

DIRECTION DES RESSOURCES HUMAINES
HUMAN RESOURCES DIRECTORATE

NOTE DE SERVICE / MEMORANDUM

To : MUHC employees Exp./From Rémunération et avantages sociaux
Relations du travail
Service de la paie
Direction des Ressources humaines
Direction des Ressources financières

Date : August 20, 2025

Subject : Update - Critical Care and Specific Critical Care
Premiums 2024-2028
Payment of August 21, 2025 (Pay 2026-10)

Since pay **2026-01** (March 23rd to April 15th 2025), Logibec has started deploying the premiums provided for in the new 2024–2028 collective agreements, namely the tiered premiums that were designed to replace certain existing premiums.

What has been done

- **Pay 2026-01** (March 23rd to April 15th 2025): Start of application of inconvenience premiums under the new agreement.
- **Pay 2026-02** (April 6th to April 19th 2025): Payment of critical care and specific critical care premiums under the former 2021–2023 collective agreement.
- **Pay 2026-03** (April 20th to May 3rd 2025): Critical care and specific critical care premiums from pay 2026-02 (DATES) were paid **under the new agreement**, with a one-pay delay.

What is changing

As of pay **2026-10** (July 27 to August 9th 2025), which will be issued on **August 21**, Logibec has automated the payment of tiered **critical care and specific critical care premiums**. They will therefore **no longer be paid with a delay** or on a separate payment.

What you will see on pay 2026-10 (issued on August 21)

1. An additional payment:
 - Tiered critical care and specific critical care premiums for period 2026-09 (July 13 to July 26, 2025).
 - Recovery of pay 2026-02 (April 6th to April 19th 2025): payment that had been made under the former agreement.
2. On the regular pay stub:
 - o Normal payment of tiered critical care and specific critical care premiums for the current period.