INFO-PURA No. 1 – June 20, 2025

APTS Alliance du personnel professionnel et technique de la santé et des services sociaux

CSN FÉDÉRATION DES PROFESSIONNÈLES

Fédération de la Santé du Québec FSQ

FSSS CSN

SCFP Syndicat canadien de la fonction publique FTQ

SQEES 298 FTQ SYNDICAT QUÉBÉCOIS DES EMPLOYÉES ET EMPLOYÉS DE SERVICE

The Intersyndicale — an inter-union body consisting of the APTS, the FP-CSN, the FSQ-CSQ, the FSSS-CSN, CUPE-FTQ and the SQEES-298-FTQ — has obtained major clarifications from the CPNSSS (the management bargaining committee for the health and social services sector) regarding the application of PURA, the one-time process for recognizing seniority.

Over the past two months, we asked our local union teams to implement procedures to protect your rights, since the government and Santé Québec had already announced that they would be unable to comply with initial deadlines. Thanks to these mobilization efforts, we brought enough pressure to bear on the CPNSSS to negotiate an appendix to the original agreement that will:

- standardize PURA rules throughout the health care system;
- reduce the risk of disputes;
- ensure your seniority is recognized as soon as possible.

IMPORTANT

Any grievances filed to date remain active until the seniority lists that include PURA are officially posted. Please note that deadlines for filing grievances about PURA are suspended during the PURA data processing period (June 1 to September 29, 2025).

In the coming weeks, watch for instructions from your employer and your union, and follow them to ensure your rights are fully respected.

STEPS	WHEN?	WHAT HAPPENS?	ACTIONS TO BE TAKEN
PURA data processing period	PURA data processing period	**Employees currently employed by Santé Québec**	
		Payroll firms identify all periods of employment available in existing databases and related seniority.	You don't have to do anything if you're currently employed by Santé Québec, even if you want to have periods of employment outside Santé Québec recognized.
		Employees currently employed by an institution that's not part of Santé Québec	
		The employer draws up new seniority lists using data collected from forms employees complete. The employer has until the seniority list is posted in spring 2026 to verify the completed forms.	You have to complete the form provided by the employer and return it by their deadline. We're also asking that you send a copy to your local union team. You're responsible for the information provided on your form and its accuracy. Declarations must be made in good faith and to the best of your knowledge. False declarations may result in the loss of PURA seniority.
		For employees from a personnel placement agency or independent workers	
		Employees are responsible for providing employers the documents required for recognizing seniority.	By July 15, 2025, you have to provide an attestation of hours worked from the agency that employed you. Independent workers have to provide documents for the recognition of seniority, such as contracts and invoices. False declarations may result in the loss of PURA seniority.

Posting of new seniority lists	By September 30, 2025 at the latest	The employer will post new seniority lists in the usual places. Seniority, including when it's acquired via PURA, can be used as of the date the list is posted. Employees of Santé Québec will be able to use a computer platform to consult recognized and unrecognized periods of employment. You'll receive instructions about how to use the platform when the time comes.	1) Review your new seniority, including what you acquired through PURA, as well as any recognized or unrecognized periods of employment. 2) You have 60 days to ask your employer for corrections. We suggest asking your local union team for help. ***You will receive additional information when the time for this step comes.***

I have questions about PURA!

At what point will my seniority, including PURA, apply?	Your seniority will apply once the new seniority lists are posted, at the latest by September 30, 2025. However, acquiring the right to the seniority premium (Classes 2 and 3) and job security, if applicable, will apply retroactively to June 1, 2025.
What happens if my employer doesn't meet the September 30, 2025 deadline for posting the seniority list?	If the employer doesn't meet the deadline, PURA-related grievances already filed will be maintained, and we will plan for further action.

Have special measures been put in place to limit the use of seniority without PURA during the data processing period (June 1 to September 29, 2025)?	The employer will not **abolish positions** or initiate **bumping processes** during this period.
	If there is a **"permanent" change in home base** during this period, it will be reviewed, based on the rules in the collective agreement, after the PURA seniority list is posted.
	Posting and filling positions The following rules apply during the PURA data processing period: • Internal postings prior to June 15, 2025 will be maintained. The seniority used won't reflect PURA seniority. • Internal postings from between June 15 and 30, 2025 will be maintained. However, employees who are selected for these positions will be appointed after the PURA seniority list is posted. As a result, the seniority used will include PURA. o If only one application is submitted, the employee will be immediately appointed to the position, provided they qualify. • Internal postings for positions will be suspended between July 1 and September 30, 2025. • Postings will resume as of September 30, 2025, and the seniority in effect will include PURA. **N.B.:** Other terms may be agreed to locally. Your union team will notify you if that happens.

	Choosing vacation dates for fall-winter 2025-2026 As an exception, the procedure for choosing vacation dates for fall-winter 2025-2026 is as follows: • The vacation choices for this period will begin on September 30, 2025; • You will have 15 days to indicate your preferences; • The employer will then have 15 days to make the vacation calendar available; • The seniority used will be the seniority acquired under PURA. **N.B.:** Other terms may be agreed to locally. Your union team will notify you if that happens.
What happens if I'm absent during the entire seniority list posting period?	The employer will send you a written notice with your PURA seniority. You will have the same 60-day period to request a correction. We strongly suggest you contact your local union team if you do.

If you have any other questions,

please contact your local union team.