public  
and parapublic sectors**

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**Introduced 24 April 2024  
Passed in principle 2 May 2024  
Passed 21 May 2024  
Assented to 22 May 2024**

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## **EXPLANATORY NOTES**

*This Act allows the collective agreements in the public and parapublic sectors that follow the collective agreements that expired on 31 March 2023 to have a term of more than three years. It also specifies that private institutions under agreement in the health and social services sector may make a collective agreement for a term of more than three years.*

## Bill 60

### AN ACT TO AUTHORIZE THE MAKING OF COLLECTIVE AGREEMENTS WITH A TERM OF MORE THAN THREE YEARS IN THE PUBLIC AND PARAPUBLIC SECTORS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

**1.** Despite section 111.1 of the Labour Code (chapter C-27), a collective agreement following a collective agreement that expires on 31 March 2023 may be made for a term of more than three years in the public and parapublic sectors.

In such a case, the reference to paragraph *d* of section 22 of the Labour Code in section 111.3 of that Code must be read as a reference to paragraph *e* of that section 22.

**2.** Despite section 111.1 of the Labour Code, a collective agreement following a collective agreement to which Division III of Chapter V.1 of that Code does not apply at the time it is made may be made for a term of more than three years by a private institution under agreement.

Despite section 65 of that Code, a first collective agreement may be made for a term of more than three years by a private institution under agreement.

In such cases, the reference to paragraph *d* of section 22 of the Labour Code in section 111.3 of that Code must be read as a reference to paragraph *e* of that section 22.

This section applies to institutions that become, before 31 December 2025 or a later date set by the Government, private institutions under agreement within the meaning of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (chapter R-8.2).

**3.** This Act comes into force on 22 May 2024.

