



1- PREAMBLE
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2-	GOAL / OBJECTIVES
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3-	<b>BASIC PRINCIPLES / LEGAL BASIS</b>
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- National collective agreements;
- The Directory of Working Conditions Applicable to non-unionized Employees;
- The agreement negotiated with l'APES (pharmacists);
- Regulations on working conditions applicable to managers and executives;
- The agreement reached with the regroupement des sages-femmes du Québec (Quebec Midwifery Association).

Individual housing: Housing granted by posting to an employee.



Transit: House/apartment or rooms used for short stays. Temporary employees with an assignment of 3 months or less are given priority for the use of these accommodations.

### 5.1 Employees hired more than 50 km away from their work place

### 5.3 Person responsible for lodging

## 5.5 Executive Direction (ED)

### 5.7 Housekeeping department

## 5.8 Housing Committee

6.1 Employees hired more than 50 km away: Employees must read this policy, refer to it and comply with it as well as with its procedures in the appendix. In addition, employees must ensure that they implement measures to promote good neighbourliness and address any problems encountered among themselves.

6.3 Person in charge of lodging: The person responsible for lodging is the primary contact for answering questions related to this policy and the attached procedures. The person responsible of the lodging shall ensure that all employees are accommodated. He will provide a lodging status report to the Housing Committee and upon request from the Executive Direction. He suggests solutions to the Housing Committee.

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6.8 Housing Committee: The Housing Committee meets to make recommendations related to housing issues and to evaluate applications and award housing based on criteria established by the policy.



An employee leaving his accommodation for more than 30 days must store all his personal belongings in a room or storage space and leave the accommodation in impeccable condition, failing which he will be billed for the costs incurred to restore the accommodation to this condition.

Considering the serious shortage of housing in villages other than Kuujuaq, employees who obtain an individual housing of 2 bedrooms or more as of January 1, 2021 will have to leave the place available and clean during any period of leave. During this period, their accommodation will be used to accommodate other employees. The person holding an individual housing will be reimbursed a fee of 50\$ per day for the use of personal belongings and the maintenance of cable and Internet services. The employee wishing to take his vacation on the territory will have to make a request to the person in charge of the lodging.

Only the employee with an individual housing is authorized to have a pet. A maximum of two (2) pets is permitted per housing unit provided by the health center, even if one of them is permanently outside. However, persons who have more than two (2) pets at the time this policy comes into effect benefit from an acquired right for pets that are already in the territory.

The following instructions must be respected and in case of repeated misconduct, the employee may be required to dispose of his animal:

- The employee must inform the person in charge of the lodging if he owns one (1) or more animals, specifying the type of animal. He will have to sign a commitment and responsibility document, before bringing the animal, otherwise the animal may be prohibited access.
- Animals must not damage the goods and furniture provided by the UTHC, failing which the employee will be charged for repairs or replacement.
- In case of justified complaint(s) from a neighbour(s), the person will have to take corrective measures.
- Animal excrement must be collected daily.
- The employee who owns a dog must attach it outside by ensuring that it does not interfere with the passage of other persons (neighbours, technical services, water delivery and septic tank emptying services, etc.).

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### 7.1.6 Property and Personal Effects Insurance

### 7.1.7 Personal effects and employer-provided goods

### 7.1.8 Personal Liability Commitment Form

### 7.1.9 Employee's recourse

## 7.2 Employer's Responsibilities

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### 7.3 Display of individual dwellings

The employer will determine which accommodation must be posted and may decide not to post certain accommodations in order to solve specific issues.

### 7.4.1 Criteria of attribution

- Family status (only when there is satisfactory reason to prioritize family status and the dependents live on the territory or are authorized by the employer to reside in an employer-sponsored housing depending on housing conditions)
- Seniority of the employee

## 7.5 Resignation or change in status

### 7.5.1 Inspection

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## 7.6 Taxable benefits

## 7.7 Smoke-free environment

Also, cannabis cultivation is prohibited in all facilities and on all land owned by CSTU.

Failure to comply with this policy and the resulting procedures are subject to consequences, up to and including withdrawal of housing benefits.

The Executive Direction (ED/DED) reserves the right to modify or make a final decision on the application of this policy. Such an exception must be requested in writing and a response will be provided, in writing, by the Executive Director.



9-	COMING INTO EFFECT
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The present agreement comes into force following the approval by the Internal Management Committee on the date of : November 10<sup>th</sup> 2020.

## 10- APPENDICES

## DRH-01A – Housing posting procedure

## DRH-01B – Procedure for the use of accommodation during absences

## DRH-01C – Housing maintenance procedure