

# Gazette officielle du Québec

## Part 2 Laws and Regulations

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**PROVINCE OF QUÉBEC**

2nd SESSION

36th LEGISLATURE

QUÉBEC, 17 JUNE 2001

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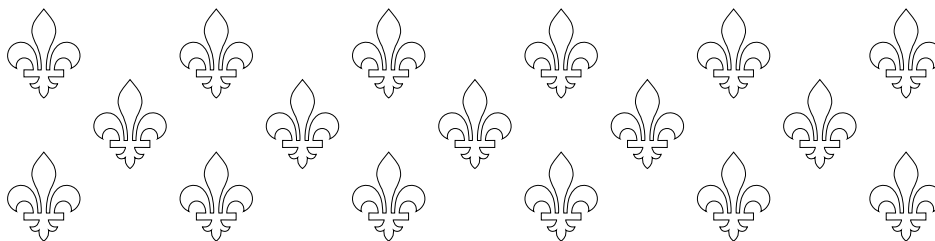
**OFFICE OF THE LIEUTENANT-GOVERNOR***Québec, 17 June 2001*

This day, at fifty minutes past six o'clock in the evening, His Excellency the Lieutenant-Governor was pleased to sanction the following bills:

- 22 An Act to amend the Election Act as regards the work of the Commission de la représentation
- 149 An Act respecting nature reserves on private land

To these bills the Royal assent was affixed by His Excellency the Lieutenant-Governor.





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# NATIONAL ASSEMBLY

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SECOND SESSION

THIRTY-SIXTH LEGISLATURE

Bill 22  
(2001, chapter 13)

**An Act to amend the Election Act as  
regards the work of the Commission  
de la représentation**

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**Introduced 25 May 2001  
Passage in principle 13 June 2001  
Passage 13 June 2001  
Assented to 17 June 2001**

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**Québec Official Publisher  
2001**

**EXPLANATORY NOTES**

*This bill amends the Election Act to allow the Commission de la représentation to hold public hearings, if it considers it necessary, on the changes it proposes to make to its preliminary report on the determination of the boundaries of the electoral divisions.*

*The bill provides that the Commission will have an additional period of four months in which to hold those public hearings.*

*Lastly, the bill specifies that any amendment the Commission de la représentation proposes to make to its preliminary report will be submitted to the Committee on the National Assembly for examination.*



## Bill 22

### AN ACT TO AMEND THE ELECTION ACT AS REGARDS THE WORK OF THE COMMISSION DE LA REPRÉSENTATION

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

1. Section 24 of the Election Act (R.S.Q., chapter E-3.3) is amended by adding the following paragraph at the end:

“For that purpose, the Commission shall, after giving notice thereof, hold public hearings in the various regions of Québec.”

2. The said Act is amended by inserting the following section after section 24:

“24.1. After holding consultations pursuant to section 24, the Commission may, if it considers it necessary and after giving notice thereof, hold public hearings in one or more of the regions of Québec to hear representations made by the Members of the National Assembly and by interested individuals and organizations concerning one or more of the proposed amendments to its preliminary report.

The Commission shall in that case be granted an additional period of four months after the expiry of the period provided for in section 24.”

3. Section 25 of the said Act is amended

(1) by replacing “shall be” in the first line of the first paragraph by “and, where applicable, any amendment proposed by the Commission shall be”;

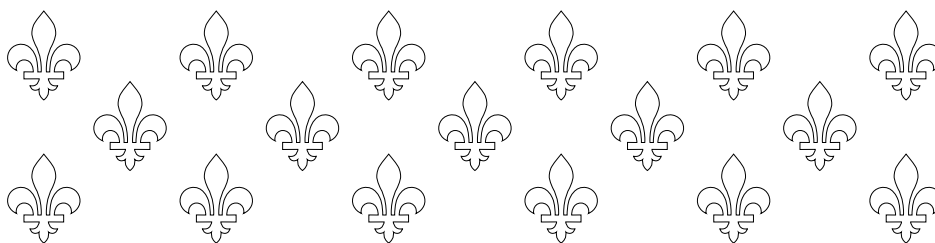
(2) by replacing “For the purposes of examination of the report” in the first line of the second paragraph by “For the purposes of such examination”.

4. Section 26 of the said Act is amended by inserting “and, where applicable, any proposed amendments referred to in section 25” after “report” in the second line.

5. Section 27 of the said Act is repealed.

6. This Act comes into force on 17 June 2001.





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# NATIONAL ASSEMBLY

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SECOND SESSION

THIRTY-SIXTH LEGISLATURE

Bill 149  
(2001, chapter 14)

## **An Act respecting nature reserves on private land**

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**Introduced 31 October 2000**  
**Passage in principle 6 December 2000**  
**Passage 12 June 2001**  
**Assented to 17 June 2001**

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**Québec Official Publisher  
2001**

## EXPLANATORY NOTES

*The purpose of this bill is to ensure the preservation of the significant biological, ecological, wildlife, floristic, geological, geomorphic or landscape features of a private property by allowing the Minister of the Environment to recognize the property as a nature reserve at the request of the owner. It enables conservation organizations to join with the property owner in making the application for recognition. The recognition may be perpetual or for a minimum term of 25 years.*

*The requirements for recognition are defined in the bill, one being the signing of an agreement respecting the conservation measures to be applied by the owner. The bill provides for the possibility of amending the agreement and grants a power of revocation to the Minister in certain cases.*

*Moreover, the bill provides for the publication of the recognition by means of a notice in the Gazette officielle du Québec, for the registration of the agreement in the land register and for the keeping of a register of nature reserves at the Ministère de l'Environnement.*

*Lastly, the bill contains provisions relating to inspection and penal provisions.*

## LEGISLATION AMENDED BY THIS BILL :

- Act respecting administrative justice (R.S.Q., chapter J-3).

## **Bill 149**

### **AN ACT RESPECTING NATURE RESERVES ON PRIVATE LAND**

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

#### **CHAPTER I**

##### **RECOGNITION**

1. Any private property having significant biological, ecological, wildlife, floristic, geological, geomorphic or landscape features that warrant preservation may be recognized as a nature reserve on the application of the owner as provided in this Act.

The recognition may be perpetual or for a term of not less than 25 years.

#### **DIVISION I**

##### **APPLICATION**

2. An application for recognition, which may be made jointly with a non-profit conservation organization, shall be submitted in writing to the Minister of the Environment. The application must contain

- (1) the name and address of the owner;
- (2) a description of the property that is the subject of the application and a summary site plan;
- (3) the significant features of the property that warrant preservation;
- (4) an indication that the application is for perpetual recognition, or the term of recognition applied for;
- (5) a description of the conservation measures the owner intends to implement;
- (6) a description of the activities the owner wishes to allow and of those the owner wishes to prohibit on the property;

(7) the management arrangements for the property, including, where applicable, an indication that management will be assumed by a non-profit conservation organization ;

(8) a copy of the deed conferring ownership of the property on the owner ;

(9) where applicable, a copy of any permit or authorization required under an Act or regulation for the carrying on of an activity on the property ; and

(10) any other information or document determined by regulation by the Government.

The application may be submitted together with the report of a qualified person demonstrating why the recognition of the property as a nature reserve is warranted.

3. The Minister may require of the owner any information or document the Minister considers necessary for the examination of the application.

## **DIVISION II**

### **AGREEMENT AND PUBLICATION OF RECOGNITION**

4. Before recognizing a property as a nature reserve, the Minister shall enter into an agreement with the owner or, as the case may be, approve an agreement entered into between the owner and a non-profit conservation organization. In either case, the agreement shall contain, among other provisions,

(1) a description of the property ;

(2) the perpetual nature of the recognition or the applicable term ;

(3) the significant features of the property that warrant preservation ;

(4) the management arrangements for the property, including, where applicable, the identity of the non-profit conservation organization that is to manage the property ;

(5) the conservation measures to be applied ;

(6) the permitted and prohibited activities ; and

(7) any other provision determined by regulation by the Government.

5. The Minister shall publish a notice stating that the property is recognized as a nature reserve in the *Gazette officielle du Québec* and in a newspaper circulated in the territory of the municipal body where the property is situated.

The term “municipal body” means a municipality, a metropolitan community, an urban community or the Kativik Regional Government.

The recognition takes effect on the date of the publication of the notice in the *Gazette officielle du Québec*.

6. The Minister shall require the registration of the agreement in the land register and shall transmit a certified statement of registration to the owner, to the conservation organization, where applicable, and to any municipal body in whose territory the property is situated.

The agreement, once registered, is binding on all subsequent acquirers of the property.

7. The Minister shall issue to the owner a certificate attesting that the property has been recognized as a nature reserve.

The designation “recognized nature reserve” may only be used in respect of a property for which a valid certificate is held.

### **DIVISION III**

#### **AMENDMENT OF AGREEMENT**

8. The agreement may be amended at any time with the consent of the parties, provided the amendments are not contrary to the purpose for which the property has been recognized as a nature reserve. Where amendments are made to an agreement between an owner and a conservation organization, the amendments require the approval of the Minister.

9. If the agreement is amended, the Minister shall require registration of the amendments in the land register and shall transmit a certified statement of registration to the persons mentioned in the first paragraph of section 6.

Amendments have no effect against third persons until their registration in the land register.

### **DIVISION IV**

#### **TERMINATION OF RECOGNITION**

10. The recognition of a property as a nature reserve shall terminate at the expiry of its term or upon the Minister’s decision to withdraw the recognition because

(1) the property was recognized on the basis of inaccurate or incomplete information or documents ;

(2) the provisions of the agreement are not being complied with ;

(3) the features of the property no longer warrant preservation; or

(4) it would be more detrimental to the community to maintain the recognition than to withdraw it.

11. A decision of the Minister to withdraw recognition may be contested before the Administrative Tribunal of Québec within 30 days of notification of the decision to the owner and, where applicable, to the conservation organization that is a party to the agreement or that is managing the property.

12. Upon termination of the recognition of a property as a nature reserve, the Minister shall publish, in the *Gazette officielle du Québec* and in a newspaper circulated in the territory of the municipal body where the property is situated, a notice stating that the recognition terminated on the date specified therein.

As well, the Minister shall require the land registrar to cancel the registrations made under this Act and shall transmit a notice of the cancellation to the persons mentioned in the first paragraph of section 6.

## **CHAPTER II**

### **REGISTER OF NATURE RESERVES**

13. A register of all properties recognized as nature reserves shall be kept at the Ministère de l'Environnement.

14. The register shall contain a description of each registered property, the name and address of the owner and of the conservation organization that is a party to the management agreement, where applicable, and the term of the recognition or, as the case may be, an indication of the perpetual nature of the recognition.

The information contained in the register is public information.

15. To allow the updating of the register, any person who acquires a property recognized as a nature reserve shall transmit a copy of the deed of transfer to the Minister within 30 days following the acquisition.

## **CHAPTER III**

### **ASSISTANCE PROGRAMS**

16. The Minister may develop and implement programs for the creation, conservation, supervision and management of nature reserves and, under those programs, provide financial or technical assistance.



## **CHAPTER IV**

### **INSPECTION**

17. The Minister may authorize a person to act as an inspector for the purposes of this Act.

18. In the exercise of his or her functions, an inspector may

(1) enter upon a property recognized as a nature reserve at any reasonable time, and inspect the property ;

(2) take photographs of the premises and of anything on the premises ;

(3) require any information or document relating to the application of this Act.

An inspector, if requested to do so, shall produce a certificate of capacity signed by the Minister.

No proceedings may be instituted against an inspector for any act done in good faith in the exercise of his or her functions.

## **CHAPTER V**

### **PENAL PROVISIONS**

19. Every person who damages a property recognized as a nature reserve or damages or destroys anything forming part thereof is guilty of an offence and is liable to a fine of not less than \$500 and not more than \$20,000.

20. Every person who impedes the work of a person authorized to exercise powers under section 18, makes a false or misleading statement to such a person or refuses to provide to such a person any information or document that the person may require under this Act is guilty of an offence and is liable to a fine of not less than \$250 and not more than \$2,000.

21. For a second or subsequent offence, the fines shall be doubled.

22. On finding a person guilty of an offence under this Act, the court may, in addition to imposing any other penalty and provided the application for the order is made in the person's presence or the person was given prior notice by the prosecutor, order the offender to take every necessary measure, at his or her expense and within the time fixed, to restore the premises to the state they were in before the commission of the offence.

If the offender fails to obey the order of the court, the Minister may restore the premises to their former state at the offender's expense.

The Minister may claim all direct and indirect restoration costs from the offender in the same manner as any debt due to the Government.

23. Every person who assists another person in committing an offence under this Act or who encourages, advises, allows, authorizes or orders another person to commit an offence under this Act is guilty of an offence.

A person convicted under this section is liable to the penalty provided for in respect of the offence committed by the other person.

## **CHAPTER VI**

### **MISCELLANEOUS PROVISIONS**

24. Schedule III to the Act respecting administrative justice (R.S.Q., chapter J-3), amended by section 48 of chapter 9 of the statutes of 2000, is again amended by adding the following paragraph after paragraph 4:

“(5) proceedings against decisions made by the Minister of the Environment, brought under section 11 of the Act respecting nature reserves on private land (2001, chapter 14).”

25. The Minister of the Environment is responsible for the administration of this Act.

26. This Act comes into force on 17 June 2001.

## Coming into force of Acts

Gouvernement du Québec

### **O.C. 825-2001, 27 June 2001**

#### **An Act to amend the Forest Act and other legislative provisions (2001, c. 6)**

##### **— Coming into force of certain provisions**

COMING INTO FORCE of certain provisions of the Act to amend the Forest Act and other legislative provisions

WHEREAS the Act to amend the Forest Act and other legislative provisions (2001, c. 6) was assented to on 23 May 2001;

WHEREAS section 189 of the Act provides that its provisions come into force, not later than, 1 April 2005, on the date or dates to be fixed by the Government;

WHEREAS the second and third paragraphs of that section fix at 23 May 2001, 1 September 2002, 31 March 2004, 1 April 2005 and 31 August 2006 the coming into force of several provisions of the Act;

WHEREAS it is expedient to fix 27 June 2001 as the date of coming into force of the provisions of sections 3 to 25, 27 to 29, 31, 34, section 35 to the extent that it enacts section 43.2, sections 37, 48, 49, 53, 55, paragraphs 2 and 3 of section 56, sections 59, 61, 64 to 69, paragraph 1 of section 70, section 71, except section 84.8 that it enacts, sections 74 to 76, section 78, except sections 92.0.5 and 92.0.6 that it enacts, sections 79 to 90, section 91, except section 104.4 that it enacts, sections 92 to 98, paragraph 1 of section 99, sections 100 to 102, 104 to 118, paragraphs 1 to 4 and 8 of section 119, sections 120, 121, section 122, except the second paragraph of section 184, subparagraph 3 of the first paragraph of section 186.7 and section 186.9 that it enacts, sections 123 to 129, 131 to 154, paragraph 1 of section 157, sections 159, 160, 162, 163, 168, 170 to 172, 174 to 176, 182 to 188;

WHEREAS it is expedient to fix 1 September 2001 as the date of coming into force of section 169;

WHEREAS it is expedient to fix 1 January 2002 as the date of coming into force of sections 164 to 167 and 173;

WHEREAS it is expedient to fix the date of coming into force of sections 26, 60, paragraph 4 of section 70, section 77, section 91 to the extent that it enacts section 104.1, section 122 to the extent that it enacts subparagraph 3 of the first paragraph of section 186.7, section 130 and section 161 while taking into account the dates of coming into force provided in the second paragraph of section 189 of the Act;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Natural Resources:

THAT 27 June 2001 be fixed as the date of coming into force of sections 3 to 25, 27 to 29, 31, 34, section 35 to the extent that it enacts section 43.2, sections 37, 48, 49, 53, 55, paragraphs 2 and 3 of section 56, sections 59, 61, 64 to 69, paragraph 1 of section 70, section 71, except section 84.8 that it enacts, sections 74 to 76, section 78, except sections 92.0.5 and 92.0.6 that it enacts, sections 79 to 90, section 91, except section 104.1 that it enacts, sections 92 to 98, paragraph 1 of section 99, sections 100 to 102, 104 to 118, paragraphs 1 to 4 and 8 of section 119, sections 120, 121, section 122, except the second paragraph of section 184, subparagraph 3 of the first paragraph of section 186.7 and section 186.9 that it enacts, sections 123 to 129, 131 to 154, paragraph 1 of section 157, sections 159, 160, 162, 163, 168, 170 to 172, 174 to 176, 182 to 188 of the Act to amend the Forest Act and other legislative provisions (2001, c. 6);

THAT the coming into force of section 169 of the Act be fixed at 1 September 2001;

THAT the coming into force of sections 164 to 167 and 173 of the Act be fixed at 1 January 2002;

THAT the coming into force of sections 26 and 161 be fixed at 1 September 2002;

THAT the coming into force of paragraph 4 of section 70, section 91 to the extent that it enacts section 104.1, and section 122 to the extent that it enacts subparagraph 3 of the first paragraph of section 186.7 of the Act be fixed at 31 March 2004;

THAT the coming into force of sections 60, 77 and 130 of the Act be fixed at 1 April 2005.

JEAN ST-GELAIS,  
*Clerk of the Conseil exécutif*



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## Regulations and other acts

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Gouvernement du Québec

### **O.C. 836-2001, 27 June 2001**

An Act respecting liquor permits  
(R.S.Q., c. P-9.1)

#### **Lay-out standards for establishments — Amendments**

Regulation to amend the Regulation respecting lay-out standards for establishments

WHEREAS under paragraphs 6 and 16 of section 114 of the Act respecting liquor permits (R.S.Q., c. P-9.1), the Régie des alcools, des courses et des jeux may make regulations on the matters set forth therein;

WHEREAS under those provisions, the Government approved the Regulation respecting lay-out standards for establishments by Order in Council 1989-82 dated 2 September 1982;

WHEREAS it is expedient to amend the Regulation in order to allow the sale or consumption of alcoholic beverages in areas reserved for participants who go to a theatre, amphitheatre, race track or sports centre;

WHEREAS at its plenary session of 8 June 2001, the Régie made the Regulation respecting lay-out standards for establishments;

WHEREAS under section 116 of the Act respecting liquor permits, such a regulation must be submitted to the approval of the Government;

WHEREAS under section 12 of the Regulations Act (R.S.Q., c. R-18.1), a proposed regulation may be approved without having been published as provided for in section 8 of that Act if the authority approving it is of the opinion that the urgency of the situation requires it;

WHEREAS under section 18 of that Act, a regulation may come into force on the date of its publication in the

*Gazette officielle du Québec* where the authority that has approved it is of the opinion that the urgency of the situation requires it;

WHEREAS under sections 13 and 18 of that Act, the reason justifying the absence of prior publication and such coming into force shall be published with the regulation;

WHEREAS the Government is of the opinion that the urgency due to the following circumstances justifies the absence of prior publication and such coming into force of the Regulation to amend the Regulation respecting lay-out standards for establishments:

— it is important that the Régie rapidly obtains the power to authorize the sale or consumption of alcoholic beverages in areas reserved for participants in particular so that golf clubs whose season usually runs from April to September may take advantage of it as of this year. It would make it possible to regulate certain practices currently prohibited regarding the sale or consumption of alcoholic beverages occurring in several establishments that operate golf clubs and to ensure, in terms of safety for participants, an adequate control of the consumption of alcohol on the premises. Furthermore, it would allow small and medium-sized businesses of Québec such as golf clubs in particular in the regions to be competitive with respect to golf clubs in bordering provinces and to offer to their customers the same benefits as elsewhere;

WHEREAS it is expedient to approve the Regulation;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Public Security:

THAT the Regulation to amend the Regulation respecting lay-out standards for establishments, attached to this Order in Council, be approved.

JEAN ST-GELAIS,  
*Clerk of the Conseil exécutif*

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## Regulation to amend the Regulation respecting lay-out standards for establishments\*

An Act respecting liquor permits  
(R.S.Q., c. P-9.1, s. 114, pars. 6 and 16)

1. Section 4 of the Regulation respecting lay-out standards for establishments is amended by inserting the words “with the exception of sections 8 and 9,” after the word “Regulation,”.
2. Section 8 is amended by substituting “or area reserved for spectators or participants” for “or other spectator areas” in the first paragraph.
3. Section 9 is amended by substituting “or area reserved for spectators or participants” for “or other spectator areas”.
4. This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

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Gouvernement du Québec

### O.C. 843-2001, 27 June 2001

Environment Quality Act  
(R.S.Q., c. Q-2)

#### Burial of contaminated soils

Regulation respecting the burial of contaminated soils

WHEREAS, under paragraphs *a, c, d, e, g, h, h.1, h.2, j, m* and *n* of section 31, paragraphs *d, e* and *f* of section 31.52, amended by section 10 of chapter 75 of the Statutes of 1999, paragraphs 1, 2, 5, 6 and 7 of section 70, replaced by section 29 of chapter 75 of the Statutes of 1999, and sections 86, 109.1 and 124.1 of the Environment Quality Act (R.S.Q., c. Q-2), the Government may make regulations on the matters set forth therein;

WHEREAS, under section 12 of the Regulations Act (R.S.Q., c. R-18.1), a proposed regulation may be made without having been published as provided for in section 8 of that Act where the authority making it is of the opinion that the urgency of the situation requires it;

WHEREAS, under section 18 of the same Act, a regulation may come into force on the date of its publication in the *Gazette officielle du Québec* where the authority that has made it is of the opinion that urgency of the situation requires it;

WHEREAS, under sections 13 and 18 of the same Act, the reason justifying the absence of prior publication and such coming into force shall be published with the regulation;

WHEREAS the Government is of the opinion that the urgency due to the following reasons justifies the absence of prior publication and an immediate coming into force of the Regulation respecting the burial of contaminated soils:

— considering the considerable increase in the volumes of highly contaminated soils buried, it is necessary to limit the burial of contaminated soils of any origin and to put into force the new rules respecting the burial of soils as soon as possible;

IT IS ORDERED, therefore, upon the recommendation of the Minister of the Environment:

THAT the Regulation respecting the burial of contaminated soils, attached to this Order in Council, be made.

*Le greffier du Conseil exécutif,*  
JEAN ST-GELAIS

#### Regulation respecting the burial of contaminated soils

Environment Quality Act  
(R.S.Q., c. Q-2, s. 31, pars. *a, c, d, e, g, h, h.1, h.2, j, m* and *n*, s. 31.52, pars. *d, e* and *f*, s. 70, pars. 1, 2, 5, 6 and 7, s. 86, s. 109.1 and s. 124.1; 1999, c. 75, ss. 10 and 29)

#### CHAPTER I SCOPE

1. This Regulation determines the conditions or prohibitions applicable to the layout and operation of contaminated soil burial sites referred to in section 2, as well as the conditions applicable to their closure and their post-closure follow-up.

\* The Regulation respecting lay-out standards for establishments, approved by Order in Council 1989-82 dated 2 September 1982 (1982, *G.O.* 2, 3159), was last amended by the Regulation approved by Order in Council 1050-2000 dated 24 August 2000 (2000, *G.O.* 2, 4492). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000, updated to 1 November 2000.

2. This Regulation governs the establishment or extension of a site used, in whole or in part, for the final disposal of soils that contain one or several substances with a concentration lower than the limits in Schedule I and the final disposal of such soils in disposal sites already established and for which no certificate of authorization was issued allowing the disposal. For the purposes of this paragraph, the extension of a site used for the final disposal of the above-mentioned soils includes any alteration that increases the disposal capacity of that site.

The establishment or extension on the land of a site used exclusively for the final disposal of contaminated soils extracted from such land under rehabilitation work authorized under the Environment Quality Act (R.S.Q., c. Q-2) are exempt from the application of sections 10, 15, 16, 19, 21, 23, 40, 42, 48 to 55 and 64 to 66.

For the purposes of this Regulation, sediments extracted from a watercourse or body of water constitute soils.

## CHAPTER II CONTAMINATED SOIL BURIAL SITES

### DIVISION I GENERAL

3. Storage of contaminated soils with a view to their final disposal is allowed only on the land of origin, under rehabilitation work, or in an authorized burial site under the Act.

4. The following may not be disposed of in contaminated soil burial sites:

(1) soils that contain one or several substances with concentrations equal to or greater than the limits in Schedule I except

(a) if they are discharged in a site referred to in the second paragraph of section 2;

(b) the soils from which at least 90% of the substances initially present in the soils were removed by means of a treatment authorized under the Act and, in the case of removed metals and metalloids, only if they were stabilized, fixed or solidified by an authorized treatment;

(c) where a detailed report proves that a substance present in the soils may not be removed in a proportion of 90% following an authorized optimal treatment and there is no available technique for that purpose.

(2) soils having more than 50 mg of PCB per kilogram of soil;

(3) soils that, after segregation, contain more than 25% of residual materials;

(4) soils containing explosive or radioactive materials within the meaning of section 3 of the Regulation respecting hazardous materials made by Order in Council 1310-97 dated 8 October 1997, or materials incompatible, physically or chemically, with the materials making up the burial site; and

(5) contaminated soils containing a free liquid, according to a standard test carried out by a laboratory accredited by the Minister under section 118.6 of the Act.

### DIVISION II LAYOUT

#### §1. *General layout conditions*

5. A contaminated soil burial site must be located at less than one kilometre upstream from any water intake used to supply a municipal waterworks or a waterworks system operated by the holder of a permit issued under section 32.1 of the Act.

The distance prescribed by the first paragraph shall be measured from the inside limit of the buffer zone that must surround any contaminated soil burial site under section 10.

6. It is prohibited to lay out a contaminated soil burial site in the flood zone of a watercourse or body of water, where such zone is located within the 100-year flood plain.

“100-year flood plain” means the line that corresponds to the limit line of flood likely to occur once every one hundred years.

7. It is prohibited to lay out a contaminated soil burial site where ground movement is likely to occur.

8. Laying out a contaminated soil burial site on a land within the supply area of a ground water collection system intended for the supply of a municipal waterworks or a waterworks system operated by the holder of a permit issued under section 32.1 of the Act or used for the production of spring water or mineral water within the meaning of the Regulation respecting bottled water (R.R.Q., 1981, c. Q-2, r. 5) is also prohibited.

It is also prohibited to lay out a contaminated soil burial site on land underneath which there is free ground water having a high aquifer potential. A high aquifer potential exists where pumping tests show that at least 25 cubic metres of water per hour may be drawn, on a permanent basis, from the same interceptor well.

9. The maximum height of the final cover of the contaminated soil burial site shall be limited by a maximum slope of 30% and the obligation to maintain the periphery of the burial site at the same level as that of the surrounding soil. Moreover, the contaminated soil burial site must fit into the surrounding landscape.

10. A contaminated soil burial site shall include, on its periphery, a buffer zone at least 50 metres wide intended to safeguard the isolation of the site, to mitigate the nuisances thereof and to allow the carrying out of corrective work. There shall be no watercourse or body of water in that zone.

## §2. Tightness

11. In order to prevent soil and ground water from being contaminated, contaminated soil burial sites may only be laid out on lands where the unconsolidated deposits on which the contaminated soils will be deposited are composed on their beds and walls of a natural homogenous layer having on a permanent basis a hydraulic conductivity equal to or less than  $1 \times 10^{-6}$  cm/s at least three metres thick.

The zone on which the contaminated soils will be deposited shall be equipped, on their beds and walls, with an impermeabilization system with a double liner made up as follows:

(1) a bottom protection level made up of an impermeable synthetic membrane of a high-density polyethylene type or having equivalent characteristics at least 1.5 millimetres thick, installed on the layer of unconsolidated deposits;

(2) a top protection level made up of an impermeable synthetic membrane of a high-density polyethylene type or having equivalent characteristics at least 1.5 millimetres thick.

The natural layer and the above-mentioned impermeable membranes must be laid out so as to have a slope of at least 2% to allow the flow, by gravity, of leachates towards the drains.

## §3. Collection and treatment of leachates

12. Contaminated soils burial sites must be equipped with a system that collects all the leachates and drains them towards a treatment unit or a tight reservoir sheltered from precipitation water in order to establish their quality before discharging them.

“Leachate” means any liquid or filtrate that has percolated through the contaminated soils.

For the purposes of the first paragraph, a leachate collection system must be installed on the bed of the burial site over the impermeable membrane. The system must be designed so that the maximum height of the liquid likely to accumulate on the bed of the burial site may not be greater than 30 centimetres.

Another system to collect and discharge leachates, intended to detect leakage, must be laid out between the two impermeable membranes. The layout of the collection system must allow for monitoring separate from the other collection systems.

## §4. Collection of gas

13. Contaminated soil burial sites must be equipped with a system that collects and samples all gas present in the soils.

## §5. Collection of surface water

14. Contaminated soil burial sites must be equipped with a surface water collection system that prevents the water from being in contact with the soils deposited there or from penetrating into the zone where the soils are deposited.

## DIVISION III OPERATION

### §1. General operating conditions

15. The operator of a contaminated soil burial site is required to check if the soils that enter the site may be received. For that purpose, the operator must, for any load of soils, ask and record in an annual operation register

(1) the name and address of the owner of the soils and the name of the carrier;

(2) the nature of substances present in the soils and their concentration value;



- (3) the origin of the soils;
- (4) the quantity of soils, expressed in weight (metric tonne);
- (5) the date on which they were received.

The operator must, before receiving contaminated soils, confirm the nature and the concentration values of substances present in the soils, among those in Schedule I, by means of an analysis report including a number of representative samples that allows to check if they may be received. The report shall be certified by a laboratory accredited by the Minister under section 118.6 of the Act and be attached to the operation register.

Moreover, the operator must, when receiving soils, have a certain number of samples analyzed to validate the aforementioned reports. The data will be attached to the register. To that end, a sampling and analysis program including the collection method and the number of samples required per unit of measurement of volume shall accompany the application for a certificate of authorization.

The operation registers and their schedules shall be kept on the site during its operation; after the site is closed, they shall be kept by the operator for a minimum of five years following the date the site is closed.

**16.** Contaminated soils must be spread and compacted. Removed, stabilized, fixed and solidified metals and metalloids, referred to in subparagraph *b* of paragraph 1 of section 4, must be set aside in the burial zone.

**17.** Contaminated soils must be deposited so as to prevent precipitation water in contact with the soils from contaminating uncontaminated water. Areas that were operated are successively filled up and the final cover prescribed in section 38 may be carried out.

**18.** Leachate collection and treatment systems, systems for the collection of surface water, systems for the collection of gas and the ground water monitoring facilities referred to in section 33 must at all times be kept in working order; for that purpose, they shall be subject to tests and maintenance or cleaning work depending on the frequency agreed upon when the certificate of authorization was issued. The components of the leachate treatment system must be tight.

**19.** Any contaminated soil burial site must be equipped with the following at the entrance:

(1) a conspicuous sign that indicates that the site is a contaminated soil burial site, the name and address of the operator and the hours of operation;

(2) a gate or any other device that prevents access to the site outside the hours of operation or in the absence of an authorized person.

**20.** The operator of a contaminated soil burial site must take the necessary measures to prevent the scattering of dust on the site and the surrounding area.

**21.** The operator of a contaminated soil burial site shall prepare, for each year of operation, a report containing

(1) a compilation of data collected pursuant to subparagraphs 2, 3 and 4 of the first paragraph of section 15 relating to the nature of contamination, coordinates of the site of origin of the soils and quantity of buried contaminated soils;

(2) a plan and data stating the progression, on the site, of the contaminated soil burial operations, the filled zones, those in operation and the depository capacity still available; and

(3) a summary of the data collected following sampling, analysis and measure plans and a summary of work carried out pursuant to sections 28, 30 to 33, 35 and 36, where applicable.

The report must be provided to the Minister in January of each year.

## **§2. Leachates**

**22.** Leachates and water collected by any collection system with which a contaminated soil burial site is equipped may be discharged in the environment only if they comply with the values established when the certificate of authorization was issued.

Any discharge in the hydrographic surface network or in a storm sewer network must be carried out without batch shockload on the receiving body of water.

**23.** In order to restrict access thereto, leachate treatment facilities must be located inside a building or be surrounded by a fence

**24.** Any dilution of leachates is prohibited with the exception of that caused by direct atmospheric precipitation.

### §3. Ground water

25. The quality of the ground water on the land must be determined before the implementation of the contaminated soil burial site for the substances referred to in section 29. The values obtained this way will be used as an action level for the purposes of section 36.

26. A monitoring network must be laid out near the burial sites and at the limits of the land to monitor the quality of ground water upstream and downstream from the facilities of the contaminated soil burial site. The location of the wells over the land and their depth will take into account the hydrogeological conditions.

### §4. Gas

27. Gas collected by the collection system with which a contaminated soil burial site is equipped may be discharged in the environment only if they comply with the values established at the time the certificate of authorization was issued.

### §5. Monitoring and supervision measures

28. The concentration and flow of gas must be measured at the outlet of the gas collection system of a contaminated soil burial site. Gas that may be present in soils shall be identified at the time the certificate of authorization is issued and the frequency at which it is measured shall also be indicated.

29. Parameters to be measured and substances to be analysed in ground water, leachates and surface water pursuant to sections 25 and 30 are those identified in Schedule II except for the establishments and extensions on the land of a site used exclusively for the final deposit of contaminated soils extracted from that land within the context of rehabilitation work authorized under the Act, in which case, the parameters to be measured and the substances to be analysed are those established in the beginning according to the contaminants likely to be present in the soils.

30. At least once a year, in the spring or fall, the operator of a contaminated soil burial site must take a grab sample of the leachates present in the collection system installed on the bed of the burial site and in the collection system laid out between the two impermeable membranes. The samples must be analysed for the parameters and substances referred to in section 29.

The quantity of leachates present in the collection system between the two impermeable membranes shall be measured twice a year, in the spring and fall.

31. The operator of a contaminated soil burial site must take a sample of water at the outlet of the treatment system or reservoir referred to in section 12, before each discharge in the environment and have them analysed for the parameters and substances referred to in section 30.

32. At least twice a year, in the spring and fall, the operator of a contaminated soil burial site must take grab samples of the surface water collection system. The samples must be analysed for the parameters and substances referred to in section 30.

33. At least three times a year, in the spring, summer and fall, the operator of a contaminated soil burial site must take a ground water sample in each of the monitoring wells located in the surroundings of the facilities to quantify each of the substances detected in the leachates collected in the preceding sampling plans. Where contaminants are detected, the operator must take a ground water sample in each of the monitoring wells located at the limits of the land and have them analysed for the same contaminants.

During sampling, the piezometric level of ground water shall also be measured.

34. Leachate, surface water and ground water samples taken pursuant to sections 25 and 30 to 33 must be analysed by a laboratory accredited by the Minister under section 118.6 of the Act. The operator must keep the analysis report produced by the laboratory for at least five years after the closure of the site.

35. At least once a year, the operator of a contaminated soil burial site must check the effectiveness and tightness of the collection systems and the leachate treatment system provided for in this subdivision. The report on the analyses related to the effectiveness of the treatment must be kept by the operator for at least five years from the date on which it was produced.

36. Where the values established according to section 25 are not complied with, the operator must, within fifteen days following the day on which he is aware thereof, inform the Minister in writing and notify him of the measures he has taken or intends to take the remedy the situation.

## DIVISION IV ENSURING AND MONITORING QUALITY

37. A certified and independent professional must supervise the carrying out of development and final cover work of contaminated soil burial sites. He must, in particular, check the compliance of the material and

equipment used. The professional must provide the Minister, as soon as the site is completely laid out, with a report on his activities, attesting, if applicable, to the compliance of the facility with the standards applicable or indicating the elements that do not comply with the standards and the corrective measures to be taken.

## **DIVISION V**

### **FINAL COVER AND CLOSURE**

**38.** The final cover of a contaminated soil burial site consists of superposed layers and must comprise, from the bottom up,

(1) an impermeable layer consisting of

(a) the superposition of a layer of clay and an impermeable synthetic membrane of a high density polyethylene type or having equivalent characteristics at least 1.5 millimetres thick. Clay must have, on a permanent basis, a minimum hydraulic conductivity equal to or less than  $1 \times 10^{-7}$  cm/s at least 60 centimetres thick after compaction; or

(b) the superposition of two impermeable synthetic membranes of a high density polyethylene type or having equivalent characteristics at least 1.5 millimetres thick separated by an adequate protection layer.

If there is a physical or chemical size inconsistency between the contaminated soils and the impermeable layer, a transition zone consisting of a layer of soil at least 15 centimetres thick, a geotextile or the equivalent must be laid out;

(2) a drainage layer at least 60 centimetres thick after compaction having a hydraulic conductivity equal to or greater than  $1 \times 10^{-3}$  cm/s or the equivalent;

(3) a protective layer consisting of soil having the characteristics and thickness that can protect the impermeable layer against frost and biointrusions. The layer may comprise the drainage layer and the layer of soil suitable for vegetation;

(4) a layer of soil suitable for vegetation, at least 15 centimetres thick, must be sown in such way that revegetation takes place within one year. Notwithstanding the foregoing, the vegetation must not be made by means of species liable to damage the impermeable layer.

The final cover must have a slope of at least 2% and no more than 30% to enable the flow by gravity of runoff outward the deposit sites, while limiting soil erosion.

**39.** Holes, faults and subsidence must be filled until the soil disposal sites are completely stabilized so as to prevent water from accumulating on the different cover layers or from percolating through the site.

**40.** The operator must, 60 days before the end of the soil burial operations, forward the Minister a notice confirming the date on which the contaminated soil burial site will close; that date must not exceed one year following the end of burial operations.

**41.** Within six months following the date on which the contaminated soil burial site has been closed, the operator shall forward the Minister a closing statement that he will have prepared by certified and independent professionals attesting to

(1) the working order, effectiveness and reliability of the equipment and systems with which the contaminated soil burial site is equipped;

(2) the compliance of the contaminated soil burial site with the provisions of this subdivision and with the provisions of the certificate of authorization respecting the final cover of buried contaminated soils and the integration of the site to the surroundings.

Moreover, the closing statement must include

(1) the evaluation of all the follow-up data gathered during the operation and a summary of the data taking into account all the contaminants present in the buried soils;

(2) a post-closure follow-up and monitoring program comprising the location of sampling and measuring points, the frequency of sampling and measuring, the parameters to be measured and the substances to be analysed for five years following the closure.

The closing statement shall specify, if any, the cases in which the provisions of this subdivision are not abided by and shall indicate the corrective measures to be taken.

**42.** The following must be found at the entrance of a closed contaminated soil burial site:

(1) a conspicuous sign that indicates that the site is closed and that the disposal of contaminated soils is henceforth prohibited;

(2) a gate or any other device that prevents access to the site by the public.

## DIVISION VI POST-CLOSURE PERIOD

43. The obligations prescribed by the provisions of the preceding subdivisions of Chapter II of this Regulation shall continue to apply, *mutatis mutandis* and except for the following provisions, to any contaminated soil burial site referred to in section 2 that is closed for at least 30 years.

After the site is closed, the owner is responsible, particularly,

(1) for the maintenance of the integrity of the final cover of contaminated soils;

(2) for the monitoring and maintenance of leachate collection and treatment equipment, follow-up and monitoring equipment for surface and ground water and gas collection system;

(3) for the carrying out of the sampling, analysis and measuring plans, pertaining to leachates, surface water, ground water and gas.

44. At least three months before the end of the fifth year following the date on which the site was closed, a complete evaluation of the follow-up and monitoring data gathered during that period must be recorded in a report and forwarded to the Minister. The report will include a summary of the evaluation and an up-to-date follow-up and monitoring program for the period including the five following years.

45. The re-evaluation of the follow-up and monitoring program must be made and forwarded to the Minister at least three months before the end of the tenth year and then, on the basis of the data gathered, at a frequency that may be no more than five years.

The list of substances to be analysed may be revised and modified after each five-year period from the results obtained during that period.

46. The follow-up and monitoring program will include the analysis of all the substances in Schedule II at least every five years from the fifth year, except for the sites referred to in the second paragraph of section 2, in which case the parameters to be measured and the substances to be analyzed shall be those established first depending on the contaminants likely to be present in the soil.

47. No later than the third trimester of the 29th post-closure year, the owner of the contaminated soil burial site must have a certified and independent professional

prepare an assessment of the burial site and where applicable, its impact on the environment and have it forwarded to the Minister.

The owner of the contaminated soil burial site shall be released from the obligations imposed upon him under paragraph 3 of section 43 where the assessment proves that the burial site remains in every way in accordance with the standards applicable and that it is no longer likely to be a source of contamination.

In the opposite case, the obligations prescribed by section 43 for the post-closure period shall continue to apply for as long as the owner of the site is unable to obtain from the Minister a certificate of release issued under the conditions provided for in the second paragraph.

## CHAPTER III SECURITY

48. The operation of a contaminated soil burial site is subject to the setting up, by the operator or by a third party on the operator's behalf, of a security intended to ensure, during the operation and on closure, the discharge of the obligations that the operator must meet under the Environment Quality Act and this Regulation.

The Minister may use the security referred to in the first paragraph where the operator fails to discharge the obligations that he must meet. The security may also be used where the operator becomes bankrupt or, if the operator is a legal person, in case of winding-up of the legal person.

The amount of the security shall correspond to two dollars per metric tonne according to the authorized maximum contaminated soil burial capacity.

49. An amount equal to 10% of the amount of the security must be provided to the Minister before the beginning of the operation. Moreover, a proportional amount established according to the volumes of buried soils in comparison with the authorized volume of soils equivalent to two dollars per metric tonne will be provided to the Minister in January of each year according to the data gathered pursuant to section 21.

50. The proportional amount referred to in section 49 will be decreased in a manner proportional to the work already done pursuant to sections 37 and 38.

51. The security shall be provided

(1) in cash, by bank draft or by certified cheque made out to the Minister of Finance;

(2) by bearer warrants issued or guaranteed by Québec, Canada or another Canadian province, the United States of America or one of the member States, the International Bank for Reconstruction and Development, a municipality or a school board in Canada or a fabrique in Québec;

(3) by a surety or bond, with stipulation of a deed and a waiver of the benefits of discussion and division, subscribed to a legal person authorized to stand security under the Bank Act (S.C., 1991, c. 46), the Act respecting trust companies and savings companies (R.S.Q., c. S-29.01), the Act respecting insurance (R.S.Q., c. A-32) or the Act respecting financial services co-operatives (2000, c. 29); or

(4) by an irrevocable letter of credit issued by a banking institution or by a savings and credit union.

52. The amounts of money, drafts, cheques or warrants provided as security are deposited with the Minister of Finance, pursuant to the Deposit Act (R.S.Q., c. D-5) for the duration of the operation and until the expiry of the period specified in section 55 or following the revocation or the transfer of the certificate of authorization, according to the first possibility.

53. A security provided in the form of surety, a bond or a letter of credit shall have a term of not less than 12 months. Not less than 60 days before the expiry of the guarantee, its holder shall forward his renewed security to the Minister of the Environment, or any other security meeting the requirements prescribed by sections 48 and 51.

The security shall also contain a clause setting at not less than 12 months after its expiry or, as the case may be, after its revocation, rescission or cancellation, according to the first possibility, the time period for filing a claim based on the operator's failure to perform his actions.

Any clause of revocation, rescission or cancellation of a security may take effect only in return for a notice sent by registered or certified mail to the Minister at least 60 days prior to the expiry of the security. At the time of the taking of effect of such a clause, if another security complying with the requirements prescribed in this Regulation has not been forwarded to the Minister, the operator may not pursue his activity until he has settled the question.

54. Before using the security, the Minister must give the operator 60 days advance notice. Upon the expiry of that time limit, the Minister may use the security to carry out the final cover and to rehabilitate the site

according to the requirements of this Regulation unless the operator has, in the meantime, already begun the required work.

Where the operator does not complete the required work, the Minister may give another 60 days advance notice and use the security in accordance with section 48.

55. An amount corresponding to 75% of the security shall be given to the operator at the time the site closes, when the Minister certifies that the operator complies with all the applicable provisions in Chapter II, and the balance shall be given to him after five years according to the same requirements.

#### CHAPTER IV CERTIFICATE OF AUTHORIZATION

56. No one may establish or alter a contaminated soil burial site without holding the titles of ownership of the land where the site and the systems necessary to operate the burial site are located.

57. The applications for the authorization referred to in section 31.1 of the Environment Quality Act must be accompanied by the payment, in cash or by certified cheque made out to the Minister of Finance, of the duties payable for their process, which shall be fixed as follows:

#### TARIFF FOR OBTAINING AN AUTHORIZATION

Type of site	Implementation or extension	Alteration without extension
Contaminated soil burial site	\$1200	\$600

The duties shall be adjusted on 1 January of each year on the basis of the rate of increase in the Consumer Price Index for Canada established by Statistics Canada; the rate shall be calculated by establishing the difference between the average of the monthly indexes for a 12-month period ending on 30 September of the preceding year and the average of the monthly indexes for the period equivalent to the second preceding year. The Minister of the Environment shall publish the result of the indexing in the *Gazette officielle du Québec* before 1 January of each year.

#### CHAPTER V PENAL

58. Every contravention of the provisions of sections 3, 15, 16, 19, 20, 21, 23, 27, 35, 36 and 39 to 42 makes the operator of the facility liable to a fine

- (1) of \$500 to \$5000 in the case of a natural person ;
- (2) of \$1000 to \$20 000 in the case of a legal person.

59. Every contravention of the provisions of sections 5 to 10, 14, 17, 18, 24, 25, 31 to 34, 37, 44 to 46 and 48 to 53 makes the operator of the facility liable to a fine

- (1) of \$2000 to \$15 000 in the case of a natural person ;
- (2) of \$5000 to \$100 000 in the case of a legal person.

60. Every contravention of the provisions of sections 4, 11 to 13, 22, 38 and 47 makes the operator of the facility liable to a fine

- (1) of \$10 000 in the case of a natural person ;
- (2) of \$25 000 to \$500 000 in the case of a legal person.

61. A person who introduces in a contaminated soil burial site materials that, within the meaning of this Regulation, may not be received therein is also liable to the penalties provided for in section 60.

62. Where, under section 43, the provisions of this Regulation are made applicable to a contaminated soil burial site after the date of its closure, every contravention of those provisions committed after that date makes the owner of the facility liable to the penalties provided for in sections 58 to 61, as the case may be.

63. In the case of a subsequent offence, the fines prescribed by sections 58 to 62 shall be doubled.

## CHAPTER VI MISCELLANEOUS PROVISIONS

64. Where, in Québec, there is no laboratory accredited for the analysis of a substance referred to in section 15, the analysis report required under that section must be prepared by a laboratory recognized by an authority competent in that field until a laboratory is accredited for the analysis of that substance in Québec. From that moment on, only the analysis reports prepared by a laboratory accredited under section 118.6 of the Act are accepted.

65. In contaminated soil burial sites in operation on 11 July 2001, the zones that, in accordance with authorizations granted before that date, receive contaminated soils after that same date shall be, under the conditions and within the periods set out in section 66, governed by the provisions of this Regulation.

66. The operator of a contaminated soil burial site in operation on 11 July 2001 shall benefit from a six-month period, from that date, to comply with the applicable obligations of this Regulation and to provide a guarantee complying with the third paragraph of section 48.

67. The provisions of this Regulation also apply to the immovables included in a reserved area or in an agricultural zone established in accordance with the Act respecting the preservation of agricultural land and agricultural activities (R.S.Q., c. P-41.1).

68. Subparagraph 1 of paragraph *e* of section 1 of the Regulation respecting solid waste (R.R.Q., 1981, c. Q-2, r. 14) is amended by inserting the words “, products resulting from the treatment of contaminated soils by a stabilization, fixation and solidification process” after the word “hydrocarbons”.

69. Section 54 of the same Regulation is amended by striking out “and a maximum of 100m<sup>3</sup> of earth and sand impregnated with less than 5% by weight of hydrocarbons per period of 4 consecutive months”.

70. This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

## SCHEDULE I (ss. 4 and 15)

SUBSTANCES	LIMITS mg/kg of dry matter (ppm)
<b>Inorganic</b>	
<b>Metals/Metalloids</b>	
Silver (Ag)	200
Arsenic (As)	250
Barium (Ba)	10 000
Cadmium (Cd)	100
Chromium (Cr)	4000
Cobalt (Co)	1500
Copper (Cu)	2500
Tin (Sn)	1500
Manganese (Mn)	11 000
Mercury (Hg)	50

SUBSTANCES	LIMITS mg/kg of dry matter (ppm)
Molybdenum (Mo)	200
Nickel (Ni)	2500
Lead (Pb)	5000
Selenium (Se)	50
Zinc (Zn)	7500
<b>Other inorganic compounds</b>	
Available bromide (Br <sup>-</sup> )	1500
Available cyanide (CN <sup>-</sup> )	300
Total cyanide (CN <sup>-</sup> )	5900
Available fluoride (F <sup>-</sup> )	10 000
<b>Organic</b>	
<b>Monocyclic aromatic volatile organic compounds</b>	
Benzene	5
Chlorobenzene	10
Ethylbenzene	50
<i>m</i> -Dichlorobenzene	10
<i>o</i> -Dichlorobenzene	10
<i>p</i> -Dichlorobenzene	10
Styrene	50
Toluene	30
Xylenes	50
<b>Chlorinated aliphatic volatile organic compounds</b>	
Bromodichloromethane	150
2-Chloro-1,3-butadiene	2.8
3-Chloropropylene	300

SUBSTANCES	LIMITS mg/kg of dry matter (ppm)
Chlorodibromomethane	150
Chloroethane	60
Chloroform or trichloromethane	50
Chloromethane or methyl chloride	300
Methylene chloride or dichloromethane	50
Vinyl chloride	60
1,2-Dibromo-3-chloropropane	150
1,1-Dichloroethane	50
1,1-Dichloroethylene	50
1,2-Dichloroethylene (cis and trans)	50
1,2-Dichloroethane	50
1,2-Dichloropropane	50
1,3-Dichloropropylene (cis and trans)	50
Dichlorodifluoromethane	72
Hexachlorobutadiene	56
Hexachloroethane	300
Pentachloroethane	60
1,1,1,2-Tetrachloroethane	60
1,1,2,2-Tetrachloroethane	50
Tetrachloroethylene or perchloroethylene	50
Carbon tetrachloride	50
1,1,1-Trichloroethane	50
1,1,2-Trichloroethane	50
1,2,3-Trichloropropane	300
Trichloroethylene	50
Trichlorofluoromethane	300
<b>Non-chlorinated phenolic compounds</b>	
2,4-Dimethylphenol	140

SUBSTANCES	LIMITS mg/kg of dry matter (ppm)	SUBSTANCES	LIMITS mg/kg of dry matter (ppm)
<i>m</i> -Cresol	56	<b>Polycyclic aromatic hydrocarbons</b>	
<i>o</i> -Cresol	56	Acenaphthene	100
<i>p</i> -Cresol	56	Acenaphthylene	100
<i>o</i> -Nitrophenol or 2-Nitrophenol	130	Anthracene	100
<i>p</i> -Nitrophenol or 4-Nitrophenol	290	Benzo(b+j+k)fluoranthene	136
Phenol	62	Benzo(a)anthracene	34
		Benzo(a)pyrene	34
<b>Chlorinated phenolic compounds</b>		Benzo(c)phenanthrene	56
2-Chlorophenol	57	Benzo(g,h,i)perylene	18
3-Chlorophenol	57	2-Chloronaphthalene	56
4-Chlorophenol	57	Chrysene	34
2,3-Dichlorophenol	140	Dibenzo(a,h)anthracene	82
2,4-Dichlorophenol	140	Dibenzo(a,h)pyrene	34
2,5-Dichlorophenol	140	Dibenzo(a,i)pyrene	34
2,6-Dichlorophenol	140	Dibenzo(a,l)pyrene	34
3,4-Dichlorophenol	140	7,12-Dimethylbenzo(a)anthracene	34
3,5-Dichlorophenol	140	Fluoranthene	100
<i>p</i> -Chloro- <i>m</i> -cresol	140	Fluorene	100
Pentachlorophenol	74	Indeno(1,2,3-cd)pyrene	34
2,3,4,5-Tetrachlorophenol	74	Methylnaphthalenes ( <i>each</i> )	56
2,3,4,6-Tetrachlorophenol	74	3-Methylcholanthrene	150
2,3,5,6-Tetrachlorophenol	74	Naphthalene	56
2,3,4-Trichlorophenol	74	Phenanthrene	56
2,3,5-Trichlorophenol	74	Pyrene	100
2,3,6-Trichlorophenol	74		
2,4,5-Trichlorophenol	74	<b>Non-chlorinated benzene compounds</b>	
2,4,6-Trichlorophenol	74	2,6-Dinitrotoluene	280
3,4,5-Trichlorophenol	74	2,4,6-Trinitrotoluene or TNT	280



SUBSTANCES	LIMITS mg/kg of dry matter (ppm)
<b>Chlorobenzenes</b>	
Benzal chloride or dichloromethylbenzene	60
Hexachlorobenzene	100
4,4-Methylene bis(2-chloro-aniline)	300
<i>p</i> -Chloroaniline or chloroaminobenzene	160
Pentachlorobenzene	100
Pentachloronitrobenzene	48
1,2,3,4-Tetrachlorobenzene	140
1,2,3,5-Tetrachlorobenzene	140
1,2,4,5-Tetrachlorobenzene	140
1,2,3-Trichlorobenzene	190
1,2,4-Trichlorobenzene	190
1,3,5-Trichlorobenzene	190
<b>Polychlorinated biphenyls</b>	
PCBs ( <i>summation of the congeners</i> )	50
<b>Chlorinated pesticides</b>	
2,4,5-T	79
2,4-D	100
Aldrin	0.66
alpha-BHC or hexachlorocyclohexane	0.66
beta-BHC or hexachlorocyclohexane	0.66
delta-BHC or hexachlorocyclohexane	0.66
gamma-BHC or lindane, hexachlorocyclohexane	0.66
Barban	14
Chlordane ( <i>alpha and gamma</i> )	2.6
Dieldrin	1.3

SUBSTANCES	LIMITS mg/kg of dry matter (ppm)
Endosulfan I	0.66
Endosulfan II	1.3
Endosulfan sulfate	1.3
Endrin	1.3
Endrin aldehyde	1.3
Heptachlor epoxide	0.66
Heptachlor	0.66
Formetanate hydrochloride	14
Isodrin	0.66
Kepone	1.3
Methoxychlor	1.8
<i>o,p'</i> -DDD	0.87
<i>p,p'</i> -DDD	0.87
<i>o,p'</i> -DDE	0.87
<i>p,p'</i> -DDE	0.87
<i>o,p'</i> -DDT	0.87
<i>p,p'</i> -DDT	0.87
Pronamide	15
Silvex or fenoprop	79
Thiodicarb	14
Toxaphene	26
Triallate	14
<b>Non-chlorinated pesticides</b>	
Aldicarb sulfone ( <i>summation of Aldicarb, Aldicarb sulfone and Aldicarb sulfoxide</i> )	2.8
Bendiocarb	14
Bendiocarb phenol	14
Benomyl	14

SUBSTANCES	LIMITS mg/kg of dry matter (ppm)	SUBSTANCES	LIMITS mg/kg of dry matter (ppm)
Butylate	14	Prosulfocarb	14
Carbaryl	1.4	Tebuthiuron	3600
Carbendazim	14	Thiophanate-methyl	14
Carbofuran	1.4	Tirpate	2.8
Carbofuran phenol	14	Vernolate	14
Carbosulfane	14	A2213 or oxamyl oxime	14
Dimetilan	14		
Dinoseb	25	<b>Other organic substances</b>	
Disulfoton	62	Acrylonitrile	840
Dithiocarbamates ( <i>total</i> )	280	Diethyl phtalate	280
EPTC	14	Dimethyl phtalate	280
Famphur	150	Di-n-butyl phtalate	70 000
Formparanate	14	Di-n-octyl phtalate	280
Isolan	14	Ethylene glycol	411
<i>m</i> -cumenyl methylcarbamate	14	Formaldehyde	125
Methiocarb	14	Hexachlorocyclopentadiene	24
Methomyl	1.4	Hexachloropropylene	300
Metolcarb	14	Phtalates ( <i>each, except other listed phtalates</i> )	60
Mexacarbate	14	1,1,2-Trichloro-1,2,2-trifluoroethane	300
Molinate	14	bis(2-chloroethyl)ether	60
Oxamyl	2.8	bis(2-chloroethoxy)methane	72
Parathion	46	bis(2-chloroisopropyl)ether	72
Methyl parathion	46	Butyl benzyl phtalate	280
Pebulate	14		
Phorate	46	<b>Petroleum products</b>	
Promecarb	14	Petroleum hydrocarbons C <sub>10</sub> to C <sub>50</sub>	10 000
Propham	14		
Propoxur	14	<b>Chlorinated dioxins and furans</b>	
		Summation as toxic equivalents in accordance with the following table	0.005

INTERNATIONAL TOXICITY EQUIVALENCY  
FACTORS FOR SPECIFIC  
PCDD (POLYCHLORODIBENZO-*P*-DIOXINS) AND  
PCDF (POLYCHLORODIBENZOFURANS) CONGENERS  
(NATO, 1998)

CONGENERS	TOXICITY EQUIVALENCY FACTORS
2,3,7,8-T <sub>4</sub> CDD	1
1,2,3,7,8-P <sub>5</sub> CDD	0.5
1,2,3,4,7,8-H <sub>6</sub> CDD	0.1
1,2,3,6,7,8-H <sub>6</sub> CDD	0.1
1,2,3,7,8,9-H <sub>6</sub> CDD	0.1
1,2,3,4,6,7,8-H <sub>7</sub> CDD	0.01
OCDD	0.001
2,3,7,8-T <sub>4</sub> CDF	0.1
2,3,4,7,8-P <sub>5</sub> CDF	0.5
1,2,3,7,8-P <sub>5</sub> CDF	0.05
1,2,3,4,7,8-H <sub>6</sub> CDF	0.1
1,2,3,7,8,9-H <sub>6</sub> CDF	0.1
1,2,3,6,7,8-H <sub>6</sub> CDF	0.1
2,3,4,6,7,8-H <sub>6</sub> CDF	0.1
1,2,3,4,6,7,8-H <sub>7</sub> CDF	0.01
1,2,3,4,7,8,9-H <sub>7</sub> CDF	0.01
OCDF	0.001

**SCHEDULE II**  
(ss. 29 and 46)

SUBSTANCES

METALS (and metalloids)

Aluminium (Al)

Antimony (Sn)

Antimony III (Sn III)

Silver (Ag)

Arsenic (As)

Barium (Ba)

Cadmium (Ca)

Chromium (Cr)

Chromium VI (Cr VI)

Cobalt (Co)

Copper (Cu)

Manganese (Mn)

Mercury (Hg)

Molybdenum (Mo)

Nickel (Ni)

Lead (Pb)

Selenium (Se)

Sodium (Na)

Zinc (Zn)

OTHER INORGANIC COMPOUNDS

Ammonia nitrogen (NH<sub>4</sub><sup>+</sup>)

Chlorides (Cl)

Available cyanides (CN<sup>-</sup>)

Total cyanides (CN<sup>-</sup>)

Total fluorides

Nitrate (N-NO<sub>3</sub><sup>-</sup>)

Nitrite (N-NO<sub>2</sub><sup>-</sup>)

Nitrate + Nitrite

Total phosphor (P-PO<sub>4</sub><sup>-3</sup>)

Sulfides (H<sub>2</sub>S)

VOLATILE ORGANIC COMPOUNDS

**Monocyclic aromatic hydrocarbons**

Benzene

Chlorobenzene

1,2-Dichlorobenzene

1,3-Dichlorobenzene

1,4-Dichlorobenzene

Ethylbenzene

Styrene

Toluene

Xylenes

**Chlorinated aliphatic hydrocarbons**

Chloroform

Vinyl chloride or chloroethene

1,2-Dichloroethane

1,1-Dichloroethene

1,2-Dichloroethene

1,2-Dichloroethene (trans)

Dichloromethane

1,2-Dichloropropane

1,3-Dichloropropane

1,3-Dichloropropene (cis + trans) C

1,1,2,2-Tetrachloroethane

Tetrachloroethene

Carbon tetrachloride

1,1,1-Trichloroethane

1,1,2-Trichloroethane

Trichloroethene

**PHENOLIC COMPOUNDS****Non-chlorinated***o*-Cresol*p*-Cresol

2,4-Dimethylphenol

2,4-Dinitrophenol

2-Methyl-4,6-dinitrophenol

4-Nitrophenol

Phenol

**Chlorinated**

2-Chlorophenol

3-Chlorophenol

4-Chlorophenol

2,3-Dichlorophenol

2,4-Dichlorophenol

2,5-Dichlorophenol

2,6-Dichlorophenol

3,4-Dichlorophenol

3,5-Dichlorophenol

Pentachlorophenol

2,3,4,6-Tetrachlorophenol

2,3,5,6-Tetrachlorophenol

2,4,5-Trichlorophenol

2,4,6-Trichlorophenol

Chlorophenols

**POLYCYCLIC AROMATIC HYDROCARBONS**

Acenaphthene

Anthracene

Benzo(a)anthracene

Benzo(b + j)fluoranthene

Benzo(k)fluoranthene

Benzo(a)pyrene

Chrysene

Dibenzo(a,h)anthracene

Fluoranthene

Fluorene

Indeno(1,2,3-c,d)pyrene

Naphthalene

Phenanthrene

Pyrene

**NON-CHLORINATED BENZENE COMPOUNDS**

2,4-Dinitrotoluene

2,6-Dinitrotoluene

Nitrobenzene

**CHLOROBENZENES**

Hexachlorobenzene

Pentachlorobenzene

1,2,3,4-Tetrachlorobenzene	Paraquat
1,2,4,5-Tetrachlorobenzene	Parathion
1,2,3-Trichlorobenzene	Permethrin
1,2,4-Trichlorobenzene	Phorate
Trichlorobenzenes ( <i>total</i> )	Picloram
PESTICIDES	Simazine
Atrazine and metabolites	Tebuthiuron
Azinphos-methyl	Terbufos
Bentazon	Trifluralin
Bromoxynil	2,4-D
Captan	2,4-DB
Carbaryl	PESTICIDES THAT ARE NO LONGER USED BUT STILL PERSISTING IN THE ENVIRONMENT
Carbofuran	<i>Aldicarb (summation of Aldicarb, Aldicarb sulfone and Aldicarb sulfoxide)</i>
Chlorothalonil	Aldrin
Chlorpyrifos	Chlordane
Cyanazine	Dieldrin
Deltamethrin	<i>p,p'</i> DDT
Diazinon	<i>p,p'</i> DDE
Dicamba	Endrin
Dichlorprop	Heptachlor epoxide
Dimethoate	Fenoprop or Silvex
Diquat	Heptachlor
Diuron	Methoxychlor
Endosulfan (I and II)	Mirex
Glyphosate	2,4,5-T
Lindane	OTHER ORGANIC SUBSTANCES
Malathion	Acrylonitrile
MCPA	Bis(2-chloroethyl)ether
Metolachlor	Ethylene glycol
Metribuzin	Formaldehyde
Myclobutanil	Hexachloroethane
Paraquat (dichloride)	

Pentachloroethane

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Dibutyl phtalate

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2,4,6-Trinitrotoluene or TNT

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INTEGRATING PARAMETERS

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Phenol index

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Chronic toxicity

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Acute toxicity

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Petroleum hydrocarbons C<sub>10</sub> to C<sub>50</sub>

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Gouvernement du Québec

**O.C. 865-2001**, 4 July 2001

Education Act  
(R.S.Q., c. I-13.3)

**Basic school regulation for preschool, elementary and secondary education**  
— Amendments

Regulation to amend the Basic school regulation for preschool, elementary and secondary education

WHEREAS under section 447 of the Education Act (R.S.Q., c. I-13.3), the Government may make a regulation to be known as the “basic school regulation”;

WHEREAS by Order in Council 651-2000 dated 1 June 2000, the Government made the Basic school regulation for preschool, elementary and secondary education;

WHEREAS it is expedient to amend the Basic school regulation for preschool, elementary and secondary education;

WHEREAS in accordance with section 458 of the Education Act, a draft Regulation attached to this Order in Council was submitted to the Conseil supérieur de l'éducation and an advice was forwarded to the Minister;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the draft Regulation was published in Part 2 of the *Gazette officielle du Québec* of 4 April 2001 with a notice that it could be made by the Government upon the expiry of 45 days following that publication;

WHEREAS comments were made following that publication;

WHEREAS it is expedient to make the Regulation with amendments;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Education:

THAT the Regulation to amend the Basic school regulation for preschool, elementary and secondary education, attached to this Order in Council, be made.

JEAN ST-GELAIS,  
*Clerk of the Conseil exécutif*

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**Regulation to amend the Basic school regulation for preschool, elementary and secondary education\***

Education Act  
(R.S.Q., c. I-13.3, s. 447)

1. Section 4 of the Basic school regulation for preschool, elementary and secondary education is amended as follows:

(1) the following is substituted for paragraph 2:

“(2) student life services designed to foster students’ autonomy and sense of responsibility, their moral and spiritual dimensions, their interpersonal and community relationships, as well as their feeling of belonging to the school;”;

(2) paragraph 5 is revoked.

2. Section 5 is amended by adding the following paragraph 12:

“(12) services in spiritual care and guidance and community involvement.”.

3. Subparagraph 4 of the second paragraph of section 9 is revoked.

4. The following is substituted for the first paragraph of section 22:

“22. In elementary education, the following subjects are compulsory and the number of hours per week is suggested:

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\* The Basic school regulation for preschool, elementary and secondary education was made by Order in Council 651-2000 dated 1 June 2000 (2000, *G.O.* 2, 2593).

CYCLE ONE Grades 1 and 2		CYCLES TWO AND THREE Grades 3, 4, 5 and 6	
Compulsory subjects	Time	Compulsory subjects	Time
Language of instruction	9 h	Language of instruction	7 h
Mathematics	<u>7 h</u>	Mathematics	<u>5 h</u>
	16 h		12 h
French, second language		Second language (French or English)	
Arts education :		Arts education :	
Two of the four following subjects :		Two of the four following subjects :	
Drama		Drama	
Visual Arts		Visual Arts	
Dance		Dance	
Music		Music	
Physical education and health		Physical education and health	
Moral education or Moral and religious instruction		Moral education or Moral and religious instruction	
		Geography, history and citizenship education	
		Science and technology	
Unapportioned time	<u>7.5 h</u>	Unapportioned time	<u>11.5 h</u>
TOTAL	23.5 h	TOTAL	23.5 h

”.

5. The following is substituted for the first paragraph of section 23 :

“23. In secondary education, the compulsory subjects, the number of credits per compulsory subject and the number of credits for elective subjects are the following :

CYCLE ONE						CYCLE TWO			
Secondary I		Secondary II		Secondary III		Secondary IV		Secondary V	
Compulsory subjects	Credits	Compulsory subjects	Credits	Compulsory subjects	Credits	Compulsory subjects	Credits	Compulsory subjects	Credits
French, language of instruction	8	French, language of instruction	8	French, language of instruction	8	Language of instruction	6	Language of instruction	6
English, second language	4	English, second language	4	English, second language	4	Second language	4	Second language	4
						Mathematics	4	Mathematics	4
English, language of instruction	6	English, language of instruction	6	English, language of instruction	6	History and citizenship education	4		
French, second language	6	French, second language	6	French, second language	6			Understanding of the contemporary world	4
						Science and technology	4		
Mathematics	6	Mathematics	6	Mathematics	6	Physical education and health	2	Physical education and health	2
History and citizenship education	3	History and citizenship education	3	History and citizenship education	4	Ethics and religious culture	2		
Geography	3	Geography	3	Science and technology	6				
Science and technology	4	Science and technology	4	Physical education and health	2				
Physical education and health	2	Physical education and health	2	Arts education	2				
Moral education or moral and religious instruction	2	Moral education or moral and religious instruction	2						



CYCLE ONE				CYCLE TWO					
Secondary I		Secondary II		Secondary III		Secondary IV		Secondary V	
Compulsory subjects	Credits	Compulsory subjects	Credits	Compulsory subjects	Credits	Compulsory subjects	Credits	Compulsory subjects	Credits
Arts education:		Arts education:							
Two of the four following subjects:		Two of the four following subjects:							
Drama	2	Drama	2						
Visual Arts	2	Visual Arts	2						
Dance	2	Dance	2						
Music	2	Music	2						
				Elective subjects	Credits	Elective subjects	Credits	Elective subjects	Credits
				Modern languages or Local program	4		10		16
TOTAL	36	TOTAL	36	TOTAL	36	TOTAL	36	TOTAL	36

6. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec* except for the provisions of paragraph 2 of section 1 with respect to preschool and elementary level students and those of section 5 which come into force on 1 July 2002.

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Gouvernement du Québec

Election Act  
(R.S.Q., c. E-3.3)

**Authenticity of documents issued by the Chief Electoral Officer and delegation of signing authority — Amendment**

In accordance with section 550 of the Election Act, the Committee of the National Assembly has approved without modification, on June 15, 2001, the “Regulation to amend the Regulation respecting the authenticity of documents issued by the Chief Electoral Officer and the

delegation of signing authority” which had been submitted to it by the Chief Electoral Officer of Québec.

*The Secretary General of the National Assembly,*  
PIERRE DUCHESNE

In accordance with the third paragraph of section 550 of the Election Act, the Chief Electoral Officer of Québec hereby publishes the “Regulation to amend the Regulation respecting the authenticity of documents issued by the Chief Electoral Officer and the delegation of signing authority”, which he has drafted in function of sections 550, 500 and 501 of the Election Act which was approved without modification by the Committee on the National Assembly, on June 15, 2001.

The present regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

*The Chief Electoral Officer of Québec,*  
MARCEL BLANCHET

## **Regulation to amend the Regulation respecting the authenticity of documents issued by the Chief Electoral Officer and the delegation of signing authority\***

Election Act  
(R.S.Q., c. E-3.3, ss. 500, 501 and 550; 2001, c. 2)

1. The Regulation respecting the authenticity of documents issued by the Chief Electoral Officer and the delegation of signing authority is amended by inserting the following after section 8:

“**8.1.** Returning officers are authorized, with respect to the activities under their responsibility in the performance of their duties, to sign supply contracts, contracts for the lease of immovables, contracts relating to the hiring of electoral officers and contracts for services, except contracts for legal services, insurance contracts, building contracts, except contracts for building access ramps and contracts relating to the hiring of temporary staff.”

2. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4396

**M.O., 2001**

## **Order of the Minister of Education concerning the Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges**

General and Vocational Colleges Act  
(R.S.Q., c. C-29)

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may, by regulation, establish the working conditions, classification and the maximum number of positions in each job category, remuneration, recourses and rights of appeal of the members of the staff who are not members of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Minister made the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges by Minister's Order 1-89;

WHEREAS the Minister of Education is of the opinion that it is expedient to further amend the Regulation;

The Minister of Education hereby makes the Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges attached hereto.

Québec, 21 June 2001

FRANÇOIS LEGAULT,  
*Minister of Education*

## **Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges<sup>(\*)</sup>**

General and Vocational Colleges Act  
(R.S.Q., c. C-29, s. 18.1)

1. The Regulation respecting certain conditions of employment of senior executives of general and vocational colleges is amended by replacing section 11 by the following:

“**11.** The classification of the positions of principal and academic dean shall be determined by the Minister in accordance with the method defined in the document of the Direction générale des relations du travail of June 2000 entitled “Système de classement des postes de directeur général et de directeur des études des cégeps”.

The classification defined in Schedule I of this regulation shall apply for the period from 1 April 2001 to 1 April 2003.”

2. Schedule I of the Regulation is replaced by the following:

<sup>(\*)</sup> The latest amendments made to the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges (Minister's Order 1-89 of the Minister of Higher Education and Science dated 7 December 1989 [1990, *G.O.* 2, 714]) were made by the Minister's Order of the Minister of Education dated 9 July 1999 (1999, *G.O.* 2, 3320) and the Minister's Order dated 17 May 2000 (2000, *G.O.* 2, 2895). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000, updated to 1 February 2000.

\* The Regulation respecting the authenticity of documents issued by the Chief Electoral Officer and the delegation of signing authority was approved by the Committee on the National Assembly on 20 December 2000 (2001, *G.O.* 2, 1182) and has not been amended since.

**“SCHEDULE I****DIVISION I****CLASSIFICATION OF THE POSITIONS OF PRINCIPAL FOR PURPOSES OF REMUNERATION****Class of remuneration                      Name of college**

Class 1	Édouard Montpetit Ahuntsic Vieux Montréal Sainte-Foy Maisonneuve Dawson Limoilou François-Xavier-Garneau Trois-Rivières
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Class 2	Jonquière Sherbrooke Rimouski Champlain Chicoutimi Marie-Victorin Lévis-Lauzon
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Class 3	Vanier Rosemont Montmorency Saint-Jérôme Lionel Groulx John Abbott St-Hyacinthe Gaspésie et des Îles Outaouais
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Class 4	Abitibi-Témiscamingue Bois-de-Boulogne Victoriaville Saint-Jean-sur-Richelieu Saint-Laurent
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Class 5	La Pocatière André-Laurendeau Drummondville Shawinigan Alma Région de l'Amiante Rivière-du-Loup Valleyfield Beauce-Appalaches St-Félicien
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**Class of remuneration**

Class 6

**Name of college**

Granby-Haute-Yamaska  
Matane  
Sept-Îles  
Baie-Comeau  
Sorel-Tracy  
Héritage  
Gérald-Godin

**DIVISION II****CLASSIFICATION OF THE POSITIONS OF ACADEMIC DEAN FOR PURPOSES OF REMUNERATION****Class of remuneration**

Class 1

**Name of college**

Ahuntsic  
Vieux Montréal  
Édouard Montpetit  
Sainte-Foy  
Dawson  
Maisonneuve  
Trois-Rivières  
Limoilou  
Rimouski  
Sherbrooke

Class 2

Jonquière  
François-Xavier-Garneau  
Marie-Victorin  
Montmorency  
Vanier

Class 3

Rosemont  
Chicoutimi  
Outaouais  
Champlain  
Lionel Groulx  
John Abbott  
Lévis-Lauzon  
Saint-Jérôme  
St-Hyacinthe  
Gaspésie et des Îles

Class 4

Abitibi-Témiscamingue  
Saint-Laurent  
Victoriaville  
Saint-Jean-sur-Richelieu  
André-Laurendeau

**Class of remuneration**                      **Name of college**

Class 5	Bois-de-Boulogne Drummondville Shawinigan Valleyfield La Pocatière Région de l'Amiante Beauce-Appalaches Rivière-du-Loup St-Félicien Alma Granby-Haute-Yamaska
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Class 6	Baie-Comeau Sept-Îles Matane Sorel-Tracy Héritage Gérald-Godin
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**3. Schedule II of the Regulation is amended:**

1° by inserting, after Table C, the following table:

**Table CC****Salary Scales Applicable as of 1 April 2001**

Class of remuneration		Principal	Academic Dean
6	Maximum	92 518	78 995
	Minimum	69 564	59 395
5	Maximum	95 788	81 125
	Minimum	72 021	61 001
4	Maximum	100 167	83 712
	Minimum	75 316	62 944
3	Maximum	104 744	86 390
	Minimum	78 757	64 959
2	Maximum	109 532	89 575
	Minimum	82 351	67 348
1	Maximum	114 537	94 029
	Minimum	86 121	70 696

2° by replacing Table D by the following tables:

**Table D**  
**Salary Scales Applicable as of 1 January 2002**

Class of remuneration		Principal	Academic Dean
6	Maximum	94 831	80 970
	Minimum	71 303	60 880
5	Maximum	98 182	83 153
	Minimum	73 822	62 526
4	Maximum	102 671	85 805
	Minimum	77 199	64 518
3	Maximum	107 363	88 550
	Minimum	80 726	66 583
2	Maximum	112 270	91 814
	Minimum	84 410	69 032
1	Maximum	117 401	96 380
	Minimum	88 274	72 463

**Table DD****Salary Scales Applicable as of 1 April 2002**

Class of remuneration		Principal	Academic Dean
6	Maximum	98 839	84 197
	Minimum	74 319	63 309
5	Maximum	102 565	86 467
	Minimum	77 114	65 021
4	Maximum	108 571	89 430
	Minimum	81 638	67 247
3	Maximum	114 929	92 292
	Minimum	86 417	69 400
2	Maximum	121 659	95 914
	Minimum	91 467	72 118
1	Maximum	128 784	101 917
	Minimum	96 837	76 622

3° by inserting, after Table G, the following table :

**Table GG**

**Salary scales related to the classification system used to determine the salary of a principal of a regional college and a principal of a constituent college**

As of 1 April 2001 :

Class	Minimum	Maximum
14 b)	51 517	63 787
14 b)	53 150	65 894
15 b)	54 781	68 001
15 b)	56 471	70 181
16 b)	58 159	72 362
16 b)	59 904	74 618
16 c)	61 469	76 481
17 b)	62 250	77 619
17 b)	64 686	80 738
18 b)	66 523	83 113
18 b)	68 575	85 765
19 b)	70 955	88 824
19 b)	73 325	91 887
20 b)	76 615	96 113
20 b)	79 101	99 325
21 b)	82 597	103 799
21 b)	85 075	106 914

4° by replacing Table H by the following tables :

**Table H**

**Salary scales related to the classification system used to determine the salary of a principal of a regional college and a principal of a constituent college**

As of 1 January 2002 :

Class	Minimum	Maximum
14 b)	52 805	65 382
14 b)	54 479	67 542
15 b)	56 151	69 701
15 b)	57 882	71 935
16 b)	59 613	74 171
16 b)	61 402	76 483
16 c)	63 006	78 393

Class	Minimum	Maximum
17 b)	63 806	79 559
17 b)	66 303	82 757
18 b)	68 186	85 190
18 b)	70 289	87 909
19 b)	72 729	91 044
19 b)	75 159	94 184
20 b)	78 530	98 515
20 b)	81 078	101 808
21 b)	84 661	106 394
21 b)	87 202	109 587

**Table HH**

**Salary scales related to the classification system used to determine the salary of a principal of a regional college and a principal of a constituent college**

As of 1 April 2002 :

Class	Minimum	Maximum
14 b)	52 805	65 382
14 b)	54 479	67 542
15 b)	56 151	69 701
15 b)	57 882	71 935
16 b)	59 613	74 171
16 b)	61 402	76 483
16 c)	63 598	79 130
17 b)	65 586	81 777
17 b)	68 948	86 055
18 b)	70 907	88 586
18 b)	73 094	91 413
19 b)	75 980	95 110
19 b)	78 518	98 390
20 b)	83 038	104 175
20 b)	85 732	107 657
21 b)	90 630	113 891
21 b)	93 349	117 309

4. The Regulation is amended by replacing section 1 of Division I of Schedule III by the following :

“1. The salary scales and salaries of senior executives are increased as follows :

1 January 1999 :	1.5%
1 January 2000 :	2.5%
1 January 2001 :	2.5%

1 April 2001 : According to the percentage increase specified in the following table :

Principal		Academic Dean		Principal of a Regional College and Principal of a Constituent College	
Class	%	Class	%	Class	%
6	4.23%	6	3.99%	14 b)	2.01%
5	4.46%	5	3.99%	14 b)	2.01%
4	5.75%	4	4.23%	15 b)	2.01%
3	7.05%	3	4.23%	15 b)	2.01%
2	8.36%	2	4.46%	16 b)	2.01%
1	9.70%	1	5.74%	16 b)	2.01%
				16 c)	3.00%
				17 b)	3.00%
				17 b)	3.99%
				18 b)	3.99%
				18 b)	3.99%
				19 b)	4.47%
				19 b)	4.47%
				20 b)	5.74%
				20 b)	5.74%
				21 b)	7.05%
				21 b)	7.05%

1 January 2002 : 2.5%

1 April 2002 : According to the percentage increase specified in the following table :

Principal		Academic Dean		Principal of a Regional College and Principal of a Constituent College	
Class	%	Class	%	Class	%
6	4.23%	6	3.99%	14 b)	0.00%
5	4.46%	5	3.99%	14 b)	0.00%
4	5.75%	4	4.23%	15 b)	0.00%
3	7.05%	3	4.23%	15 b)	0.00%
2	8.36%	2	4.47%	16 b)	0.00%
1	9.70%	1	5.74%	16 b)	0.00%
				16 c)	0.94%
				17 b)	2.79%
				17 b)	3.99%
				18 b)	3.99%
				18 b)	3.99%
				19 b)	4.47%
				19 b)	4.47%
				20 b)	5.74%
				20 b)	5.74%
				21 b)	7.05%
				21 b)	7.05%

5. Division IV of Schedule III is replaced by the following :

**“DIVISION IV**  
INTEGRATION ON 1 APRIL 2001

7. A senior executive referred to in section 11 shall be integrated on 1 April 2001 in the class of remuneration determined in Schedule I in relation to the position held in his college. He shall be integrated in the salary he was receiving on 31 March 2001. If the salary is less than the minimum rate of the new salary class, it shall correspond to that rate. If it is higher than the maximum, it shall correspond to that rate but the senior executive shall be entitled to the application of section 17 of the Regulation.”

6. This regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

4399

**M.O., 2001**

**Order of the Minister of Education dated 21 June 2001**

General and Vocational Colleges Act  
(R.S.Q., c. C-29)

Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may, by regulation, establish the working conditions, classification and the maximum number of positions in each job category, remuneration, recourses and rights of appeal of the members of the staff who are not members of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Minister made the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges by Minister's Order 2-89;

WHEREAS the Minister of Education is of the opinion that it is expedient to further amend the Regulation;

The Minister of Education hereby makes the Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges attached hereto.

Québec, 21 June 2001

FRANÇOIS LEGAULT

## Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges\*

General and Vocational Colleges Act  
(R.S.Q., c. C-29, s. 18.1)

1. The Regulation respecting certain conditions of employment of senior staff of general and vocational colleges is amended by replacing section 1 of Division 1 of Schedule IV by the following section:

“1. The salary scales and salaries of senior staff are increased as follows:

1 January 1999: 1.5%  
1 January 2000: 2.5%  
1 January 2001: 2.5%

1 April 2001: According to the percentage increase specified in the following table:

D-2 / D-2(SG)			C-1, C-2		
Class	1	2.01%	Class	1	2.01%
	2	3.00%		2	2.01%
	3	3.99%		3	2.01%
DC			DAC-1, DAC-2		
Class	1	3.99%	Class	1	2.01%
	2	3.99%		2	2.01%
	3	3.99%		3	2.01%

### Salary scales applicable to the senior staff whose classification was the subject of a special assessment under section 17 of the regulation

Classes	5 to 16 b)	2.01%
	16 c)	3.00%
	17 a)	3.00%
	17 b), 18 a), 18 b)	3.99%
	19 a), 19 b)	4.47%
	20	5.74%
	21	7.05%

(\*) The latest amendments made to the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges (Minister's Order 2-89 of the Minister of Higher Education and Science dated 7 December 1989 [1990, G.O. 2, 690]) were made by the Minister's Order of the Minister of Education dated 9 July 1999 (1999, G.O. 2, 3319) and the Minister's Order dated 17 May 2000 (2000, G.O. 2, 2890). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000, updated to 1 February 2000.

R-1			R-3		
Class	1	3.00%	Class	1	4.14%
	2	3.00%		2	3.00%
	3	3.00%		3	3.00%

R-4			C0-2		
Class	1	3.00%	Single		3.41%
	2	2.62%	class		
	3	0.82%			

C0-3		
Class	1	3.41%
	2	3.41%
	3	3.41%

1 January 2002: 2.5%

1 April 2002: According to the percentage increase specified in the following table:

D-2 / D-2(SG)			DC		
Class	2	2.79%	Class	1	3.99%
	3	3.99%		2	3.99%
				3	3.99%

### Salary scales applicable to the senior staff whose classification was the subject of a special assessment under section 17 of the regulation

Classes	16 c)	0.94%
	17 a)	2.79%
	17 b), 18 a), 18 b)	3.99%
	19 a), 19 b)	4.47%
	20	5.74%
	21	7.05%

R-1			R-3		
Class	1	0.35%	Class	1	4.14%
	2	0.34%		2	2.06%
	3	0.34%		3	2.06%

R-4		
Class	1	1.40%

C0-2			C0-3		
Single		3.41%	Class	1	3.41%
class				2	3.41%
				3	3.41%

2. Schedule V of the Regulation is amended:

1° by inserting, after Table I-C, the following table:

**TABLE 1-CC**

SALARY SCALES APPLICABLE TO THE POSITIONS DESCRIBED IN SCHEDULE II AS OF 1 APRIL 2001

Classification	Salary	Class I	Class II	Class III
D-2	Maximum	75 283	77 529	79 839
	Minimum	56 582	58 218	59 850
D-2(SG)*	Maximum	73 112	75 298	77 541
	Minimum	54 953	56 544	58 127
C-1	Maximum	71 680	72 254	73 529
	Minimum	54 043	54 476	55 382
C-2	Maximum	65 279	66 582	67 913
	Minimum	49 454	50 374	51 323
DC	Maximum	80 287	81 894	83 533
	Minimum	60 186	61 339	62 460
DAC-1	Maximum	69 286	70 377	72 082
	Minimum	52 362	53 345	54 349
DAC-2	Maximum	65 895	67 217	68 554
	Minimum	49 985	50 919	51 869
C-F	Maximum	Single class	61 049	
	Minimum		42 288	
R-1	Maximum	56 444	59 086	61 850
	Minimum	43 672	45 766	47 968
R-3	Maximum	50 654	53 894	58 856
	Minimum	39 629	42 680	46 626
R-4	Maximum	49 949	52 058	53 506
	Minimum	37 482	38 002	40 255
CO-2	Maximum	Single class	48 880	
	Minimum		42 049	
CO-3	Maximum	45 168	46 561	47 948
	Minimum	39 248	40 415	41 580

\* Secretary general

2° by replacing Table I-D by the following tables:

**TABLE 1-D**

SALARY SCALES APPLICABLE TO THE POSITIONS DESCRIBED IN SCHEDULE II AS OF 1 JANUARY 2002

Classification	Salary	Class I	Class II	Class III
D-2	Maximum	77 165	79 467	81 835
	Minimum	57 997	59 673	61 346
D-2(SG)*	Maximum	74 940	77 181	79 479
	Minimum	56 327	57 958	59 580
C-1	Maximum	73 472	74 060	75 367
	Minimum	55 394	55 838	56 767
C-2	Maximum	66 911	68 247	69 611
	Minimum	50 691	51 633	52 606
DC	Maximum	82 294	83 941	85 621
	Minimum	61 691	62 872	64 021
DAC-1	Maximum	71 018	72 136	73 884
	Minimum	53 671	54 679	55 708
DAC-2	Maximum	67 542	68 897	70 268
	Minimum	51 235	52 192	53 166
C-F	Maximum	Single class	62 575	
	Minimum		43 345	
R-1	Maximum	57 855	60 563	63 397
	Minimum	44 764	46 910	49 167
R-3	Maximum	51 921	55 241	60 328
	Minimum	40 620	43 747	47 792
R-4	Maximum	51 198	53 359	54 844
	Minimum	38 419	38 952	41 262
CO-2	Maximum	Single class	50 102	
	Minimum		43 100	
CO-3	Maximum	46 297	47 725	49 146
	Minimum	40 229	41 425	42 620

\* Secretary general



**TABLE 1-DD**

SALARY SCALES APPLICABLE TO THE POSITIONS DESCRIBED IN SCHEDULE II AS OF 1 APRIL 2002

Classification	Salary	Class I	Class II	Class III
D-2	Maximum	77 165	81 684	85 097
	Minimum	57 997	61 338	63 794
D-2(SG)*	Maximum	74 940	79 331	82 647
	Minimum	56 327	59 575	61 958
C-1	Maximum	73 472	74 060	75 367
	Minimum	55 394	55 838	56 767
C-2	Maximum	66 911	68 247	69 611
	Minimum	50 691	51 633	52 606
DC	Maximum	85 574	87 287	89 034
	Minimum	64 152	65 381	66 575
DAC-1	Maximum	71 018	72 136	73 884
	Minimum	53 671	54 679	55 708
DAC-2	Maximum	67 542	68 897	70 268
	Minimum	51 235	52 192	53 166
C-F	Maximum	Single class	62 575	
	Minimum		43 345	
R-1	Maximum	58 056	60 769	63 613
	Minimum	44 921	47 070	49 335
R-3	Maximum	54 070	56 378	61 570
	Minimum	42 302	44 648	48 776
R-4	Maximum	51 912	53 359	54 844
	Minimum	38 957	38 952	41 262
CO-2	Maximum	Single class	51 810	
	Minimum		44 569	
CO-3	Maximum	47 875	49 351	50 821
	Minimum	41 601	42 838	44 073

\* Secretary general

3° by inserting, after Table 2-C, the following table:

**TABLE 2-CC**

SALARY SCALES APPLICABLE TO THE SENIOR STAFF WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL ASSESSMENT UNDER SECTION 17 OF THE REGULATION AS OF 1 APRIL 2001

Class	Minimum	Maximum
5	32 854	39 702
6	34 345	41 623
7	35 877	43 599
8	37 437	45 626
9	39 280	47 989
10	41 503	50 860
11	43 802	53 824
12	46 172	56 883
13	48 614	60 043
14 a)	51 517	63 787
14 b)	53 150	65 894
15 a)	54 781	68 001
15 b)	56 471	70 181
16 a)	58 159	72 362
16 b)	59 904	74 618
16 c)	61 469	76 481
17 a)	62 250	77 619
17 b)	64 686	80 738
18 a)	66 523	83 113
18 b)	68 575	85 765
19 a)	70 955	88 824
19 b)	73 325	91 887
20	76 615	96 113
21	82 597	103 799

4° by replacing Table 2-D by the following tables:

**TABLE 2-D**

SALARY SCALES APPLICABLE TO THE SENIOR STAFF WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL ASSESSMENT UNDER SECTION 17 OF THE REGULATION AS OF 1 JANUARY 2002

Class	Minimum	Maximum
5	33 676	40 695
6	35 203	42 664
7	36 774	44 689
8	38 373	46 767
9	40 262	49 188
10	42 540	52 132
11	44 897	55 169
12	47 326	58 305
13	49 829	61 544
14 a)	52 805	65 382
14 b)	54 479	67 542
15 a)	56 151	69 701
15 b)	57 882	71 935
16 a)	59 613	74 171
16 b)	61 402	76 483
16 c)	63 006	78 393
17 a)	63 806	79 559
17 b)	66 303	82 757
18 a)	68 186	85 190
18 b)	70 289	87 909
19 a)	72 729	91 044
19 b)	75 159	94 184
20	78 530	98 515
21	84 661	106 394

**TABLE 2-DD**

SALARY SCALES APPLICABLE TO THE SENIOR STAFF WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL ASSESSMENT UNDER SECTION 17 OF THE REGULATION AS OF 1 APRIL 2002

Class	Minimum	Maximum
5	33 676	40 695
6	35 203	42 664
7	36 774	44 689
8	38 373	46 767
9	40 262	49 188
10	42 540	52 132
11	44 897	55 169
12	47 326	58 305
13	49 829	61 544
14 a)	52 805	65 382
14 b)	54 479	67 542
15 a)	56 151	69 701
15 b)	57 882	71 935
16 a)	59 613	74 171
16 b)	61 402	76 483
16 c)	63 598	79 130
17 a)	65 586	81 777
17 b)	68 948	86 055
18 a)	70 907	88 586
18 b)	73 094	91 413
19 a)	75 980	95 110
19 b)	78 518	98 390
20	83 038	104 175
21	90 630	113 891

3. This regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

**M.O. 2001****Order of the Minister of Education concerning the Regulation respecting the conditions of employment of management staff of school boards dated 21 June 2001**

Education Act  
(R.S.Q., c. I-13.3)

WHEREAS under section 451 of the Education Act (R.S.Q., c. I-13.3), the Minister of Education may, by regulation, establish for all or certain school boards, a classification of positions, the maximum number of positions in each job category, working conditions, remuneration, recourses and rights of appeal of the members of the staff who are not members of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Regulation respecting the conditions of employment of management staff of school boards was made by the minister's order dated 23 September 1998 and amended 12 August 1999, 17 February 2000 and 17 May 2000;

WHEREAS the Regulations Act (R.S.Q., c. R-18.1) does not apply to this regulation;

WHEREAS the Minister of Education is of the opinion that it is expedient to amend the Regulation;

The Minister of Education adopts the Regulation to amend the Regulation respecting the conditions of employment of management staff of school boards attached hereto.

Québec, 21 June 2001

FRANÇOIS LEGAULT,  
*Minister of Education*

**Regulation to amend the Regulation respecting the conditions of employment of management staff of school boards<sup>1</sup>**

Education Act  
(R.S.Q., c. I-13.3, s. 451)

1. The Regulation respecting the conditions of employment of management staff of school boards is amended by replacing section 43 by the following sections:

“43. The salary scales and salaries of management staff are increased as follows:

1 January 1999 :	1.5%
1 January 2000 :	2.5%
1 January 2001 :	2.5%

1 April 2001 : According to the percentage increase specified in the following table :

HC0		HC1	
Class 1	2.98%	Class 1	3.00%
2	4.40%	2	3.00%
3	5.83%	3	3.00%
4	7.29%	4	2.98%
5	8.65%	5	2.98%
6	8.65%	6	4.40%
7	8.65%	7	4.39%

D-1		D-2		D-3	
Class 1	2.42%	Class 1	2.42%	Class 5	2.64%
2	2.42%	2	2.42%	6	2.64%
3	2.90%	3	2.90%	7	2.64%
4	3.00%	4	3.00%		
5	3.00%	5	3.00%		
6	3.00%	6	3.00%		
7	3.00%	7	3.00%		

<sup>1</sup> The Regulation respecting the conditions of employment of management staff of school boards made by the Minister's Order dated 23 September 1998 (1998, *G.O.* 2, 5498) was amended by the Minister's Order dated 17 February 2000 (2000, *G.O.* 2, 1506), the Minister's Order dated 17 May 2000 (2000, *G.O.* 2, 2898) and the Minister's Order dated 6 December 2000 (2000, *G.O.* 2, 7235). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000, updated to 1 February 2000.

<b>C-1</b>			<b>C-2</b>					
Class	4	2.64%	Class	6	2.64%			
	5	2.64%		7	2.64%			
	6	2.22%						
	7	2.22%						
<b>DEA1</b>			<b>CEA-1</b>					
Class	1	2.22%	Class	1	0.53%			
	2	2.22%		2	0.53%			
	3	2.42%		3	0.53%			
	4	2.42%		4	0.53%			
	5	2.90%		5	0.53%			
	6	3.00%		6	2.64%			
	7	3.00%		7	2.64%			
<b>DS</b>			<b>DP</b>					
Class	1	2.22%	Class	1	2.22%			
	2	2.42%		2	2.42%			
	3	2.90%						
	4	3.00%						
	5	3.00%						
<b>DAS/DAP</b>			<b>DCA</b>					
Class	1	2.01%	Class	1	2.64%			
	2	2.64%		2	2.22%			
	3	2.22%		3	2.42%			
				4	2.90%			
				5	3.00%			
<b>DCFP</b>			<b>DACA</b>		<b>DACFP</b>			
Class	1	2.22%	Class	1	2.01%	Class	1	2.64%
	2	2.42%		2	2.22%		2	2.22%
	3	2.90%						
	4	3.00%						
<b>R2</b>			<b>R3</b>					
Class	1	3.60%	Class	1	4.14%			
	2	3.00%		2	3.00%			
				3	3.00%			
<b>C0-2</b>			<b>C0-3</b>					
Single class	4.85%		Single class	3.65%				

1 January 2002 : 2.5%

1 April 2002 : According to the percentage increase specified in the following table :

<b>HC0</b>			<b>HC1</b>		
Class	1	2.98%	Class	1	0.48%
	2	4.39%		2	0.48%
	3	5.83%		3	0.61%
	4	7.29%		4	2.98%
	5	8.65%		5	2.98%
	6	8.65%		6	4.39%
	7	8.65%		7	4.39%
<b>D-1</b>			<b>D-2</b>		
Class	4	0.48%	Class	4	0.48%
	5	0.48%		5	0.48%
	6	0.61%		6	0.61%
	7	0.61%		7	0.61%
<b>DEA1</b>			<b>DS</b>		
Class	6	0.48%	Class	4	0.48%
	7	0.61%		5	0.61%
<b>DCA</b>			<b>DCFP</b>		
Class	5	0.48%	Class	4	0.48%
<b>R2</b>			<b>R3</b>		
Class	1	3.60%	Class	1	4.14%
	2	0.52%		2	2.06%
				3	2.06%
<b>C0-2</b>			<b>C0-3</b>		
Single class	4.85%		Single class	3.66%	

**43.1** The salary scales and salaries of the management staff of the Commission scolaire de Montréal are increased as follows :

1 January 1999 :	1.5%
1 January 2000 :	2.5%
1 January 2001 :	2.5%

1 April 2001 : According to the percentage increase specified in the following table :

HC0	8.08%	HC1	5.83%
D1	3.00%	D2	3.00%
D3	2.42%	C1	2.22%
C2	2.64%	C4	2.01%
<b>R-3</b>		<b>R-4</b>	
Class 1	4.14%	Class S-1	3.00%
2	3.00%		
3	3.00%		
<b>R-7</b>			
Class II	3.23%		
<b>C01</b>		<b>C02</b>	
Class I	3.36%	Class S-2	0.97%
<b>C03</b>		<b>C05</b>	
Class —	3.65%	Class —	3.30%
		S-1	3.00%
		S-2	3.00%

1 January 2002 : 2.5%

1 April 2002 : According to the percentage increase specified in the following table :

HC0	8.08%	HC1	5.83%
D1	2.70%	D2	2.70%
<b>R-3</b>		<b>R-4</b>	
Class 1	4.14%	Class S-1	0.24%
2	2.06%		
3	2.06%		
<b>R-7</b>			
Class II	3.23%		
<b>C01</b>		<b>C03</b>	
Class I	3.36%	Class —	3.66%
<b>C05</b>			
Class —	2.94%		
	S-1	0.39%	
	S-2	0.51%	

2. Schedule III of the Regulation is amended :

1° by inserting, after Table I-C, the following table :

**TABLE I-CC**  
SENIOR EXECUTIVES

Salary Scales as of 1 April 2001

Classification	Salary	Class I 6 999 or less	Class II 7 000 – 11 999	Class III 12 000 – 17 999	Class IV 18 000 – 24 999	Class V 25 000 – 32 999	Class VI 33 000 – 41 999	Class VII 42 000 or more
HC0	Maximum Minimum	97 168 77 679	101 464 81 116	105 945 84 692	110 625 88 432	115 386 92 239	118 850 95 008	122 414 97 858
HC1	Maximum Minimum	89 326 69 759	92 026 70 866	93 864 72 281	95 722 73 714	97 635 75 185	100 954 77 745	102 973 79 292
CC	Maximum Minimum	77 338 59 714	78 882 60 800	80 461 61 968	82 073 63 153	83 715 64 182	85 389 65 467	87 097 66 776

2° by replacing Table I-D by the following tables :

**TABLE I-D**  
SENIOR EXECUTIVES

Salary Scales as of 1 January 2002

Classification	Salary	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
		6 999 or less	7 000 – 11 999	12 000 – 17 999	18 000 – 24 999	25 000 – 32 999	33 000 – 41 999	42 000 or more
HC0	Maximum	99 597	104 001	108 594	113 391	118 271	121 821	125 474
	Minimum	79 621	83 144	86 809	90 643	94 545	97 383	100 304
HC1	Maximum	91 559	94 327	96 211	98 115	100 076	103 478	105 547
	Minimum	71 503	72 638	74 088	75 557	77 065	79 689	81 274
CC	Maximum	79 271	80 854	82 473	84 125	85 808	87 524	89 274
	Minimum	61 207	62 320	63 517	64 732	65 787	67 104	68 446

**TABLE I-DD**  
SENIOR EXECUTIVES

Salary Scales as of 1 April 2002

Classification	Salary	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
		6 999 or less	7 000 – 11 999	12 000 – 17 999	18 000 – 24 999	25 000 – 32 999	33 000 – 41 999	42 000 or more
HC0	Maximum	102 565	108 571	114 929	121 659	128 502	132 359	136 326
	Minimum	81 994	86 794	91 870	97 251	102 723	105 807	108 980
HC1	Maximum	91 995	94 778	96 799	101 039	103 059	108 024	110 184
	Minimum	71 846	72 987	74 540	77 809	79 362	83 187	84 842
CC	Maximum	79 271	80 854	82 473	84 125	85 808	87 524	89 274
	Minimum	61 207	62 320	63 517	64 732	65 787	67 104	68 446

3° by inserting, after Table II-C, the following table:

**TABLE II-CC**  
SENIOR STAFF OF SERVICES<sup>1</sup>

Salary Scales as of 1 April 2001

Classification	Salary	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
		6 999 or less	7 000 – 11 999	12 000 – 17 999	18 000 – 24 999	25 000 – 32 999	33 000 – 41 999	42 000 or more
D1	Maximum	79 760	81 355	83 370	85 125	86 827	88 562	90 334
	Minimum	61 584	62 704	64 209	65 501	66 568	67 900	69 257
D2	Maximum	76 619	78 149	80 086	81 768	83 402	85 070	86 771
	Minimum	59 263	60 396	61 833	63 018	64 228	65 511	66 821
D3	Maximum	67 251	68 596	69 971	71 372	74 720	76 213	77 737
	Minimum	52 413	53 398	54 402	55 371	57 905	59 063	60 245
C1	Maximum	69 534	70 926	72 341	75 739	77 252	78 474	80 043
	Minimum	54 062	55 078	56 121	58 628	59 752	60 697	61 912
C2	Maximum	64 867	66 166	67 488	68 838	70 214	73 508	74 977
	Minimum	50 557	51 503	52 477	53 461	54 474	57 031	58 171
CGP	Maximum	Single class			62 578			
	Minimum				44 062			

<sup>1</sup> Except for senior staff of services (field of activity of adult education)

4° by replacing Table II-D by the following tables:

**TABLE II-D**  
SENIOR STAFF OF SERVICES<sup>1</sup>

Salary Scales as of 1 January 2002

Classification	Salary	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
		6 999 or less	7 000 – 11 999	12 000 – 17 999	18 000 – 24 999	25 000 – 32 999	33 000 – 41 999	42 000 or more
D1	Maximum	81 754	83 389	85 454	87 253	88 998	90 776	92 592
	Minimum	63 124	64 272	65 814	67 139	68 232	69 597	70 988
D2	Maximum	78 534	80 103	82 088	83 812	85 487	87 197	88 940
	Minimum	60 745	61 906	63 379	64 593	65 834	67 149	68 492
D3	Maximum	68 932	70 311	71 720	73 156	76 588	78 118	79 680
	Minimum	53 723	54 733	55 762	56 755	59 353	60 540	61 751
C1	Maximum	71 272	72 699	74 150	77 632	79 183	80 436	82 044
	Minimum	55 414	56 455	57 524	60 094	61 246	62 214	63 460
C2	Maximum	66 489	67 820	69 175	70 559	71 969	75 346	76 851
	Minimum	51 821	52 791	53 789	54 798	55 836	58 457	59 625
CGP	Maximum	Single class			64 142			
	Minimum				45 164			

<sup>1</sup> Except for senior staff of services (field of activity of adult education)

**TABLE II-DD**  
SENIOR STAFF OF SERVICES<sup>1</sup>

Salary Scales as of 1 April 2002

Classification	Salary	CLASSES (number of group-hours of instruction)						
		Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
D1	Maximum Minimum	81 754 63 124	83 389 64 272	85 454 65 814	87 668 67 461	89 421 68 560	91 332 70 022	93 159 71 421
D2	Maximum Minimum	78 534 60 745	80 103 61 906	82 088 63 379	84 211 64 903	85 894 66 150	87 730 67 559	89 485 68 910
D3	Maximum Minimum	68 932 53 723	70 311 54 733	71 720 55 762	73 156 56 755	76 588 59 353	78 118 60 540	79 680 61 751
C1	Maximum Minimum	71 272 55 414	72 699 56 455	74 150 57 524	77 632 60 094	79 183 61 246	80 436 62 214	82 044 63 460
C2	Maximum Minimum	66 489 51 821	67 820 52 791	69 175 53 789	70 559 54 798	71 969 55 836	75 346 58 457	76 851 59 625
CGP	Maximum Minimum	Single class		45 164	64 142			

<sup>1</sup> Except for senior staff of services (field of activity of adult education)

5° by inserting, after Table III-C, the following table :

**TABLE III-CC**  
SENIOR STAFF OF SERVICES (Field of activity of adult education)

Salary Scales as of 1 April 2001

Classification	Salary	CLASSES (number of group-hours of instruction)						
		Class I 9 999 or less	Class II 10 000 - 19 999	Class III 20 000 - 34 999	Class IV 35 000 - 54 999	Class V 55 000 - 79 999	Class VI 80 000 - 109 999	Class VII 110 000 or more
DEA1	Maximum Minimum	76 516 59 181	78 041 60 310	79 760 61 584	81 355 62 704	83 370 64 209	85 125 65 501	86 827 66 568
CEA1	Maximum Minimum	67 184 52 363	68 534 53 348	69 903 54 349	71 302 55 370	72 724 56 418	75 739 58 628	77 252 59 752

6° by replacing Table III-D by the following tables :



**TABLE III-D**

SENIOR STAFF OF SERVICES (Field of activity of adult education)

Salary Scales as of 1 January 2002

Classification	Salary	CLASSES (number of group-hours of instruction)						
		Class I 9 999 or less	Class II 10 000 - 19 999	Class III 20 000 - 34 999	Class IV 35 000 - 54 999	Class V 55 000 - 79 999	Class VI 80 000 - 109 999	Class VII 110 000 or more
DEA1	Maximum	78 429	79 992	81 754	83 389	85 454	87 253	88 998
	Minimum	60 661	61 818	63 124	64 272	65 814	67 139	68 232
CEA1	Maximum	68 864	70 247	71 651	73 085	74 542	77 632	79 183
	Minimum	53 672	54 682	55 708	56 754	57 828	60 094	61 246

**TABLE III-DD**

SENIOR STAFF OF SERVICES (Field of activity of adult education)

Salary Scales as of 1 April 2002

Classification	Salary	CLASSES (number of group-hours of instruction)						
		Class I 9 999 or less	Class II 10 000 - 19 999	Class III 20 000 - 34 999	Class IV 35 000 - 54 999	Class V 55 000 - 79 999	Class VI 80 000 - 109 999	Class VII 110 000 or more
DEA1	Maximum	78 429	79 992	81 754	83 389	85 454	87 668	89 542
	Minimum	60 661	61 818	63 124	64 272	65 814	67 461	68 648
CEA1	Maximum	68 864	70 247	71 651	73 085	74 542	77 632	79 183
	Minimum	53 672	54 682	55 708	56 754	57 828	60 094	61 246

7° by inserting, after Table IV-D, the following table :

**TABLE IV-DD**

SENIOR STAFF OF SCHOOLS

Salary Scales as of 1 April 2001

Classification	Salary	CLASSES (number of students/school)				
		Class I 499 or less	Class II 500 - 999	Class III 1 000 - 1 999	Class IV 2 000 - 3 199	Class V 3 200 or more
DP	Maximum	75 283				79 691
	Minimum	57 912				61 301
DS	Maximum	75 283	79 691	84 358	88 874	93 957
	Minimum	57 912	61 301	64 889	68 365	72 273
DAP or DAS	Maximum	67 184		71 118		75 283
	Minimum	51 683		54 706		57 912

8° by replacing Table IV-E by the following tables :

**TABLE IV-E**  
SENIOR STAFF OF SCHOOLS

Salary Scales as of 1 January 2002

		<b>CLASSES (number of students/school)</b>				
<b>Classification</b>	<b>Salary</b>	<b>Class I 499 or less</b>		<b>Class II 500 or more</b>		
DP	Maximum	77 165		81 683		
	Minimum	59 360		62 834		
		<b>Class I 499 or less</b>	<b>Class II 500 - 999</b>	<b>Class III 1 000 - 1 999</b>	<b>Class IV 2 000 - 3 199</b>	<b>Class V 3 200 or more</b>
DS	Maximum	77 165	81 683	86 467	91 096	96 306
	Minimum	59 360	62 834	66 511	70 074	74 080
		<b>Class I 999 or less</b>		<b>Class II 1 000 - 1999</b>		<b>Class III 2000 or more</b>
DAP or DAS	Maximum	68 864		72 896		77 165
	Minimum	52 975		56 074		59 360

**TABLE IV-EE**  
SENIOR STAFF OF SCHOOLS

Salary Scales as of 1 April 2002

		<b>CLASSES (number of students/school)</b>				
<b>Classification</b>	<b>Salary</b>	<b>Class I 499 or less</b>		<b>Class II 500 or more</b>		
DP	Maximum	77 165		81 683		
	Minimum	59 360		62 834		
		<b>Class I 499 or less</b>	<b>Class II 500 - 999</b>	<b>Class III 1 000 - 1 999</b>	<b>Class IV 2 000 - 3 199</b>	<b>Class V 3 200 or more</b>
DS	Maximum	77 165	81 683	86 467	91 530	96 891
	Minimum	59 360	62 834	66 511	70 410	74 532
		<b>Class I 999 or less</b>		<b>Class II 1 000 - 1999</b>		<b>Class III 2000 or more</b>
DAP or DAS	Maximum	68 864		72 896		77 165
	Minimum	52 975		56 074		59 360

9° by inserting, after Table V-D, the following table :

**TABLE V-DD**  
SENIOR STAFF OF ADULT EDUCATION CENTRES

Salary Scales as of 1 April 2001

<b>CLASSES (number of group-hours of instruction)</b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 9 999 or less</b>	<b>Class II 10 000 - 15 999</b>	<b>Class III 16 000 - 35 999</b>	<b>Class IV 36 000 - 87 999</b>	<b>Class V 88 000 or more</b>
DCA	Maximum	71 118	75 283	79 691	84 358	88 874
	Minimum	54 706	57 912	61 301	64 889	68 365
		<b>Class I 87 999 or less</b>		<b>Class II 88 000 or more</b>		
DACA	Maximum	67 184		75 283		
	Minimum	51 683		57 912		

10° by replacing Table V-E by the following tables :

**TABLE V-E**  
SENIOR STAFF OF ADULT EDUCATION CENTRES

Salary Scales as of 1 January 2002

<b>CLASSES (number of group-hours of instruction)</b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 9 999 or less</b>	<b>Class II 10 000 - 15 999</b>	<b>Class III 16 000 - 35 999</b>	<b>Class IV 36 000 - 87 999</b>	<b>Class V 88 000 or more</b>
DCA	Maximum	72 896	77 165	81 683	86 467	91 096
	Minimum	56 074	59 360	62 834	66 511	70 074
		<b>Class I 87 999 or less</b>		<b>Class II 88 000 or more</b>		
DACA	Maximum	68 864		77 165		
	Minimum	52 975		59 360		

**TABLE V-EE**  
SENIOR STAFF OF ADULT EDUCATION CENTRES

Salary Scales as of 1 April 2002

<b>CLASSES (number of group-hours of instruction)</b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 9 999 or less</b>	<b>Class II 10 000 - 15 999</b>	<b>Class III 16 000 - 35 999</b>	<b>Class IV 36 000 - 87 999</b>	<b>Class V 88 000 or more</b>
DCA	Maximum	72 896	77 165	81 683	86 467	91 530
	Minimum	56 074	59 360	62 834	66 511	70 410
		<b>Class I 87 999 or less</b>		<b>Class II 88 000 or more</b>		
DACA	Maximum	68 864		77 165		
	Minimum	52 975		59 360		

11° by inserting, after Table VI-D, the following table :

**TABLE VI-DD**  
SENIOR STAFF OF VOCATIONAL TRAINING CENTRES

Salary Scales as of 1 April 2001

		<b>CLASSES (number of group-hours of instruction)</b>			
<b>Classification</b>	<b>Salary</b>	<b>Class I 15 999 or less</b>	<b>Class II 16 000 - 35 999</b>	<b>Class III 36 000 - 87 999</b>	<b>Class IV 88 000 or more</b>
DCFP	Maximum	75 283	79 691	84 358	88 874
	Minimum	57 912	61 301	64 889	68 365
		<b>Class I 87 999 or less</b>	<b>Class II 88 000 or more</b>		
DACFP	Maximum	71 118		75 283	
	Minimum	54 706		57 912	

12° by replacing Table VI-E by the following tables :

**TABLE VI-E**  
SENIOR STAFF OF VOCATIONAL TRAINING CENTRES

Salary Scales as of 1 January 2002

		<b>CLASSES (number of group-hours of instruction)</b>			
<b>Classification</b>	<b>Salary</b>	<b>Class I 15 999 or less</b>	<b>Class II 16 000 - 35 999</b>	<b>Class III 36 000 - 87 999</b>	<b>Class IV 88 000 or more</b>
DCFP	Maximum	77 165	81 683	86 467	91 096
	Minimum	59 360	62 834	66 511	70 074
		<b>Class I 87 999 or less</b>	<b>Class II 88 000 or more</b>		
DACFP	Maximum	72 896		77 165	
	Minimum	56 074		59 360	

**TABLE VI-EE**  
SENIOR STAFF OF VOCATIONAL TRAINING CENTRES

Salary Scales as of 1 April 2002

		<b>CLASSES (number of group-hours of instruction)</b>			
<b>Classification</b>	<b>Salary</b>	<b>Class I 15 999 or less</b>	<b>Class II 16 000 - 35 999</b>	<b>Class III 36 000 - 87 999</b>	<b>Class IV 88 000 or more</b>
DCFP	Maximum	77 165	81 683	86 467	91 530
	Minimum	59 360	62 834	66 511	70 410
		<b>Class I 87 999 or less</b>	<b>Class II 88 000 or more</b>		
DACFP	Maximum	72 896		77 165	
	Minimum	56 074		59 360	

13° by inserting, after Table VII-C, the following table:

**TABLE VII-CC**  
**MANAGERS**

Salary Scales as of 1 April 2001

		<b>CLASSES (number of students)<sup>1</sup></b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 6 999 or less</b>	<b>Class II 7 000 – 11 999</b>	<b>Class III 12 000 – 17 999</b>	<b>Class IV 18 000 – 24 999</b>	<b>Class V 25 000 – 32 999</b>	<b>Class VI 33 000 – 41 999</b>	<b>Class VII 42 000 or more</b>
R1	Maximum Minimum	55 479 42 932	58 082 44 989	60 004 46 985	61 989 49 066	64 041 51 238	65 321 52 263	66 627 53 308
R2	Maximum Minimum	51 727 38 820	53 803 40 427	54 650 41 116	57 329 42 972	59 960 47 010	61 160 47 950	62 383 48 909
		<b>Class I 999 or less</b>		<b>Class II 1 000 - 1999</b>		<b>Class III 2000 or more</b>		
R3 (school)	Maximum Minimum	51 379 40 809		55 495 43 948		60 606 48 013		
		<b>CLASSES (number of group-hours of instruction)</b>						
		<b>Class I 43 999 or less</b>		<b>Class II 44 000 - 87 999</b>		<b>Class III 88 000 or more</b>		
R3 (centre)	Maximum Minimum	51 379 40 809		55 495 43 948		60 606 48 013		
		<b>CLASSES (number of students transported)</b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 6 999 or less</b>	<b>Class II 7 000 – 11 999</b>	<b>Class III 12 000 – 17 999</b>	<b>Class IV 18 000 – 24 999</b>	<b>Class V 25 000 – 32 999</b>	<b>Class VI 33 000 – 41 999</b>	<b>Class VII 42 000 or more</b>
CO1	Maximum Minimum	N.A. <sup>2</sup> N.A.	44 697 37 277	46 782 38 977	48 922 40 753	51 185 42 596	52 208 43 448	53 252 44 317
CO2	Maximum Minimum	Single class			43 903	51 033		
CO3	Maximum Minimum	Single class			39 671	46 066		

<sup>1</sup> For the position of superintendent of transportation services, classes are determined on the basis of the number of students transported.

<sup>2</sup> Not applicable

14° by replacing Table VII-D by the following tables :

**TABLE VII-D**  
**MANAGERS**

Salary Scales as of 1 January 2002

		<b>CLASSES (number of students)<sup>1</sup></b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 6 999 or less</b>	<b>Class II 7 000 – 11 999</b>	<b>Class III 12 000 – 17 999</b>	<b>Class IV 18 000 – 24 999</b>	<b>Class V 25 000 – 32 999</b>	<b>Class VI 33 000 – 41 999</b>	<b>Class VII 42 000 or more</b>
R1	Maximum Minimum	56 866 44 005	59 534 46 114	61 504 48 160	63 539 50 293	65 642 52 519	66 954 53 570	68 293 54 641
R2	Maximum Minimum	53 020 39 790	55 148 41 438	56 016 42 144	58 762 44 046	61 459 48 185	62 689 49 149	63 943 50 132
		<b>Class I 999 or less</b>		<b>Class II 1 000 - 1999</b>		<b>Class III 2000 or more</b>		
R3 (school)	Maximum Minimum	52 663 41 829		56 882 45 047		62 121 49 213		
		<b>CLASSES (number of group-hours of instruction)</b>						
		<b>Class I 43 999 or less</b>		<b>Class II 44 000 - 87 999</b>		<b>Class III 88 000 or more</b>		
R3 (centre)	Maximum Minimum	52 663 41 829		56 882 45 047		62 121 49 213		
		<b>CLASSES (number of students transported)</b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 6 999 or less</b>	<b>Class II 7 000 – 11 999</b>	<b>Class III 12 000 – 17 999</b>	<b>Class IV 18 000 – 24 999</b>	<b>Class V 25 000 – 32 999</b>	<b>Class VI 33 000 – 41 999</b>	<b>Class VII 42 000 or more</b>
CO1	Maximum Minimum	N.A. <sup>2</sup> N.A.	45 814 38 209	47 952 39 951	50 145 41 772	52 465 43 661	53 513 44 534	54 583 45 425
CO2	Maximum Minimum	Single class			45 001	52 309		
CO3	Maximum Minimum	Single class			40 663	47 218		

<sup>1</sup>. For the position of superintendent of transportation services, classes are determined on the basis of the number of students transported.

<sup>2</sup>. Not applicable

**TABLE VII-DD**  
**MANAGERS**

Salary Scales as of 1 April 2002

		<b>CLASSES (number of students)<sup>1</sup></b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 6 999 or less</b>	<b>Class II 7 000 – 11 999</b>	<b>Class III 12 000 – 17 999</b>	<b>Class IV 18 000 – 24 999</b>	<b>Class V 25 000 – 32 999</b>	<b>Class VI 33 000 – 41 999</b>	<b>Class VII 42 000 or more</b>
R1	Maximum Minimum	56 866 44 005	59 534 46 114	61 504 48 160	63 539 50 293	65 642 52 519	66 954 53 570	68 293 54 641
R2	Maximum Minimum	54 929 41 222	55 437 41 653	56 016 42 144	58 762 44 046	61 459 48 185	62 689 49 149	63 943 50 132
		<b>Class I 999 or less</b>		<b>Class II 1 000 - 1999</b>		<b>Class III 2000 or more</b>		
R3 (school)	Maximum Minimum	54 844 43 561		58 056 45 975		63 400 50 227		
		<b>CLASSES (number of group-hours of instruction)</b>						
		<b>Class I 43 999 or less</b>		<b>Class II 44 000 - 87 999</b>		<b>Class III 88 000 or more</b>		
R3 (centre)	Maximum Minimum	54 844 43 561		58 056 45 975		63 400 50 227		
		<b>CLASSES (number of students transported)</b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 6 999 or less</b>	<b>Class II 7 000 – 11 999</b>	<b>Class III 12 000 – 17 999</b>	<b>Class IV 18 000 – 24 999</b>	<b>Class V 25 000 – 32 999</b>	<b>Class VI 33 000 – 41 999</b>	<b>Class VII 42 000 or more</b>
CO1	Maximum Minimum	N.A. <sup>2</sup> N.A.	45 814 38 209	47 952 39 951	50 145 41 772	52 465 43 661	53 513 44 534	54 583 45 425
CO2	Maximum Minimum	Single class		47 184		54 844		
CO3	Maximum Minimum	Single class		42 151		48 944		

<sup>1</sup> For the position of superintendent of transportation services, classes are determined on the basis of the number of students transported.

<sup>2</sup> Not applicable

15° by inserting, after Table VIII-C, the following table:

**TABLE VIII-CC**  
SENIOR EXECUTIVES (Commission scolaire de Montréal)

Salary Scales as of 1 April 2001

CLASSIFICATION	SALARY	SPECIAL CLASS
HCO	Maximum	130 261
	Minimum	104 128
HC1	Maximum	111 952
	Minimum	86 203

16° by replacing Table VIII-D by the following tables:

**TABLE VIII-D**  
SENIOR EXECUTIVES (Commission scolaire de Montréal)

Salary Scales as of 1 January 2002

CLASSIFICATION	SALARY	SPECIAL CLASS
HCO	Maximum	133 518
	Minimum	106 731
HC1	Maximum	114 751
	Minimum	88 358

**TABLE VIII-DD**  
SENIOR EXECUTIVES (Commission scolaire de Montréal)

Salary Scales as of 1 April 2002

CLASSIFICATION	SALARY	SPECIAL CLASS
HCO	Maximum	144 309
	Minimum	115 355
HC1	Maximum	121 446
	Minimum	93 509

17° by inserting, after Table IX-C, the following table:

**TABLE IX-CC**  
SENIOR STAFF OF SERVICES (Commission scolaire de Montréal)

Salary Scales as of 1 April 2001

Classification	Salary	Special Class
D1	Maximum	97 433
	Minimum	73 560
D2	Maximum	92 791
	Minimum	70 053
D3	Maximum	89 246
	Minimum	67 375
C1	Maximum	86 065
	Minimum	66 064
C2	Maximum	80 274
	Minimum	61 819
C4	Maximum	71 366
	Minimum	55 367

18° by replacing Table IX-D by the following tables:

**TABLE IX-D**  
SENIOR STAFF OF SERVICES (Commission scolaire de Montréal)

Salary Scales as of 1 January 2002

Classification	Salary	Special Class
D1	Maximum	99 869
	Minimum	75 399
D2	Maximum	95 111
	Minimum	71 804
D3	Maximum	91 477
	Minimum	69 059
C1	Maximum	88 217
	Minimum	67 716
C2	Maximum	82 281
	Minimum	63 364
C4	Maximum	73 150
	Minimum	56 751



**TABLE IX-DD**  
 SENIOR STAFF OF SERVICES (Commission scolaire  
 de Montréal)

Salary Scales as of 1 April 2002

Classification	Salary	Special Class
D1	Maximum	102 565
	Minimum	77 435
D2	Maximum	97 677
	Minimum	73 743
D3	Maximum	91 477
	Minimum	69 059
C1	Maximum	88 217
	Minimum	67 716
C2	Maximum	82 281
	Minimum	63 364
C4	Maximum	73 150
	Minimum	56 751

19° by replacing Table X by the following tables:

**TABLE X**  
 MANAGERS (Commission scolaire de Montréal)

Classification	Salary Scales as of						
	1 January 1999		1 January 2000		1 January 2001		
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
R3	Class I	37 299	46 960	38 231	48 134	39 187	49 337
	Class II	40 612	51 283	41 627	52 565	42 668	53 879
	Class III	44 369	56 006	45 478	57 406	46 615	58 841
R4	Class S-1	49 838	58 507	51 084	59 970	52 361	61 469
R7	Class II	38 056	47 794	39 007	48 989	39 982	50 214
	Class III	41 598	52 093	42 638	53 395	43 704	54 730
CO1	Class I	35 481	42 543	36 368	43 607	37 277	44 697
	Class III	37 099	44 528	38 026	45 641	38 977	46 782
CO2	Class S-2	41 506	50 438	42 544	51 699	43 608	52 991
CO3		36 429	42 300	37 340	43 358	38 274	44 442
CO5		36 069	45 089	36 971	46 216	37 895	47 371
	Class S-1	40 416	46 395	41 426	47 555	42 462	48 744
	Class S-2	38 057	49 191	39 008	50 421	39 983	51 682

**TABLE X-I**  
MANAGERS (Commission scolaire de Montréal)

Classification		Salary Scales as of					
		1 April 2001		1 January 2002		1 April 2002	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
R3	Class I	40 809	51 379	41 829	52 663	43 561	54 844
	Class II	43 948	55 495	45 047	56 882	45 975	58 056
	Class III	48 013	60 606	49 213	62 121	50 227	63 400
R4	Class S-1	53 932	63 313	55 280	64 896	55 413	65 054
R7	Class II	41 273	51 834	42 305	53 130	43 671	54 844
	Class III	43 704	54 730	44 797	56 098	44 797	56 098
CO1	Class I	38 530	46 199	39 493	47 354	40 820	48 945
	Class III	38 977	46 782	39 951	47 952	39 951	47 952
CO2	Class S-2	44 031	53 506	45 132	54 844	45 132	54 844
CO3		39 671	46 066	40 663	47 218	42 151	48 944
CO5		39 146	49 102	40 125	50 330	41 305	51 810
	Class S-1	43 736	50 351	44 829	51 610	45 004	51 810
	Class S-2	41 182	53 232	42 212	54 563	42 427	54 844

3. This regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

4400

## Notice

Election Act  
(R.S.Q., c. E-3.3)

### Determination of the candidates entitled to recommend deputy returning officers, poll clerk and identity verification panel member appointments — Amendment

In accordance with section 550 of the Election Act, the Committee of the National Assembly has approved without modification, on June 15, 2001, the “Regulation to amend the Regulation respecting the determination of the candidates entitled to recommend deputy returning

officer, poll clerk and identity verification panel member appointments” which had been submitted to it by the Chief Electoral Officer of Québec.

*The Secretary General  
of the National Assembly,*  
PIERRE DUCHESNE

In accordance with the third paragraph of section 550 of the Election Act, the Chief Electoral Officer of Québec hereby publishes the “Regulation to amend the Regulation respecting the determination of the candidates entitled to recommend deputy returning officer, poll clerk and identity verification panel member appointments”, which he has drafted in function of sections 550, 311 and 312.1 of the Election Act which was approved without modification by the Committee on the National Assembly, on June 15, 2001.

The present regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

MARCEL BLANCHET,  
*Chief Electoral Officer  
of Québec*

## Regulation to amend the Regulation respecting the determination of the candidates entitled to recommend deputy returning officer, poll clerk and identity verification panel member appointments\*

Election Act  
(R.S.Q., c. E-3.3, ss. 311, 312.1 and 550; 2001, c. 2)

1. The following is substituted for the title of the Regulation respecting the determination of the candidates entitled to recommend deputy returning officer, poll clerk and identity verification panel member appointments: “Regulation respecting the determination of the candidates entitled to recommend deputy returning officer, poll clerk, officer assigned to the list of electors and identity verification panel member appointments”.

2. The following is inserted after section 10.1:

### “DIVISION IV.2 OFFICERS ASSIGNED TO THE LIST OF ELECTORS

10.2. Divisions II, III and IV apply *mutatis mutandis* to the determination of the candidates entitled to recommend officers assigned to the list of electors.”.

3. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4397

Gouvernement du Québec

Election Act  
(R.S.Q., c. E-3.3)

### Voting — Amendment

In accordance with section 550 of the Election Act, the Committee of the National Assembly has approved without modification, on June 15, 2001, the “Regulation to amend the Voting Regulation” which had been submitted to it by the Chief Electoral Officer of Québec.

PIERRE DUCHESNE,  
*Secretary General of the  
National Assembly*

In accordance with the third paragraph of section 550 of the Election Act, the Chief Electoral Officer of Québec hereby publishes the “Regulation to amend the Voting Regulation”, which he has drafted in function of sections 550, 331, 338 to 340, 348 and 350 of the Election Act which was approved without modification by the Committee on the National Assembly, on June 15, 2001.

The present regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

MARCEL BLANCHET,  
*Chief Electoral Officer  
of Québec*

## Regulation to amend the Voting Regulation\*

Election Act  
(R.S.Q., c. E-3.3, ss. 331, 338 to 340, 348, 350 and 550; 2001, c. 2)

1. Section 4 of the Voting Regulation is amended by inserting “, the officers assigned to the list of electors” after the words “poll clerk”.

2. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4395

\* The Regulation respecting the determination of the candidates entitled to recommend deputy returning officer, poll clerk and identity verification panel member appointments approved by the Committee on the National Assembly on 23 March 1989 (1989, *G.O. 2*, 1577) was amended once by the Regulation approved by the Committee on the National Assembly on 20 December 2000 (2001, *G.O. 2*, 1184).

\* The Voting Regulation approved by the Committee on the National Assembly on 23 March 1989 (1989, *G.O. 2*, 1580) was amended once by the Regulation approved by the Committee on the National Assembly on 20 December 2000 (2001, *G.O. 2*, 1197).



## Draft Regulations

### Draft Regulation

An Act respecting financial assistance for education expenses  
(R.S.Q., c. A-13.3; 2001, c. 10)

#### Financial assistance for education expenses — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation to amend the Regulation respecting financial assistance for education expenses, the text of which appears below, may be made by the Government upon the expiry of 21 days following this publication.

Under section 12 of the Regulations Act, the draft regulation may be made at the expiry of a shorter period than the 45 day period provided for in section 11 of the Act because of the urgency due to the following circumstances:

— since the amendments to the Regulation respecting financial assistance for education expenses shall apply for the 2001-2002 designation year, the time limit of the publication periods of the draft Regulation would not allow to take these amendments into account in due time, that is to say the summer trimester of this designation year.

The purpose of the draft Regulation is to determine the number of trimesters that a student must have completed as well as the number of credits he must have accumulated in a given university program in order not to be deemed receiving a contribution from his parents or sponsor. It also intends to extend the eligibility period for a bursary depending on the student's family circumstances and to determine the admissible expenses which must be taken into account in order to calculate the amount of the bursary. This draft Regulation also aims at extending the period in which the Minister of Education pays the interest on granted loans as well as the period where the loans do not have to be reimbursed where studies are interrupted for one of the reasons provided for. Finally, the draft Regulation aims at reducing the student's contribution as well as his parents' or sponsor's, at indexing certain admissible expenses and at modifying the conditions for a borrower to be recognized as being in a precarious financial situation.

To date, study of the draft Regulation has shown no impact on businesses.

Further information may be obtained by contacting Claude Provencher, Director, Aide financière aux études, 1035, rue De La Chevrotière, 19<sup>e</sup> étage, Québec (Québec) G1R 5A5; tel. (418) 646-5313.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 21-day period, to the Minister of Education, 1035, rue De La Chevrotière, 16<sup>e</sup> étage, Québec (Québec) G1R 5A5.

FRANÇOIS LEGAULT,  
*Minister of Education*

### Regulation to amend the Regulation respecting financial assistance for education expenses\* An Act respecting financial assistance for education expenses

(R.S.Q., c. A-13.3, s. 57; 2001, c. 10, s. 1)

1. Section 4 of the Regulation respecting financial assistance for education expenses is amended by substituting “50% of the amount obtained by subtracting the minimal contribution established in section 5” for the percentage “60%”, in subparagraph 2 of the first paragraph.

2. The following is inserted after section 18:

“**18.1** A student who has been pursuing university studies for at least three years in Quebec and who, in a single program, has completed six full-time trimesters and has accumulated 90 credits, is not deemed to receive a contribution from his parents or sponsors.

\* The Regulation respecting financial assistance for education expenses, made by Order in Council 844-90 dated 20 June 1990 (1990, *G.O.* 2, 1685) was last amended by the Regulation made by Order in Council 1214-2000 dated 18 October 2000 (2000, *G.O.* 2, 5183). For previous amendments, refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000, updated to 1 November 2000.

The foregoing also applies to a student who has been pursuing university studies outside of Québec for at least four years and who has completed eight full-time trimesters or, if he has a college diploma, who has been pursuing such studies for at least three years and that he has completed six full-time trimesters towards graduation.”.

3. Section 30 is amended by substituting the amounts “\$57”, “\$30”, “\$160”, “\$114” for “\$55”, “\$29”, “\$156” and “\$111”.

4. Section 33 of the regulation is amended

(1) by substituting the amount “\$54” for “\$52” in the first paragraph;

(2) by substituting the amount “\$1098” for “\$1071” in the third paragraph.

5. Section 36 is amended by substituting the amount “\$34” for the amount “\$33”.

6. Section 42 is amended by substituting “\$242” and “\$484” for “\$236” and “\$472” in the first paragraph.

7. The following is inserted after section 46:

“**46.0.1.** The eligibility period for a bursary determined under section 45 or under section 46 shall be extended by two trimesters when the student lives with his child or his spouse’s child.

For the purpose of bursary calculation, in the case of an extension of the eligibility period, only the admissible expenses referred to in sections 34, 39, 39.1, 40 and 41 are taken into account.”.

8. Section 50 is amended by substituting the following amounts for the amounts provided for in subparagraphs 0.1 to 2 of the first paragraph:

- (0.1) “\$12 451”;
- (1) “\$12 451”;
- (2) “\$13 109”.

9. Section 69 is amended:

(1) by substituting “\$1125” for “\$1105” in the first paragraph;

(2) by adding the following at the end:

“The amount mentioned in the first paragraph shall be increased by \$215 when the student has a child and, if he has more than one, by \$200 for every other child. That amount shall also be increased by \$110 when the student is a single parent living with his child.”.

10. The following is substituted for Schedule V to the Regulation:

#### SCHEDULE V

(p. 12, 15, 20 and 22)

##### Disposable income

Higher than	Not exceeding	Requested contribution
\$0	\$8000	0% of disposable income
\$8000	\$44 000	0% of the first \$8000 and 19% of the remainder
\$44 000	\$54 000	\$6840 of the first \$44 000 and 29% of the remainder
\$54 000	\$64 000	\$9740 of the first \$54 000 and 39% of the remainder
\$64 000		\$13640 of the first \$64 000 and 49% of the remainder”.

11. Schedule IX to the Regulation is amended by adding the following at the end:

“For the purposes of the first paragraph, a student who interrupts his studies during the trimesters referred to in each of the following cases is not considered as having abandoned his full-time studies:

(1) where the student is pregnant:

(a) the trimester during which she reaches the twentieth week of pregnancy;

(b) the trimester of the delivery;

(c) the trimester that follows the trimester of the delivery;

(d) the summer trimester when the trimester that follows the trimester of the delivery is the winter trimester;

(2) where the student adopts a child or where his spouse gives birth to a child:

(a) the trimester of the adoption or the child’s birth;

(b) the trimester that follows the trimester of the adoption or the child’s birth;

(c) the summer trimester when the trimester that follows the trimester of the adoption or the child’s birth is the winter trimester;

(3) where the student has a disability lasting more than one month and attested to in a medical certificate issued by a physician:

(a) the trimester during which the disability lasts more than one month;

(b) the trimester that follows the trimester during which the disability lasts more than one month;

(c) the summer trimester when the trimester that follows the trimester during which the disability lasts more than one month is the winter trimester;

(4) where the student is elected to carry out duties within an organization grouping student associations:

(a) the trimester during which the student carries out such duties, up to six trimesters per level of education;

(b) the summer trimester when the sixth eligible trimester or the trimester during which he ceases to carry out such duties is the winter trimester.

Where, in the cases referred to in subparagraphs 1 and 2 of the second paragraph, a student and his spouse interrupt their full-time studies during the same trimester, only one of them may be considered as not having abandoned his full-time studies.

A borrower who does not resume his full-time studies during the following trimester is considered as having abandoned his full-time studies at the end of the last trimester of the period of interruption referred to in the second paragraph.”

12. This Regulation applies from the summer trimester of the designation year 2001-2002.

13. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4411

## Draft Regulation

An Act respecting the lands in the domain of the State (R.S.Q., c. T-8.1)

### Gratuitous transfer of land for public use

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation respecting gratuitous transfer of land for public use, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The purpose of the draft Regulation is to allow the Minister of Natural Resources to gratuitously transfer lands in the domain of the State in favour of a local municipality or a regional county municipality, according to their respective jurisdictions, for municipal purposes, including port installations and airport facilities. It is also proposed that such transfers be granted in favour of any non-profit organization that takes transport services (airport and port) in charge following a retrocession granted by the federal government. This Regulation replaces the Regulation respecting gratuitous transfer of land for uses of public utility made by Order in Council 232-89 dated 22 February 1989.

Any interested person having comments to make on the draft Regulation is asked to send them in writing, before the expiry of the 45-day period, to Bernadette Crombé, Director, Politiques territoriales, Ministère des Ressources naturelles, 5700, 4<sup>e</sup> Avenue Ouest, bureau A 314, Charlesbourg (Québec) G1H 6R1.

JACQUES BRASSARD,  
*Minister of Natural Resources*

## Regulation respecting gratuitous transfer of land for public use

An Act respecting the lands in the domain of the State (R.S.Q., c. T-8.1, s. 71, subpars. 3 and 6)

1. This Regulation applies to lands in the domain of the State and to buildings, improvements and movables located on those lands that come under the authority of the Minister of Natural Resources under section 3 of the Act respecting the lands in the domain of the State (R.S.Q., c. T-8.1).

2. The Minister may gratuitously transfer land or grant a servitude to a municipality where it is required for the purposes of a public highway, municipal administrative services, port installations or airport facilities, a waste elimination site such as a sanitary landfill site or an incinerator, waste water treatment, protection of a drinking water reservoir or for water supply or sewer systems.

3. The Minister may gratuitously transfer land or grant a servitude to a local municipality where it is required for the development of roads or public transport, public housing, public security, social services, municipal parks, gardens, green spaces, for heritage preservation and for cultural or non-profit recreational purposes.

In this section, “local municipality” excludes the James Bay Regional Zone Council.

4. An urban community and the Kativik Regional Government may benefit from sections 2 and 3 within the jurisdiction assigned to them by law.

5. The Minister may gratuitously transfer land or grant a servitude to a non-profit organization that takes over the management of port installations and airport facilities following a retrocession granted by the Government of Canada to the Gouvernement du Québec.

6. Where the transfer or servitude is granted to a local municipality, the land must be located within its territorial boundaries or within those of a neighbouring local municipality to the extent permitted by law.

7. The Minister may gratuitously transfer land to an intermunicipal board where it is required for the development of a park, garden or green space, or for non-profit recreational purposes.

8. The Minister may gratuitously transfer land where it is required for the non-profit operation of a cemetery.

9. The transferee or the acquirer of a servitude shall pay the registration fees prescribed by the Regulation respecting fees for attestation, registration and research in the Terrier made by Order in Council 235-89 dated 22 February 1989, the administration fees and the fees for the preparation and deposit of survey plans and documents prescribed for the sale of land or granting of a servitude by the Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain made by Order in Council 231-89 dated 22 February 1989, as they read at the time of their application, and the fees for the notarial deed.

10. This Regulation replaces the Regulation respecting gratuitous transfer of land for uses of public utility made by Order in Council 232-89 dated 22 February 1989.

11. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4403

## Draft Regulation

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001)

### Experience ratios for 2002

Notice is hereby given in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that upon the expiry of 45 days following the publication of this notice the Regulation respecting the experience ratios for 2002 will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendments.

The Regulation determines the experience ratios for each unit of activity for 1997, 1998, 1999 and 2000, which will be used to fix the assessment of employers subject to a personalized rate for 2002 under the Regulation respecting personalized rates.\*

The purpose of the Regulation respecting personalized rates is to adjust the assessment of employers in relation to their own experience in the field of occupational injuries, so as to encourage prevention.

Any interested person having comments to make on matter is asked to send them in writing, before the expiry of the 45-day period, to Mr. Roland Longchamps, Vice-Chairman, Finance, Commission de la santé et de la sécurité du travail, 524 rue Bourdages, Québec (Québec) G1K 7E2.

TREFFLÉ LACOMBE,  
*Chairman of the board and  
chief executive officer  
of the Commission de la santé  
et de la sécurité du travail*

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\* The Regulation respecting personalized rates has been adopted by the Commission de la santé et de la sécurité du travail by Resolution A-86-98 of September 17, 1998 (1998, G.O. 2, 3997).



## Regulation respecting the experience ratios for 2002

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001, s. 454, 1st par., subpar. 8)

1. The first- and second-level experience ratios for each unit of classification for 1997, 1998, 1999 and 2000 applicable for the purposes of fixing personalized rates for the assessment year 2002 are those appearing in Schedule 1.

2. This Regulation comes into force as of 1 January 2002.

### SCHEDULE 1

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
10010	Operating a dairy cattle herd; raising cattle, buffalo, horses, wild boar; horse boarding service	0.6181	0.5846	0.5171	1.9430	1.9430	1.9430
10020	Raising hog, sheep, goat, grain-fed and milk-fed heavy calves	0.4334	0.5166	0.4096	1.2719	1.2719	1.2719
10030	Raising, catching and caging poultry; raising fur-bearing animals; raising earthworms; raising rabbits; pisciculture; apiculture	0.3628	0.4162	0.3422	1.0516	1.0516	1.0516
10040	Field-crop farming; fruit or vegetable farming; ornamental plant cultivation; mushroom production; Christmas tree farming; maple syrup production; tobacco production; reforestation plant cultivation	0.5942	0.6305	0.4645	1.7835	1.7835	1.7835
11010	Inshore or offshore fishing; underwater diving services	0.3547	0.4164	0.2321	2.8384	2.8384	2.8384
13010	Surface iron ore mining with or without concentration; pelletization of iron ore	0.1833	0.1787	0.0996	0.3003	0.3003	0.3003
13020	Metal mining, except iron mines; treatment, concentrating or smelting metal ores, except iron ore	0.4297	0.5000	0.3746	1.5051	1.5051	1.5051
13030	Asbestos mining	0.2662	0.2888	0.1825	1.0768	1.0768	1.0768
13040	Peat extraction or manufacturing peat-based products; mining or crushing quartz or other industrial siliciferous ores; underground mining of non-metal ores, not specified in other units	0.3153	0.4512	0.3331	1.1446	1.1446	1.1446
13050	Operating a cut-stone quarry; operating a crushed stone quarry with blasting and drilling; mine prospecting with blasting or with crawler tractors	0.5503	0.6142	0.5562	1.7077	1.7077	1.7077
13060	Operating a crushed stone quarry without blasting or drilling; rock or gravel crushing with movable crushers; operating a gravel pit with or without crushing; operating a sandpit	0.5813	0.4620	0.4719	1.4869	1.4869	1.4869
13070	Drilling ore for the removal of cores for mine prospecting; drilling oil or natural gas wells; other technical work incidental to drilling oil or natural gas wells	0.3585	0.2738	0.2484	1.3530	1.3530	1.3530

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
13090	Mine prospecting not specified in other units ; line cutting ; geophysical surveys ; geological work	0.1974	0.1258	0.1653	0.6089	0.6089	0.6089
13100	Contract operation of a mine ; digging ramps and crossing banks ; other contract work relating to operation of mines	0.3756	0.3484	0.1919	2.5056	2.5056	2.5056
14010	Forestry operations	0.9995	0.8566	0.6687	3.7710	3.7710	3.7710
14020	Forestry development	1.0421	0.7276	0.7085	2.0789	2.0789	2.0789
14030	Tree work	2.3654	2.0416	1.9261	7.8795	7.8795	7.8795
20010	Slaughtering livestock ; preparing, processing, drysalting or canning meat ; manufacturing mineral or animal oil or shortening	1.3990	1.4439	1.1535	2.3351	2.3351	2.3351
20020	Slaughtering poultry or rabbits ; dressing, processing or canning poultry or rabbits	1.5812	1.6680	1.2266	2.6456	2.6456	2.6456
20030	Preparing or processing fish, including canning	0.5046	0.5790	0.5670	2.3555	2.3555	2.3555
20040	Processing, canning or freezing fruits or vegetables ; preparing natural casings for delicatessen	0.4732	0.5542	0.6930	0.9788	0.9788	0.9788
20050	Operating a dairy work ; water bottling, with or without distribution ; manufacturing and delivering blocks of natural or artificial ice	0.3204	0.3690	0.2969	0.5336	0.5336	0.5336
20060	Flour mill	0.3484	0.5769	0.4185	1.0822	1.0822	1.0822
20070	Processing meat unfit for human consumption or abattoir waste	0.3684	0.4626	0.3412	0.7980	0.7980	0.7980
20080	Grain milling	0.3192	0.3380	0.2740	0.8771	0.8771	0.8771
20090	Manufacturing bakery, pastry or biscuit products, with or without distribution	0.5538	0.5729	0.5414	1.2229	1.2229	1.2229
20100	Processing cane or beet sugar ; manufacturing confectionery	0.3952	0.4117	0.3196	0.6162	0.6162	0.6162
20110	Roasting and blending coffee ; packing tea ; roasting almonds	0.1729	0.2827	0.2085	0.7082	0.7082	0.7082
20120	Manufacturing potato chips	0.3739	0.2865	0.3100	0.6000	0.6000	0.6000
20130	Manufacturing margarine, vegetable oil or shortening ; manufacturing convenience foods ; manufacturing yeast or condiments ; grinding and preparing spices ; manufacturing or processing food products, not specified in other units	0.6246	0.6433	0.5941	1.3379	1.3379	1.3379
20140	Manufacturing soft drinks, with or without distribution	0.3124	0.3173	0.2861	0.4239	0.4239	0.4239
20150	Distillery ; manufacturing wine or cider	0.1771	0.1374	0.1776	0.3323	0.3323	0.3323
20160	Brewing beer, with or without distribution ; manufacturing malt	0.2982	0.3204	0.2942	0.3305	0.3305	0.3305
20170	Manufacturing tobacco products	0.0927	0.1176	0.0900	0.1298	0.1298	0.1298
21010	Manufacturing tires or rubber treads for tires	0.2840	0.4286	0.3129	0.6392	0.6392	0.6392
21020	Manufacturing adhesive tape or damper mats and rug underlays ; manufacturing clothing or industrial parts or cellular products made of rubber	0.7030	0.7463	0.4825	1.2374	1.2374	1.2374
21030	Manufacturing foamed or expanded plastic products ; wholesaling foam rubber	0.3810	0.4167	0.3721	0.6860	0.6860	0.6860
21040	Manufacturing plastic pipes or pipe fittings	0.4126	0.4748	0.4386	0.5857	0.5857	0.5857
21050	Manufacturing plastic film and sheeting ; manufacturing plastic bags	0.5233	0.5329	0.4612	1.0056	1.0056	1.0056

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
21060	Manufacturing stratified or reinforced plastic products, except boats; manufacturing plastic products, not specified in other units	0.5484	0.6262	0.5104	1.1257	1.1257	1.1257
22010	Leather tanning; custom-dressing furs; wholesaling raw hides or skins	1.1378	1.0525	0.7096	3.5897	3.5897	3.5897
22020	Manufacturing footwear; shoe repairing; manufacturing footwear parts except rubber parts	0.4703	0.3760	0.2476	1.0069	1.0069	1.0069
22040	Manufacturing handbags or purses; manufacturing leather or imitation-leather goods, not specified in other units; manufacturing luggage, other than in wood and in metal	0.2293	0.2129	0.2097	0.7063	0.7063	0.7063
22050	Manufacturing fibres or yarn from artificial or synthetic material; texturizing yarn	0.2173	0.2745	0.2539	0.4609	0.4609	0.4609
22060	Manufacturing thread or yarn, without weaving	0.2828	0.3178	0.2690	0.5413	0.5413	0.5413
22070	Weaving textiles other than carpets; recycling textile waste; preparing cotton-wool or flock	0.3205	0.3736	0.2696	0.5977	0.5977	0.5977
22080	Manufacturing knitted fabrics	0.3810	0.2989	0.3527	0.8738	0.8738	0.8738
22090	Manufacturing carpets	0.3237	0.2976	0.4079	0.5753	0.5753	0.5753
22100	Manufacturing textile products, not specified in other units; manufacturing zippers or umbrellas	0.4416	0.3902	0.3573	0.9499	0.9499	0.9499
22110	Finishing textiles; steam shrinking of fabrics	0.4462	0.4169	0.3381	0.8878	0.8878	0.8878
22120	Manufacturing first-aid products	0.1489	0.1787	0.2242	0.2779	0.2779	0.2779
22140	Manufacturing clothing or clothing accessories, not specified in other units	0.2367	0.2387	0.1849	0.7356	0.7356	0.7356
22150	Knitting clothing or accessories, including assembling	0.2200	0.2462	0.2597	0.5188	0.5188	0.5188
22160	Manufacturing ladies undergarments and swimsuits	0.2018	0.1644	0.1417	0.6638	0.6638	0.6638
23050	Manufacturing in a shop custom woodwork to be attached to a structure; mass production of wooden cabinets	0.7161	0.7461	0.5908	1.3921	1.3921	1.3921
23060	Manufacturing wooden doors or windows	0.4639	0.6377	0.5171	0.7523	0.7523	0.7523
23070	Manufacturing wooden roof trusses or laminated wood framework	1.0596	1.2872	0.8306	2.5382	2.5382	2.5382
23090	Manufacturing wooden or metal coffins or frames; manufacturing pipe organs, pianos or other musical instruments	0.7779	0.5896	0.4744	1.3667	1.3667	1.3667
23120	Manufacturing miscellaneous wooden goods, not specified in other units	1.0763	1.0356	0.8943	1.8619	1.8619	1.8619
24010	Manufacturing metal furniture or fixtures	0.9911	0.8360	0.6324	1.6645	1.6645	1.6645
24020	Manufacturing custom wooden furniture in a workshop; manufacturing wooden furniture for electronic equipment or wooden cases for musical instruments	0.8735	0.7254	0.4627	2.5769	2.5769	2.5769
24030	Mass assembling of wooden furniture or furniture frames, with or without upholstering; upholstering custom furniture in a workshop; repairing wooden or upholstered furniture; manufacturing upholstered mattresses or bed springs	0.5033	0.4173	0.4322	0.8912	0.8912	0.8912
24040	Mass production of wooden furniture or furniture frames, with or without upholstering	0.8744	0.8475	0.7327	1.6542	1.6542	1.6542
25410	Manufacturing prefabricated wooden houses, house panels or mobile homes	0.7964	0.9761	0.9294	2.2355	2.2355	2.2355

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
26010	Printing ; silkscreen printing	0.2259	0.2311	0.1929	0.4901	0.4901	0.4901
26020	Operating a bindery	0.3962	0.3603	0.3506	1.1379	1.1379	1.1379
26030	Metal typesetting (typography-linotyping) ; stereotyping ; lithography ; manufacturing plates for printing ; developing and printing films	0.0815	0.0669	0.0670	0.1368	0.1368	0.1368
26040	Printing and publishing a daily ; printing and publishing	0.0675	0.0833	0.0538	0.1386	0.1386	0.1386
27020	Manufacturing steel castings (steel foundry) ; lead or lead alloys rolling, casting or extruding	0.8306	1.0270	0.6415	2.1613	2.1613	2.1613
27030	Manufacturing steel ; processing steel by rolling and forging	0.3705	0.3729	0.3381	0.8383	0.8383	0.8383
27040	Manufacturing titanium slag and pig iron ; manufacturing metal powder, steel pipe or tubing ; manufacturing ferro-alloys	0.4468	0.4551	0.3421	0.7464	0.7464	0.7464
27050	Manufacturing iron castings (cast-iron foundry)	0.5330	0.5711	0.4398	0.8462	0.8462	0.8462
27060	Primary manufacturing of aluminium	0.1569	0.1370	0.0822	0.2483	0.2483	0.2483
27070	Electrolytic refining of copper or zinc and processing of their by-products	0.1585	0.1932	0.1347	0.3954	0.3954	0.3954
27080	Aluminium and aluminium alloys rolling	0.1328	0.1220	0.0847	0.2348	0.2348	0.2348
27090	Extruding aluminium, copper or their alloys	0.2989	0.3464	0.2255	0.3829	0.3829	0.3829
27110	Non-ferrous metal pressurized casting ; non-ferrous metal casting ; manufacturing aluminium or light alloy automobile parts	0.5242	0.6097	0.6617	0.9810	0.9810	0.9810
28010	Casting or overhauling high pressure boilers, tanks or heat exchangers	0.4920	0.4870	0.3755	0.6749	0.6749	0.6749
28020	Manufacturing metal structural components	1.0189	1.1077	0.7587	1.5213	1.5213	1.5213
28030	Manufacturing metal windows or doors ; repairing industrial doors ; manufacturing other ornamental and architectural metal products	0.5076	0.4992	0.4098	1.0975	1.0975	1.0975
28040	Manufacturing ornamental metal products ; operating a welding shop ; manufacturing motor vehicle springs, mufflers or exhaust pipes	0.7618	0.6859	0.7218	1.7969	1.7969	1.7969
28050	Electrolytic or chemical plating ; heat treating of metals	0.8337	0.7997	0.6012	1.1388	1.1388	1.1388
28060	Workshop painting, dyeing or coating metal products	0.5739	0.8281	0.6391	1.6660	1.6660	1.6660
28070	Manufacturing or repairing metal containers or their lids	0.3027	0.4051	0.3433	0.5421	0.5421	0.5421
28080	Manufacturing other products by metal stamping or matrixing.	0.4983	0.5223	0.4727	1.0080	1.0080	1.0080
28090	Manufacturing metal wire or cable, metal rods, welding electrodes or other metal wire products ; applying metal powder to metal parts	0.5300	0.5852	0.5475	0.8860	0.8860	0.8860
28100	Manufacturing industrial fasteners or metal springs	0.3999	0.3956	0.2717	0.8510	0.8510	0.8510
28110	Manufacturing basic hardware articles or small hand or garden tools ; manufacturing industrial dies, moulds, cutting tools and punches	0.3281	0.3014	0.2722	0.7074	0.7074	0.7074
28120	Manufacturing heating equipment	0.2903	0.4299	0.4380	1.3218	1.3218	1.3218
28130	Machine shop piece work ; rebuilding mechanical motors	0.4378	0.4698	0.4375	0.8047	0.8047	0.8047
28140	Manufacturing or assembling metal products, not specified in other units	0.5198	0.5208	0.4791	0.9244	0.9244	0.9244

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
29010	Manufacturing agricultural equipment or implements	0.7270	0.7053	0.6334	0.9458	0.9458	0.9458
29020	Manufacturing commercial refrigeration equipment or air conditioning equipment	0.4902	0.4195	0.3554	1.0182	1.0182	1.0182
29030	Manufacturing conveyors	0.6810	0.7024	0.5373	1.8261	1.8261	1.8261
29040	Manufacturing and installing or repairing hydraulic or pneumatic pressure cylinders	0.3849	0.4004	0.2581	0.6893	0.6893	0.6893
29050	Manufacturing or repairing heavy machinery; manufacturing industrial equipment; constructing or repairing locomotives or freight cars	0.4855	0.5285	0.4096	0.9544	0.9544	0.9544
29070	Manufacturing sewing machines or small electrical appliances; manufacturing machinery and equipment, not specified in other units	0.3103	0.3077	0.3257	0.6504	0.6504	0.6504
29080	Manufacturing major electrical appliances; repairing electrical household appliances	0.2254	0.2042	0.1930	0.4236	0.4236	0.4236
29090	Manufacturing lighting fixtures	0.4047	0.3518	0.3154	0.9480	0.9480	0.9480
29110	Manufacturing electronic household equipment; assembling lighting fixtures	0.3396	0.3227	0.3517	0.9687	0.9687	0.9687
29120	Manufacturing electronic parts or components; manufacturing electronic equipment, not specified in other units	0.0673	0.0928	0.0713	0.1776	0.1776	0.1776
29130	Manufacturing lightning rods, high voltage line circuit breakers or distribution transformers	0.3008	0.3026	0.2511	0.3784	0.3784	0.3784
29140	Manufacturing high power transformers; manufacturing or assembling batteries	0.2414	0.2426	0.1749	0.2283	0.2283	0.2283
29150	Manufacturing control panels or electrical or pneumatic measuring instruments	0.2660	0.2009	0.2309	0.5268	0.5268	0.5268
29160	Manufacturing or assembling electric motors or generators; repairing or rewinding electric motors	0.3890	0.3574	0.3313	0.7960	0.7960	0.7960
29170	Manufacturing electrical wire or cable; manufacturing electric light bulbs	0.2538	0.2924	0.1923	0.4993	0.4993	0.4993
29180	Manufacturing electrical distribution parts or graphite electrodes	0.3102	0.2851	0.2977	0.5311	0.5311	0.5311
30010	Repairing, reworking, finishing or reconditioning aircraft; machining or assembling aircraft parts manufacturing	0.1646	0.1746	0.1424	0.3903	0.3903	0.3903
30020	Constructing aircraft	0.1249	0.1379	0.1110	0.1308	0.1308	0.1308
30030	Manufacturing aircraft parts by microfusion with casting	0.3410	0.3480	0.2554	1.3535	1.3535	1.3535
30040	Constructing trucks	0.3376	0.3308	0.2265	0.5880	0.5880	0.5880
30050	Constructing automobiles	0.2425	0.2777	0.2624	0.6562	0.6562	0.6562
30060	Constructing buses or long-distance coaches	0.5141	0.4001	0.4189	0.8006	0.8006	0.8006
30070	Manufacturing or assembling truck boxes, with or without installation	0.8050	0.6489	0.5641	1.2307	1.2307	1.2307
30080	Manufacturing, with or without repairing, motor vehicle trailers; manufacturing house trailers or tent trailers; manufacturing and renting movable shelters; finishing van interiors	0.7214	0.7984	0.6631	1.4832	1.4832	1.4832
30110	Manufacturing or repairing motor vehicle or machine radiators	0.4225	0.4612	0.3461	1.3709	1.3709	1.3709
30130	Constructing or repairing railway passenger cars	0.1560	0.2378	0.1024	0.1812	0.1812	0.1812
30160	Constructing or modernizing ships over 250 tonnes	1.5844	2.2581	0.6840	2.5681	2.5681	2.5681
30170	Constructing or modernizing ships between 5 and 250 tonnes; minor repairs to ships over 5 tonnes	1.0087	0.7888	0.6637	1.6625	1.6625	1.6625

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
30180	Manufacturing or repairing craft of 5 tonnes or less	0.5259	0.7921	0.6050	1.6920	1.6920	1.6920
30190	Manufacturing snowmobiles, motorcycles, snowplows or all-terrain vehicles	0.3373	0.4123	0.2720	0.6205	0.6205	0.6205
31010	Manufacturing clay products	0.2329	0.4357	0.4225	0.7075	0.7075	0.7075
31020	Manufacturing cement or lime; manufacturing silicon carbide or gypsum panels	0.1349	0.1953	0.1875	0.4272	0.4272	0.4272
31030	Manufacturing funeral monuments or other stone products	0.6590	0.6695	0.5323	1.6100	1.6100	1.6100
31040	Manufacturing asbestos-cement products; manufacturing friction parts; manufacturing asbestos wire, cloth, ceiling components or gaskets	0.5879	0.4052	0.3690	0.7072	0.7072	0.7072
31050	Manufacturing pipes, concrete masonry components and other concrete products similar to masonry components; manufacturing pre-cast concrete structural or architectural elements	0.6413	0.6774	0.7984	1.3627	1.3627	1.3627
31070	Manufacturing ready-mix concrete; manufacturing asphalt	0.4920	0.4816	0.4085	1.3117	1.3117	1.3117
31080	Manufacturing glass or glass products	0.5041	0.6202	0.4417	0.8852	0.8852	0.8852
31090	Manufacturing refractory products; manufacturing or processing charcoal	0.2225	0.2876	0.2685	0.4786	0.4786	0.4786
31100	Manufacturing insulating material, not specified in other units	0.2347	0.3718	0.3388	0.7081	0.7081	0.7081
31110	Refining crude petroleum; manufacturing petroleum and coal products, not specified in other units	0.0655	0.0522	0.0560	0.1554	0.1554	0.1554
32010	Manufacturing industrial inorganic chemical products, not specified in other units	0.1292	0.1819	0.1285	0.3282	0.3282	0.3282
32020	Manufacturing industrial organic chemical products or other chemical products, not specified in other units	0.2251	0.1953	0.1535	0.4857	0.4857	0.4857
32030	Manufacturing plastics or synthetic resins	0.3860	0.4401	0.4620	0.7597	0.7597	0.7597
32040	Manufacturing pharmaceutical products or drugs	0.0939	0.0742	0.0925	0.1639	0.1639	0.1639
32050	Manufacturing paint, varnish, printing ink, adhesives or coatings	0.2995	0.2512	0.2429	0.6092	0.6092	0.6092
32060	Manufacturing soap or cleaning products	0.3068	0.3378	0.2862	0.9147	0.9147	0.9147
32070	Manufacturing toiletries	0.3058	0.3365	0.2043	1.0370	1.0370	1.0370
32080	Manufacturing ammunition	0.2241	0.1243	0.0618	0.3077	0.3077	0.3077
32090	Manufacturing explosives	0.3088	0.4048	0.3107	0.9365	0.9365	0.9365
33010	Assembling watches or clocks; operating an optical laboratory; manufacturing gold, silver or plated jewellery or ware; manufacturing orthopedic devices; assembling cartridges or cassettes	0.1304	0.1008	0.0932	0.2996	0.2996	0.2996
33020	Manufacturing wooden or metal sporting goods or gymnasium equipment; assembling plastic or metal toys; manufacturing and repairing bicycles	0.4277	0.4503	0.3493	0.9994	0.9994	0.9994
33030	Manufacturing, installing or repairing commercial signs	0.5835	0.5567	0.5429	1.7566	1.7566	1.7566
33040	Assembling trophies or miscellaneous wooden, plastic, fiberglass or concrete products; manufacturing rubber pads, plaster goods, wax products, trophy parts or foundry models; stamping balloons; handicrafts	0.3618	0.3983	0.3944	0.9323	0.9323	0.9323

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
33050	Manufacturing buttons, snap fasteners, needles, emblems, medals, pencils or pens	0.1933	0.2111	0.1854	0.3811	0.3811	0.3811
33060	Manufacturing vinyl tiles and vinyl linoleum; manufacturing heat-insulating products for piping	0.1753	0.1404	0.1324	0.1656	0.1656	0.1656
34010	Sawmill	0.9891	0.9513	0.8422	2.0859	2.0859	2.0859
34030	Manufacturing wooden pallets or containers used to handle or transport merchandise; manufacturing wooden fences	1.4841	1.1765	1.2727	3.1414	3.1414	3.1414
34050	Drying wood; treating wood	0.6194	0.6561	0.5678	1.0609	1.0609	1.0609
34060	Manufacturing solid wood panels	0.9324	0.8994	0.7442	1.9079	1.9079	1.9079
34200	Manufacturing of paper pulp; manufacturing of paper and paperboard; manufacturing of wood fibre boards	0.2771	0.2930	0.2596	0.4954	0.4954	0.4954
34210	Transformation of paper and paperboard; treatment of paper and paperboard; manufacture of particle board; coating of boards	0.4750	0.4405	0.3973	0.7274	0.7274	0.7274
34220	Manufacturing of office supplies made of paper or paperboard	0.4398	0.4312	0.2730	1.4357	1.4357	1.4357
34410	Bulk trucking activities	0.4458	0.4502	0.3483	1.6570	1.6570	1.6570
34420	Trucking activities other than bulk trucking	0.5042	0.5292	0.4404	1.6340	1.6340	1.6340
50010	Air transport; services incidental to air transport	0.1787	0.1912	0.1851	0.4458	0.4458	0.4458
50020	Transporting marine freight; towing or docking boats; railway transport	0.2393	0.2374	0.2542	0.7368	0.7368	0.7368
50030	Loading or unloading boats	0.6740	0.5115	0.4896	1.5171	1.5171	1.5171
51010	Transporting passengers by intercity bus, school bus service or special transportation by bus, transportation by tour bus or chartered bus, including vehicle repair or maintenance	0.2187	0.2008	0.2036	0.7112	0.7112	0.7112
51020	Transporting passengers by intercity bus, school bus service or special transportation by bus, transportation by tour bus or chartered bus, not including vehicle repair and maintenance	0.3168	0.3025	0.2916	1.0403	1.0403	1.0403
51030	Mass transit in urban areas, with or without vehicle repair; transporting passengers by taxi	0.3576	0.3598	0.3226	0.5431	0.5431	0.5431
52010	General local or long-distance transport; transporting or wholesaling fats or meats unfit for human consumption; transporting pelts	0.5042	0.5292	0.4404	1.6340	1.6340	1.6340
52020	Railway service; transporting motor vehicles; transporting by towing; transporting by float; non-standard transport	0.6474	0.6128	0.4995	2.1795	2.1795	2.1795
52030	Furniture moving; transporting electronic equipment	1.5241	1.3998	1.2146	4.4629	4.4629	4.4629
52040	Transporting freight in tank-trucks, not specified in other units; transporting explosives, corrosive, toxic or inflammable products; transporting petroleum products	0.2941	0.3345	0.3228	1.1837	1.1837	1.1837
52050	Bulk trucking; snow removal	0.4458	0.4502	0.3483	1.6570	1.6570	1.6570
53010	Storage service	0.4897	0.4862	0.3922	1.2768	1.2768	1.2768
53020	Wrapping or packing service with or without marketing	0.6507	0.6489	0.5356	1.5457	1.5457	1.5457
60010	Operating a radio station; operating telephone lines or telephone exchanges; intercommunication services; recovering or repairing telephones; splicing telephone cables	0.0547	0.0434	0.0399	0.1096	0.1096	0.1096

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
60020	Operating a television station; producing or distributing motion pictures or other audio and video material; operating a motion picture or a drive-in theater; operating an orchestra, a disco-mobile, a singing group, a theater company or a theatrical agency; leasing or renting halls; installing equipment for social dances	0.0793	0.0700	0.0626	0.1755	0.1755	0.1755
60030	Cable television service; installing radio or television antennas; radio, television or cable connection work	0.2392	0.2792	0.2492	0.5646	0.5646	0.5646
60040	Courier service; home small parcel delivery service	0.6607	0.7020	0.6490	1.3293	1.3293	1.3293
60050	Operating a recreational centre; operating a professional sports club; operating a curling club; operating a bowling alley or a billiard parlour; operating a roller skating rink; operating a race track; operating a racket sports centre	0.1802	0.1756	0.1497	0.4840	0.4840	0.4840
60060	Operating a golf course	0.2569	0.2445	0.1708	0.5207	0.5207	0.5207
60070	Operating a ski centre; operating a snowmobile club	0.4844	0.5399	0.4844	1.4735	1.4735	1.4735
60080	Operating an amusement park or rides, an amateur sports club, a pleasure-boating club, a shooting club, or amusement and recreational services, not specified in other units; operating a Turkish bath, a massage parlour, a bodybuilding studio, a tanning salon, a shoeshine service or a checkroom service; organizing a public festival	0.1489	0.1594	0.1258	0.2996	0.2996	0.2996
61010	Generating and distributing electric power	0.0722	0.0703	0.0529	0.1474	0.1474	0.1474
61020	Operating a water distribution centre, a steam distribution centre or a natural gas distribution centre; operating and maintaining a gas or an oil pipeline	0.0834	0.1060	0.0848	0.1997	0.1997	0.1997
61030	Maintaining a garbage dump; disposal of industrial waste; cleaning tanks, sewers, cesspools, septic tanks or industrial facilities; renting or leasing, with maintenance, portable chemical toilets	0.6800	0.6409	0.5224	1.7246	1.7246	1.7246
61040	Garbage collection	1.4311	1.4130	1.0866	4.0438	4.0438	4.0438
62010	Transporting milk and cream; wholesaling dairy products; wholesale or retail distribution of dairy products	0.1955	0.2657	0.2112	0.8183	0.8183	0.8183
62020	Wholesaling fruit, vegetables or fish	0.4971	0.5001	0.4170	1.2382	1.2382	1.2382
62030	Wholesaling meat and meat products	0.6792	0.6254	0.6007	1.2211	1.2211	1.2211
62040	Wholesaling meat, including cutting up and carving	1.3822	1.1377	0.9682	3.1365	3.1365	3.1365
62050	Wholesaling bakery or pastry products or distributing those products, wholesale or retail; retailing imported specialties, dietetic or natural food, delicatessen, pastries or seafood products	0.2351	0.2865	0.2520	0.8502	0.8502	0.8502
62060	Wholesaling food, not specified in other units	0.5275	0.5079	0.4391	0.9610	0.9610	0.9610
62070	Wholesaling carbonated beverages or water; distributing carbonated beverages or water, wholesale or retail; wholesaling beer	0.4832	0.4350	0.4105	1.5822	1.5822	1.5822
62090	Wholesaling toiletries or drug sundries	0.1186	0.0997	0.1082	0.2276	0.2276	0.2276
62110	Operating a grocery store	0.2097	0.2724	0.1737	0.7074	0.7074	0.7074



Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
62120	Operating a convenience store with or without gasoline sales	0.1893	0.1661	0.1688	0.5158	0.5158	0.5158
62130	Operating a grocery-butcher shop	0.4125	0.4222	0.3262	0.8196	0.8196	0.8196
62140	Operating a butcher shop	0.4860	0.4757	0.3848	1.3551	1.3551	1.3551
62150	Making and retailing bakery or pastry products	0.3072	0.3267	0.2777	1.1418	1.1418	1.1418
62160	Fruit and vegetables retail business	0.3048	0.3460	0.2672	0.6389	0.6389	0.6389
62170	Alcoholic beverages retail business	0.2212	0.2516	0.2479	0.3611	0.3611	0.3611
62180	Operating a drugstore; operating a tobacco store; herbalist's shop; chocolate, delicacies or cookies shop, beauty products or cosmetics shop, or selling lottery tickets; operating a bus terminal or a contract post office	0.0723	0.0911	0.0717	0.2531	0.2531	0.2531
63010	Wholesaling household, commercial or service industry furniture, or electrical household appliances; wholesaling floor coverings; leasing, wholesaling or retailing office equipment or furniture; leasing electrical household appliances or electronic household equipment	0.1399	0.1667	0.1588	0.3971	0.3971	0.3971
63020	Wholesaling household dishware, pottery, glassware or similar household goods; wholesaling electronic household appliances	0.0951	0.1257	0.0718	0.3147	0.3147	0.3147
63030	Wholesaling metals or alloys, including handling	0.4791	0.5765	0.5183	1.0698	1.0698	1.0698
63040	Wholesaling hardware, plumbing or heating equipment and supplies, not specified in other units; wholesaling and installing safes, with or without repair; wholesaling sanitation equipment	0.1147	0.1260	0.1166	0.2792	0.2792	0.2792
63050	Wholesaling or retailing lumber or building supplies; wholesaling or retailing firewood, coal or charcoal	0.4789	0.5556	0.4609	1.3962	1.3962	1.3962
63060	Wholesaling doors, windows, exterior siding or garage equipment	0.1855	0.1274	0.2788	0.4218	0.4218	0.4218
63070	Wholesaling or repairing farm or garden implements or equipment	0.3066	0.2651	0.2263	0.7000	0.7000	0.7000
63080	Wholesaling, renting or leasing heavy machinery, with or without repair; renting or leasing handling equipment, trailers or containers	0.3841	0.3506	0.3370	0.8765	0.8765	0.8765
63090	Wholesaling industrial handling equipment, with or without repair; wholesaling or repairing welding equipment	0.2523	0.2364	0.1424	0.5983	0.5983	0.5983
63100	Wholesaling, renting or leasing manufacturing machinery; wholesaling, renting or leasing commercial or industrial ovens or kilns	0.1317	0.0918	0.0804	0.3024	0.3024	0.3024
63110	Wholesaling, renting, leasing, installing or repairing stage or discotheque lighting equipment; wholesaling, renting, leasing, installing or repairing swimming-pool accessories; wholesaling, renting, leasing of electric or diesel engines, electric generation equipment, pumping facilities or equipment for water treatment	0.1807	0.1591	0.1335	0.3095	0.3095	0.3095

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
63120	Wholesaling, renting or leasing analytic and laboratory apparatus or medical or scientific equipment, with or without repair or installation; wholesaling of electronic parts or electrical supplies; wholesaling, renting or leasing measuring, calibrating or control instruments or communication equipment other than for automobiles	0.0600	0.0544	0.0550	0.1591	0.1591	0.1591
63130	Wholesaling industrial or commercial scales; wholesaling or retailing kitchen cabinets; retailing doors or windows	0.1713	0.2183	0.1577	0.8022	0.8022	0.8022
64020	Vulcanizing; wholesaling and retailing tires or tubes, with or without repair or installation	0.5609	0.5336	0.4443	1.4424	1.4424	1.4424
64030	Wholesaling transportation equipment or equipment parts; wholesaling or retailing new, reconditioned or used automobile parts or accessories	0.1767	0.1742	0.1424	0.3929	0.3929	0.3929
64040	Wholesaling or retailing automobiles, trucks or busses with or without repair; renting or leasing automobiles with or without repair; retailing and installing automobile windows or radios; upholstering and repairing of motor vehicle seats	0.2398	0.2441	0.2089	0.5662	0.5662	0.5662
64050	Retailing, renting or leasing mobile homes, snowmobiles, motorcycles, travel trailers, tent trailers, including repair or service; retailing boats, outboard motors or boating accessories; renting or leasing, including service, small craft or recreational vehicles, not specified in other units; wholesaling snowmobiles, motorcycles, boats, outboard motors, boating accessories, ship's supplies, trailers or containers; wholesaling, without repair, semitrailers, travel trailers or tent trailers	0.2598	0.2364	0.1850	0.8810	0.8810	0.8810
64060	Operating a service station with or without self-service; operating an automatic car wash; washing and cleaning motor vehicles and trucks	0.2969	0.3114	0.2523	0.9070	0.9070	0.9070
64070	Retailing gasoline, with or without service	0.1643	0.1310	0.1538	0.5392	0.5392	0.5392
64090	Repairing motor vehicles, motor vehicle parts or industrial machinery parts, not specified in other units; motor vehicle towing service	0.4595	0.4428	0.3678	1.2240	1.2240	1.2240
64100	Repairing motor vehicle bodies	0.4886	0.4800	0.3377	1.8581	1.8581	1.8581
64110	Retailing and installing motor vehicle mufflers; repairing and installing motor vehicle suspension parts	0.7181	0.8221	0.4722	1.9158	1.9158	1.9158
64120	Reclaiming and wholesaling used automobile parts and accessories	0.3904	0.2802	0.2878	0.8438	0.8438	0.8438
65010	Retailing furniture, with or without household furnishings; retailing household electrical appliances, with or without electronic appliances or household electrical furnishings; retailing antique objects or furniture	0.2837	0.3461	0.2861	0.9508	0.9508	0.9508

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
65020	Retailing or repairing sound or video equipment, electronic appliances, electrical furnishings, small (portable) electrical household appliances or electrical personal care appliances; retailing sewing machines	0.0719	0.0621	0.0500	0.2351	0.2351	0.2351
65030	Retailing floor coverings	0.2112	0.2700	0.1709	0.7646	0.7646	0.7646
65040	Retailing household furnishings or interior decoration accessories, not specified in other units; wholesaling piece goods, notions and other dry goods, draperies, household linen or other textile household furnishings; retailing lighting fixtures	0.1817	0.1512	0.1369	0.5417	0.5417	0.5417
66020	Wholesaling and distributing petroleum products, with or without maintenance or installation of related facilities	0.2082	0.2172	0.1923	0.6820	0.6820	0.6820
66030	Wrecking automobiles; wholesaling metal waste	0.7409	0.6242	0.5953	1.8497	1.8497	1.8497
66040	Selling non-metallic waste	1.1717	1.1016	0.8165	2.7894	2.7894	2.7894
66050	Wholesaling or distributing newspapers, magazines, books or handbills; wholesaling paper or paper products	0.1626	0.2272	0.1624	0.5204	0.5204	0.5204
66060	Wholesaling animal feeds, fertilizers, grain or cereals; wholesaling tobacco products; grain elevator service	0.3176	0.2350	0.2505	0.8151	0.8151	0.8151
66070	Wholesaling games, toys, sporting goods and equipment; retailing, renting or leasing sporting goods and equipment, with or without service	0.0823	0.0742	0.0825	0.2328	0.2328	0.2328
66080	Wholesaling chemical products or cleaning products; wholesaling or maintaining chemical fire extinguishers	0.1462	0.1415	0.0859	0.6398	0.6398	0.6398
66100	Wholesaling leather or imitation-leather products not specified in other units; wholesaling footwear or garment products; retailing footwear, garments, underwear, knitting products, fabrics, yarn, sewing products, handbags, luggage or other leather or imitation-leather products; manufacturing or storing fur garments or articles; linen rental service without washing equipment; costume or ceremonial apparel rental service	0.1133	0.1287	0.1003	0.3680	0.3680	0.3680
66110	Operating a department store; operating a general merchandise store; operating a general store; operating a direct consumer distributing warehouse; display services; interior decoration design service; retailing home and automobile supplies	0.3252	0.3169	0.2838	0.5906	0.5906	0.5906
66120	Retailing small goods, not specified in other units; retailing paint or wallpaper; retailing or repairing musical instruments or accessories or photography equipment; retailing domestic animals; photography; wholesaling jewellery items or photography equipment and supplies	0.0916	0.1001	0.0849	0.2870	0.2870	0.2870

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
66130	Retailing hardware products or garden supplies ; retailing lawn mowers, snow blowers, chain saws or similar equipment, with repair ; wholesaling or retailing trees, shrubs, plants, flowers, supplies for lawn or garden or other nursery products	0.2137	0.2329	0.2021	0.5424	0.5424	0.5424
66150	Retailing lumber and building supplies with hardware	0.3526	0.3464	0.3193	0.9239	0.9239	0.9239
66160	Monuments and tombstones dealer ; undertaking services, with or without ambulance services ; operating a cemetery	0.1379	0.1826	0.1982	0.5006	0.5006	0.5006
66170	Wholesaling or retailing, installing or cleaning swimming pools ; constructing and installing in-ground pools	0.3990	0.3038	0.3448	0.8007	0.8007	0.8007
69960	Repairing, installing or maintaining production machinery	0.5064	0.4692	0.4690	1.6139	1.6139	1.6139
70010	Insurance brokerage ; operating a collection agency or a credit bureau ; currency or securities brokerage, consulting or negotiation services ; commodities exchanges or securities exchanges ; financial institutions and financial intermediaries not specified in other units	0.0172	0.0183	0.0179	0.0583	0.0583	0.0583
70020	Operating an insurance business ; insurance services of the provincial administration	0.0171	0.0210	0.0151	0.0628	0.0628	0.0628
70030	Operating residential or other buildings, including parking lots or parking garages ; municipal housing bureau ; disinfection, fumigation or extermination work	0.2234	0.2011	0.1831	0.7058	0.7058	0.7058
70040	Insurance adjustment or evaluation services ; operating a real estate agency ; information, poll or research services ; bailiff services ; reprography services, typing services or other clerical work services supplied to firms or individuals	0.0480	0.0538	0.0446	0.1589	0.1589	0.1589
71010	Operating a forwarding agency ; freight inspection service ; sales agent services ; broker services not specified in other units	0.0435	0.0420	0.0293	0.1787	0.1787	0.1787
71020	Operating a manpower agency ; leasing the services of professional or technical personnel or other scientific or technical professionals such as draftsmen, biologists, biochemists, botanists, chemists, engineers, graphic designers and laboratory technicians, with the exception of aeronautics production or maintenance technicians ; auctioneering or organizing auctions or merchandise liquidation services	0.0811	0.0695	0.0627	0.1752	0.1752	0.1752
71030	Leasing truckers services, driver-delivery persons, assistant delivery persons or movers	0.9056	0.9331	0.8374	2.4081	2.4081	2.4081

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
71040	Operating a marine agency or a marine piloting firm; International Air Transport Association or Airline Communications and Information Services; operating a news agency or an advertising agency; rental of advertising space on billboards, display boards and commercial signs; drafting or practising architecture; urban planning services or business or management consulting services; law practice (advocate's or notary's office); accounting services (accountant's office); actuarial practice; operating a travel agency or wholesale tour business; wholesaling, renting or repairing computer systems; computer services, excluding the leasing of the services of data processing personnel; trustee in bankruptcy; taxation services or income tax return preparation services; graphic design services	0.0136	0.0127	0.0129	0.0428	0.0428	0.0428
71050	Consulting engineer's office; energy consulting services; operating a pure or applied research laboratory; operating a laboratory for analysis and testing; agricultural research services; geotechnical studies prior to construction work; land surveyor services; interpretation of aerial photographs; archaeological research; forestry technician services.	0.0431	0.0422	0.0383	0.1405	0.1405	0.1405
71060	Operating a security or an investigation agency	0.2045	0.2106	0.1877	0.5066	0.5066	0.5066
71070	Managing subsidiaries or branches outside Québec (head office); writing or publishing a weekly, not including printing; electronic typesetting	0.0149	0.0190	0.0172	0.0489	0.0489	0.0489
71080	Leasing the services of handling maneuvers, wrappers, merchandise reception or expedition employees, warehouse employees, solderers or automobile mechanics or industrial machinery employees, technical installation or machinery maintenance personnel	1.5049	1.4693	1.3830	3.4760	3.4760	3.4760
71090	Leasing the services of manufacturing industries' workers or commerce or catering or maintenance chores personnel with the exception of those mentioned in another unit	0.5041	0.5799	0.5126	0.8348	0.8348	0.8348
72010	Sûreté du Québec services; detention services	0.2970	0.3666	0.3114	0.9982	0.9982	0.9982
72020	Provincial administrative services not specified in other units; administration of a regional county municipality; administration of a metropolitan community	0.0295	0.0281	0.0241	0.0685	0.0685	0.0685
72030	Job creation programs	0.2336	0.1301	0.1936	0.4105	0.4105	0.4105
72040	Provincial agriculture, fisheries, feeding, natural resources services; services relating to construction workers	0.0697	0.0606	0.0574	0.1122	0.1122	0.1122
72060	Provincial recreation and sports program management services	0.1588	0.1341	0.1254	0.3027	0.3027	0.3027
72070	Transportation program management services	0.1288	0.1178	0.1019	0.2812	0.2812	0.2812
72080	Managing, with service, a municipality or a municipal or an intermunicipal commission, a band council	0.2767	0.2721	0.2424	0.4910	0.4910	0.4910

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
73010	Teaching services (except universities or general and vocational colleges, and except all level student trainees); operating a private museum; operating a historic site; library services	0.0705	0.0704	0.0562	0.1512	0.1512	0.1512
73030	Operating a general hospital	0.1305	0.1353	0.1127	0.1627	0.1627	0.1627
73040	Operating a psychiatric hospital	0.1942	0.2401	0.1851	0.3605	0.3605	0.3605
73050	Operating a home-care and extended care centre; nursing services; leasing the services of nurses or auxiliary of nurses care and therapeutics	0.4563	0.4564	0.3873	0.7624	0.7624	0.7624
73060	Operating a drop-in centre; operating a rehabilitation centre for alcoholics or drug addicts; operating a social or community service agency; operating a health or social services promotion body	0.1702	0.1777	0.1637	0.6047	0.6047	0.6047
73070	Operating a rehabilitation centre for the physically handicapped or the socially maladjusted	0.2023	0.2142	0.1790	0.4391	0.4391	0.4391
73080	Operating a rehabilitation centre for the mentally handicapped	0.2763	0.2382	0.2054	0.4570	0.4570	0.4570
73100	Operating a local community service centre	0.1297	0.1265	0.1040	0.2862	0.2862	0.2862
73110	Child day-care centre	0.2919	0.2664	0.1971	0.7300	0.7300	0.7300
73120	Operating a sheltered workshop; operating a work rehabilitation centre	0.6844	0.5699	0.4361	1.2692	1.2692	1.2692
73130	Practising medicine and other specialties in the health-care field, not specified in other units; health or social services not specified in other units; hearing aid specialist's services; optometrist's services; prescription optician's services; manufacturing dentures and braces (dental laboratories); retailing orthopedic aids, wigs or hair pieces	0.0540	0.0545	0.0483	0.2233	0.2233	0.2233
73140	Ambulance service	0.7484	0.8669	0.6824	1.2993	1.2993	1.2993
73150	University or vocational teaching services (except student trainees)	0.0330	0.0315	0.0245	0.0649	0.0649	0.0649
74010	Operating a hotel, a motel, a hotel-motel, a youth hostel, a student residence or a rooming house	0.3572	0.3756	0.3009	0.9680	0.9680	0.9680
74020	Operating a hunting or fishing outfitting operation; operating or managing a hunting or fishing area; operating a camping ground, a trailer park, a vacation camp or a recreation area	0.3925	0.3254	0.2470	0.9728	0.9728	0.9728
74030	Operating a brasserie or a restaurant serving meals, without delivery	0.2632	0.2744	0.1781	0.6937	0.6937	0.6937
74040	Operating a brasserie or a restaurant serving meals, with delivery	0.3123	0.3073	0.2357	0.7888	0.7888	0.7888
74050	Operating a cafeteria	0.3760	0.4637	0.3664	0.9859	0.9859	0.9859
74060	Take-out food services	0.3657	0.3283	0.3084	0.7782	0.7782	0.7782
74070	Operating a mobile canteen; catering services	0.3350	0.3554	0.3557	0.7065	0.7065	0.7065
74080	Operating a tavern, a bar, a discotheque or a night club	0.1712	0.2025	0.1071	0.7815	0.7815	0.7815
75010	Operating a barber shop or a hairdressing salon; operating a beauty salon	0.1071	0.1194	0.0952	0.5547	0.5547	0.5547
75020	Domestic-use laundry or dry-cleaning service; clothing maintenance, pressing or repair service	0.2599	0.2414	0.2196	1.0582	1.0582	1.0582

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
75030	Operating an industrial laundry with or without linen rental service; linen supply service, including washing	0.6495	0.6150	0.4673	1.4104	1.4104	1.4104
75040	Commercial, industrial or residential building maintenance; carpet, rug, upholstery or fabric furniture cleaning service; lawn or shrub maintenance service; green areas fertilization services; window washing services	0.5417	0.5078	0.4349	1.4570	1.4570	1.4570
76010	Veterinary services; artificial insemination services; egg candling or grading service; poultry sexing or debeaking; operating a hatchery; raising animals in laboratories	0.2432	0.2177	0.1137	0.6956	0.6956	0.6956
76020	Wholesaling or operating vending machines; renting, leasing or operating coin-operated amusement machines, with or without service	0.2364	0.1827	0.2130	0.5029	0.5029	0.5029
76030	Transporting animals; operating animal-drawn vehicles; wholesaling or auctioneering animals; operating a racing or horse-rental stable; operating a horseback-riding centre; operating a zoo; society for the protection of animals; raising or training pets; animal lodging and care services not specified in other units	0.5704	0.4433	0.4168	1.3347	1.3347	1.3347
76040	Religious community	0.3155	0.3221	0.2482	0.6950	0.6950	0.6950
76050	Managing, with service, a parish fabric, a church or a diocese; religious association or organization	0.1087	0.1164	0.1003	0.4036	0.4036	0.4036
76060	Joint sector-based occupational health and safety association; association or organism, not specified in other units	0.0381	0.0450	0.0312	0.1312	0.1312	0.1312
76070	Renting or leasing bleachers or podiums for special events, portable equipment or tools for industry, construction, hobbies or household activities, including service; rental or leasing of scaffolds	0.4464	0.5034	0.4166	0.9830	0.9830	0.9830
76080	Oil burner and furnace maintenance service; chimney sweeping	0.4988	0.5232	0.4491	1.7055	1.7055	1.7055
80020	Work done both inside and outside offices	0.0426	0.0410	0.0270	0.1615	0.1615	0.1615
80030	Excavation work; paving work; assembly of fences; installation of guardrails; rental of cranes with operators	0.4535	0.4425	0.3613	1.8241	1.8241	1.8241
80040	Blasting; drilling; soil mechanics; pile-driving and special foundations	0.8866	0.7536	0.9391	2.8836	2.8836	2.8836
80060	Construction of energy transmission or distribution lines; construction of energy transforming stations	0.5295	0.4617	0.3325	1.8770	1.8770	1.8770
80080	Erecting metal frame structures and tanks	1.3622	1.2780	0.8268	6.0014	6.0014	6.0014
80100	Cement work, concrete work	0.7624	0.7696	0.6242	3.2424	3.2424	3.2424
80110	Carpentry work; joinery work; work related to indoor systems; painting work; installation of flexible coverings, installation of marble, granite, ceramics and terrazzo; plastering and jointing work; insulation work	0.6980	0.6843	0.6120	2.9011	2.9011	2.9011
80130	Roofing work; exterior cladding work on buildings; installation of gutters	1.1070	0.9205	0.8085	5.0621	5.0621	5.0621
80140	Masonry work	0.9111	0.9172	0.6780	5.0565	5.0565	5.0565

Unit	Description	First-level experience ratios			Second-level experience ratios		
		1998	1999	2000	1997	1998	1999
80150	Glass work ; glazing work	0.6973	0.8019	0.5660	3.3008	3.3008	3.3008
80160	Millwright works ; boilermaking work ; plumbing and pipefitting work ; pipe insulation work ; work related to mechanized transit systems	0.5064	0.4692	0.4690	1.6139	1.6139	1.6139
80170	Electrical work	0.4033	0.4169	0.3704	1.4268	1.4268	1.4268
80180	Sheet metal work	0.7271	0.6101	0.5572	2.6709	2.6709	2.6709
80190	Installation of electronic equipment, alarm or control systems	0.1403	0.1618	0.1156	0.4236	0.4236	0.4236
80200	Refrigeration work, air conditioning work	0.5818	0.4469	0.4461	1.0110	1.0110	1.0110
80230	Landscaping work	0.8374	0.9154	0.8264	2.6728	2.6728	2.6728
80240	Cleaning using sandblasting, steam jet or pressurized water	1.3742	1.6410	1.1453	10.0508	10.0508	10.0508
80250	Ornamental building metal work	1.3216	0.8506	0.8619	3.3185	3.3185	3.3185
80260	Installation of scaffolds	0.5391	0.6780	0.9370	2.8763	2.8763	2.8763
90010	Work done exclusively in offices	0.0136	0.0127	0.0129	0.0428	0.0428	0.0428
90020	Salespersons or sales representatives	0.0435	0.0420	0.0293	0.1787	0.1787	0.1787
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## Notice

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001)

### Classification of employers, statement of wages and the rates of assessment — Amendments

Notice is hereby given, pursuant to sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that at the expiry of a period of forty-five (45) days from the date of this publication, the “Regulation amending the Regulation respecting the classification of employers, statement of wages and the rates of assessment” will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendment.

This Regulation determines the units of classification of 2002 as well as the rates of assessment applicable to them.

Any person interested in making comments on this subject is asked to submit them in writing, before the expiry of this time period, to Mr. Roland Longchamps, Vice-President of Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec) G1K 7E2.

TREFFLÉ LACOMBE,  
*Chairman of the Board  
and Chief Executive Officer  
of the Commission de la santé  
et de la sécurité du travail*



## Regulation amending the Regulation respecting the classification of employers, the statement of wages and the rates of assessment\*

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001. s. 454, 1st par., subpars. 4.3, 5, 5.1, 6 and 8.1)

1. Schedules 1, 2 and 3 of the Regulation respecting the classification of employers, the statement of wages and the rates of assessment are respectively replaced by Schedules 1, 2 and 3 appended to this regulation.

2. This regulation applies for the 2002 year of assessment.

### SCHEDULE 1

#### CLASSIFICATION UNITS AND RATES OF ASSESSMENT FOR THE YEAR 2002

##### Specific classification rule

1. The Commission does not take into account the condition stated in paragraph 3 of section 6 for purposes of classifying an employer under more than one of the 80030 to 80260 units.

##### Classification Units and Assessment Rates for 2002- Sector : Primary

Unit Number	Unit Title	General Rate	Special Rate
10010	Operating a dairy cattle herd ; raising cattle, buffalo, horses, wild boar ; horse boarding service	6.03	5.56
10020	Raising hog, sheep, goat, grain-fed and milk-fed heavy calves	4.49	4.07
10030	Raising, catching and caging poultry ; raising fur-bearing animals ; raising earthworms ; raising rabbits ; pisciculture ; apiculture	3.85	3.45

2. An employer who meets the conditions set out in section 2 of chapter 3 allowing him to be classified in units 90020 and 80020 shall be classified in this latter unit.

3. An employer who cannot be classified in the exceptional units 90020 and 80020 because less than 45% of the insurable wages of his workers are reported with respect to units giving entitlement to these units but for whom over 45% of the insurable wages of his workers are reported with respect to units giving entitlement to either one of these exceptional units shall be classified in unit 90020 if workers perform activities referred to in that unit.

For the purposes of calculating the proportion stipulated in the first paragraph, it is necessary to exclude the insurable wages of an auxiliary worker.

##### Specific rule for stating wages

The second paragraph of section 14 does not apply to an employer for purposes of stating insurable wages earned during the preceding calendar year by a worker who, without being an auxiliary worker, participates in several activities referred to by more than one of the 80030 to 80260 units.

\* The latest amendments to the Regulation respecting the classification of employers, the statement of wages and the rates of assessment adopted by the Commission de la santé et la sécurité du travail by its resolution A-73-97 of October 16, 1997 (1997, G.O. 2, 5330) were made by the Regulation amending the Regulation respecting the classification of employers, the statement of wages and the rates of assessment adopted by the Commission by its resolution A-51-00 of September 21, 2000 (2000, G.O. 2, 5035); for the previous amendments, please refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000, up-to-date as at November 1, 2000.

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
10040	Field-crop farming ; fruit or vegetable farming ; ornamental plant cultivation ; mushroom production ; Christmas tree farming ; maple syrup production ; tobacco production ; reforestation plant cultivation	5.58	5.13
11010	Inshore or offshore fishing ; underwater diving services	8.19	7.65
13010	Surface iron ore mining with or without concentration ; pelletization of iron ore	1.29	0.98
13020	Metal mining, except iron mines ; treatment, concentrating or smelting metal ores, except iron ore	5.86	5.40
13030	Asbestos mining	2.98	2.61
13040	Peat extraction or manufacturing peat-based products ; mining or crushing quartz or other industrial siliciferous ores ; underground mining of non-metal ores, not specified in other units	3.36	2.98
13050	Operating a cut-stone quarry ; operating a crushed stone quarry with blasting and drilling ; mine prospecting with blasting or with crawler tractors	5.82	5.36
13060	Operating a crushed stone quarry without blasting or drilling ; rock or gravel crushing with movable crushers ; operating a gravel pit with or without crushing ; operating a sandpit	6.35	5.87
13070	Drilling ore for the removal of cores for mine prospecting ; drilling oil or natural gas wells ; other technical work incidental to drilling oil or natural gas wells	6.47	5.99
13090	Mine prospecting not specified in other units ; line cutting ; geophysical surveys ; geological work	3.36	2.98
13100	Contract operation of a mine ; digging ramps and crossing banks ; other contract work relating to operation of mines	10.79	10.17
14010	Forestry operations	13.64	12.92
	This unit refers to :		
	<ul style="list-style-type: none"> <li>• harvesting wood material, including in particular, felling, hauling and yarding, by manual or mechanized processes ;</li> <li>• processing in the forest including stripping, topping and cutting ; making wood chips in the forest ;</li> <li>• loading of wood in the forest ;</li> <li>• thinning with collection of trees for commercial purposes.</li> </ul>		

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :</p> <ul style="list-style-type: none"> <li>• forestry road work ;</li> <li>• construction of a logging camp ;</li> <li>• measuring wood ;</li> <li>• marking trees in the forest ;</li> <li>• forest surveys.</li> </ul> <p>This unit does not refer to the following activities when carried out by the workers of an employer recognized by the Minister of Natural Resources pursuant to section 124.02 of the Forest Act (R.S.Q., c. F-4.1) :</p> <ul style="list-style-type: none"> <li>• measuring wood ;</li> <li>• marking trees in the forest ;</li> <li>• forest surveys.</li> </ul> <p><b>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020</b></p>		
14020	<p>Forestry development</p> <p>This unit refers to :</p> <ul style="list-style-type: none"> <li>• preparatory work in forest areas such as scarification, burning, stripping, cutting, wind-rowing, chipping, furrowing, harrowing, crushing and application of phytocides ;</li> <li>• planting and seeding of trees in the forest ;</li> <li>• mechanical or chemical clearing of a plantation in the forest ;</li> <li>• thinning without collection of trees for commercial purposes ;</li> <li>• development of a blueberry field ;</li> <li>• control of vegetation in rights-of-way of energy transmission networks ;</li> <li>• protection against forest fires by firefighters.</li> </ul> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit, except to the extent that they are carried out by the workers of an employer recognized by the Minister of Natural Resources pursuant to section 124.02 of the Forest Act (R.S.Q., c. F-4.1) :</p> <ul style="list-style-type: none"> <li>• marking of trees in the forest ;</li> <li>• forest surveys.</li> </ul> <p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• development of a blueberry field by the person who operates it ;</li> <li>• harvesting wood material in the development of a blueberry field.</li> </ul> <p><b>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</b></p>	6.58	6.09

Unit Number	Unit Title	General Rate	Special Rate
14030	Tree work	21.76	20.78

This unit refers to:

- control of vegetation in the rights-of-way of energy distribution networks or telecommunications networks;
- trimming, topping or cutting of trees and shrubs;
- felling of pre-determined trees outside the forest;
- stumping;
- chipping outside the forest;
- tree and shrub surgery;
- bracing work.

This unit also refers to the following activities when done by workers of an employer as part of the carrying out by this employer of activities referred to under this unit:

- fighting of diseases and insects affecting trees and shrubs;
- fertilization and treatment of trees and shrubs;
- planting and transplanting of trees and shrubs.

**An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.**

#### Classification Units and Assessment Rates for 2002 - Sector : Manufacturing

Unit Number	Unit Title	General Rate	Special Rate
20010	Slaughtering livestock; preparing, processing, drysalting or canning meat; manufacturing mineral or animal oil or shortening	7.09	6.59
20020	Slaughtering poultry or rabbits; dressing, processing or canning poultry or rabbits	5.75	5.29
20030	Preparing or processing fish, including canning	6.88	6.38
20040	Processing, canning or freezing fruits or vegetables; preparing natural casings for delicatessen	3.55	3.16
20050	Operating a dairy work; water bottling, with or without distribution; manufacturing and delivering blocks of natural or artificial ice	1.99	1.66
20060	Flour mill	4.83	4.40
20070	Processing meat unfit for human consumption or abattoir waste	2.31	1.97
20080	Grain milling	3.07	2.70

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
20090	Manufacturing bakery, pastry or biscuit products, with or without distribution	3.79	3.40
20100	Processing cane or beet sugar; manufacturing confectionery	2.15	1.80
20110	Roasting and blending coffee; packing tea; roasting almonds	2.14	1.80
20120	Manufacturing potato chips	2.15	1.81
20130	Manufacturing margarine, vegetable oil or shortening; manufacturing convenience foods; manufacturing yeast or condiments; grinding and preparing spices; manufacturing or processing food products, not specified in other units	4.37	3.96
20140	Manufacturing soft drinks, with or without distribution	2.01	1.67
20150	Distillery; manufacturing wine or cider	1.44	1.12
20160	Brewing beer, with or without distribution; manufacturing malt	1.53	1.21
20170	Manufacturing tobacco products	0.79	0.49
21010	Manufacturing tires or rubber treads for tires	1.75	1.42
21020	Manufacturing adhesive tape or damper mats and rug underlays; manufacturing clothing or industrial parts or cellular products made of rubber	3.61	3.22
21030	Manufacturing foamed or expanded plastic products; wholesaling foam rubber	2.38	2.03
21040	Manufacturing plastic pipes or pipe fittings	3.20	2.82
21050	Manufacturing plastic film and sheeting; manufacturing plastic bags	3.56	3.18
21060	Manufacturing stratified or reinforced plastic products, except boats; manufacturing plastic products, not specified in other units	3.52	3.13
22010	Leather tanning; custom-dressing furs; wholesaling raw hides or skins	5.43	4.98
22020	Manufacturing footwear; shoe repairing; manufacturing footwear parts except rubber parts	3.06	2.69
22040	Manufacturing handbags or purses; manufacturing leather or imitation-leather goods, not specified in other units; manufacturing luggage, other than in wood and in metal	2.21	1.86
22050	Manufacturing fibres or yarn from artificial or synthetic material; texturizing yarn	2.06	1.72

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
22060	Manufacturing thread or yarn, without weaving	2.49	2.13
22070	Weaving textiles other than carpets ; recycling textile waste ; preparing cotton-wool or flock	2.24	1.90
22080	Manufacturing knitted fabrics	3.39	3.01
22090	Manufacturing carpets	2.29	1.94
22100	Manufacturing textile products, not specified in other units ; manufacturing zippers or umbrellas	3.02	2.65
22110	Finishing textiles ; steam shrinking of fabrics	2.88	2.51
22120	Manufacturing first-aid products	1.83	1.50
22140	Manufacturing clothing or clothing accessories, not specified in other units	2.41	2.06
22150	Knitting clothing or accessories, including assembling	2.03	1.69
22160	Manufacturing ladies undergarments and swimsuits	2.18	1.84
23050	Manufacturing in a shop custom woodwork to be attached to a structure ; mass production of wooden cabinets	4.31	3.90
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :		
	<ul style="list-style-type: none"> <li>• manufacture of solid wood panels ;</li> <li>• manufacture of wooden objects by lathe work ;</li> <li>• covering of cabinet doors.</li> </ul>		
	This unit does not refer to the installation of manufactured products.		
23060	Manufacturing wooden doors or windows	2.52	2.17
	This unit does not refer to the installation of manufactured products.		
23070	Manufacturing wooden roof trusses or laminated wood framework	6.16	5.69
	This unit does not refer to the installation of manufactured products.		
23090	Manufacturing wooden or metal coffins or frames ; manufacturing pipe organs, pianos or other musical instruments	3.78	3.38

Unit Number	Unit Title	General Rate	Special Rate
23120	<p>Manufacturing miscellaneous wooden goods, not specified in other units</p> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :</p> <ul style="list-style-type: none"> <li>• covering of mouldings.</li> </ul> <p>This unit does not refer to the installation of manufactured products.</p>	5.59	5.14
24010	Manufacturing metal furniture or fixtures	5.39	4.94
24020	<p>Manufacturing custom wooden furniture in a workshop ; manufacturing wooden furniture for electronic equipment or wooden cases for musical instruments</p> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :</p> <ul style="list-style-type: none"> <li>• manufacture of solid wood panels ;</li> <li>• manufacture of wooden objects by lathe work ;</li> <li>• covering of panels.</li> </ul>	7.72	7.20
24030	<p>Mass assembling of wooden furniture or furniture frames, with or without upholstering ; upholstering custom furniture in a workshop ; repairing wooden or upholstered furniture ; manufacturing upholstered mattresses or bed springs</p> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :</p> <ul style="list-style-type: none"> <li>• covering of panels.</li> </ul>	3.05	2.68
24040	<p>Mass production of wooden furniture or furniture frames, with or without upholstering</p> <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :</p> <ul style="list-style-type: none"> <li>• manufacture of solid wood panels ;</li> <li>• manufacture of wooden objects by lathe work ;</li> <li>• covering of panels.</li> </ul>	5.64	5.18
25410	<p>Manufacturing prefabricated wooden houses, house panels or mobile homes</p> <p><b>An employer classified under this unit may also be classified under exceptional unit 90010.</b></p>	7.50	6.98

Unit Number	Unit Title	General Rate	Special Rate
26010	Printing ; silkscreen printing	1.97	1.64
26020	Operating a bindery	3.87	3.47
26030	Metal typesetting (typography-linotyping) ; stereotyping ; lithography ; manufacturing plates for printing ; developing and printing films	0.78	0.48
26040	Printing and publishing a daily ; printing and publishing	0.82	0.52
27020	Manufacturing steel castings (steel foundry) ; lead or lead alloys rolling, casting or extruding	6.47	5.99
27030	Manufacturing steel ; processing steel by rolling and forging	2.57	2.21
27040	Manufacturing titanium slag and pig iron ; manufacturing metal powder, steel pipe or tubing ; manufacturing ferro-alloys	2.70	2.34
27050	Manufacturing iron castings (cast-iron foundry)	3.30	2.92
27060	Primary manufacturing of aluminium	1.09	0.78
27070	Electrolytic refining of copper or zinc and processing of their by-products	1.40	1.08
27080	Aluminium and aluminium alloys rolling	1.42	1.10
27090	Extruding aluminium, copper or their alloys	1.64	1.31
27110	Non-ferrous metal pressurized casting ; non-ferrous metal casting ; manufacturing aluminium or light alloy automobile parts	3.47	3.08
28010	Casting or overhauling high pressure boilers, tanks or heat exchangers	2.98	2.61
28020	Manufacturing metal structural components	4.65	4.23
	This unit does not refer to the installation of manufactured products.		
	<b>An employer classified under this unit may also be classified under the exceptional units 80020 and 90010.</b>		
28030	Manufacturing metal windows or doors ; repairing industrial doors ; manufacturing other ornamental and architectural metal products	3.84	3.44
	This unit also refers to the preparatory work for the installation of glass or glazing done in the workshop.		
	This unit does not refer to the installation of products referred to under unit 80150.		



<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
28040	Manufacturing ornamental metal products ; operating a welding shop ; manufacturing motor vehicle springs, mufflers or exhaust pipes  This unit does not refer to the installation of ornamental metal products.	6.60	6.11
28050	Electrolytic or chemical plating ; heat treating of metals	4.12	3.72
28060	Workshop painting, dyeing or coating metal products	5.02	4.58
28070	Manufacturing or repairing metal containers or their lids	2.01	1.67
28080	Manufacturing other products by metal stamping or matrixing  This unit also refers to the preparatory work for work referred to under unit 80180 carried out in the workshop other than on the work site, except if the employer is also classified under unit 80130 and if over 50% of the insurable wages earned with respect to the activities referred to in these two units are referred to with respect to unit 80130. In this case, this preparatory work is referred to under unit 80130.  This unit does not refer to the installation of manufactured products when this installation is referred to under units 80130 or 80180.	3.56	3.17
28090	Manufacturing metal wire or cable, metal rods, welding electrodes or other metal wire products ; applying metal powder to metal parts	3.10	2.73
28100	Manufacturing industrial fasteners or metal springs	3.97	3.57
28110	Manufacturing basic hardware articles or small hand or garden tools ; manufacturing industrial dies, moulds, cutting tools and punches	2.43	2.08
28120	Manufacturing heating equipment	3.39	3.01
28130	Machine shop piece work ; rebuilding mechanical motors	3.26	2.89
28140	Manufacturing or assembling metal products, not specified in other units  This unit does not refer to the installation of manufactured or assembled products.	3.00	2.63
29010	Manufacturing agricultural equipment or implements	3.74	3.35
29020	Manufacturing commercial refrigeration equipment or air conditioning equipment	3.40	3.01

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
29030	Manufacturing conveyors	5.67	5.21
29040	Manufacturing and installing or repairing hydraulic or pneumatic pressure cylinders	3.41	3.03
29050	Manufacturing or repairing heavy machinery ; manufacturing industrial equipment ; constructing or repairing locomotives or freight cars	3.26	2.88
29070	Manufacturing sewing machines or small electrical appliances ; manufacturing machinery and equipment, not specified in other units	2.45	2.10
29080	Manufacturing major electrical appliances ; repairing electrical household appliances	1.32	1.01
29090	Manufacturing lighting fixtures	3.04	2.66
29110	Manufacturing electronic household equipment ; assembling lighting fixtures	3.82	3.42
29120	Manufacturing electronic parts or components ; manufacturing electronic equipment, not specified in other units	0.88	0.58
	This unit does not refer to the installation of manufactured products.		
29130	Manufacturing lightning rods, high voltage line circuit breakers or distribution transformers	2.11	1.77
29140	Manufacturing high power transformers ; manufacturing or assembling batteries	2.49	2.14
29150	Manufacturing control panels or electrical or pneumatic measuring instruments	1.86	1.52
29160	Manufacturing or assembling electric motors or generators ; repairing or rewinding electric motors	2.76	2.40
29170	Manufacturing electrical wire or cable ; manufacturing electric light bulbs	1.63	1.30
29180	Manufacturing electrical distribution parts or graphite electrodes	2.22	1.87
30010	Repairing, reworking, finishing or reconditioning aircraft ; machining or assembling aircraft parts manufacturing	1.55	1.23
30020	Constructing aircraft	0.83	0.54
30030	Manufacturing aircraft parts by microfusion with casting	4.12	3.71

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
30040	Constructing trucks	1.94	1.60
30050	Constructing automobiles	2.19	1.85
30060	Constructing buses or long-distance coaches	2.66	2.30
30070	Manufacturing or assembling truck boxes, with or without installation	4.76	4.33
30080	Manufacturing, with or without repairing, motor vehicle trailers; manufacturing house trailers or tent trailers; manufacturing and renting movable shelters; finishing van interiors	4.61	4.19
30110	Manufacturing or repairing motor vehicle or machine radiators	4.26	3.85
30130	Constructing or repairing railway passenger cars	1.39	1.07
30160	Constructing or modernizing ships over 250 tonnes	6.50	6.02
30170	Constructing or modernizing ships between 5 and 250 tonnes; minor repairs to ships over 5 tonnes	7.88	7.35
30180	Manufacturing or repairing craft of 5 tonnes or less	5.66	5.21
30190	Manufacturing snowmobiles, motorcycles, snowplows or all-terrain vehicles	1.64	1.31
31010	Manufacturing clay products	3.04	2.67
31020	Manufacturing cement or lime; manufacturing silicon carbide or gypsum panels	1.80	1.46
31030	Manufacturing funeral monuments or other stone products	5.43	4.98
31040	Manufacturing asbestos-cement products; manufacturing friction parts; manufacturing asbestos wire, cloth, ceiling components or gaskets	3.03	2.66
31050	Manufacturing pipes, concrete masonry components and other concrete products similar to masonry components; manufacturing pre-cast concrete structural or architectural elements	5.06	4.63
	This unit does not refer to the installation of manufactured products.		
31070	Manufacturing ready-mix concrete; manufacturing asphalt	4.58	4.16

This unit refers to:

- the operation of a stationary or mobile ready-mix concrete plant;
- the operation of a stationary or mobile asphalt plant.

This unit does not refer to cement, concrete or paving works.

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
31080	Manufacturing glass or glass products	3.29	2.91
31090	Manufacturing refractory products; manufacturing or processing charcoal	2.74	2.38
31100	Manufacturing insulating material, not specified in other units	3.41	3.03
31110	Refining crude petroleum; manufacturing petroleum and coal products, not specified in other units	0.87	0.57
32010	Manufacturing industrial inorganic chemical products, not specified in other units	1.27	0.96
32020	Manufacturing industrial organic chemical products or other chemical products, not specified in other units	1.73	1.41
32030	Manufacturing plastics or synthetic resins	3.32	2.94
32040	Manufacturing pharmaceutical products or drugs	0.84	0.54
32050	Manufacturing paint, varnish, printing ink, adhesives or coatings	1.94	1.61
32060	Manufacturing soap or cleaning products	3.20	2.82
32070	Manufacturing toiletries	2.55	2.19
32080	Manufacturing ammunition	1.09	0.78
32090	Manufacturing explosives	3.02	2.65
33010	Assembling watches or clocks; operating an optical laboratory; manufacturing gold, silver or plated jewellery or ware; manufacturing orthopedic devices; assembling cartridges or cassettes	1.21	0.90
33020	Manufacturing wooden or metal sporting goods or gymnasium equipment; assembling plastic or metal toys; manufacturing and repairing bicycles	3.42	3.04
33030	Manufacturing, installing or repairing commercial signs	5.74	5.28
33040	Assembling trophies or miscellaneous wooden, plastic, fiberglass or concrete products; manufacturing rubber pads, plaster goods, wax products, trophy parts or foundry models; stamping balloons; handicrafts	3.08	2.71
33050	Manufacturing buttons, snap fasteners, needles, emblems, medals, pencils or pens	1.47	1.15
33060	Manufacturing vinyl tiles and vinyl linoleum; manufacturing heat-insulating products for piping	1.37	1.05
	This unit does not refer to the installation of manufactured products.		

Unit Number	Unit Title	General Rate	Special Rate
34010	Sawmill	6.74	6.25
	This unit refers to:		
	<ul style="list-style-type: none"> <li>the operation of a stationary or mobile sawmill.</li> </ul>		
	This unit also refers to:		
	<ul style="list-style-type: none"> <li>planing ; making wood chips outside the forest ;</li> <li>the manufacturing of shingles, laths, veneer or plywood.</li> </ul>		
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :		
	<ul style="list-style-type: none"> <li>measuring wood ;</li> <li>drying wood ; treating wood by the pulverization of paraffin or hot wax.</li> </ul>		
	<b>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</b>		
34030	Manufacturing wooden pallets or containers used to handle or transport merchandise ; manufacturing wooden fences	9.25	8.68
	This unit refers to :		
	<ul style="list-style-type: none"> <li>the manufacture and assembly of wooden pallets, containers and fences ;</li> <li>the manufacture of the components of wooden pallets, containers and fences ;</li> <li>repairing and recycling wooden pallets and containers ;</li> <li>the manufacture of wooden reels.</li> </ul>		
	This unit does not refer to :		
	<ul style="list-style-type: none"> <li>the manufacture of decorative wooden containers ;</li> <li>the installation of fences.</li> </ul>		
	<b>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</b>		
34050	Drying wood ; treating wood	3.70	3.30
	This unit refers to :		
	<ul style="list-style-type: none"> <li>drying wood ;</li> <li>treating wood, whether or not pressurized, using chemicals such as pentachlorophenol (PCP), creosote, chromium-copper-arsenic (CCA) or ammonium-copper-arsenic (ACA) ;</li> <li>treating wood by an industrial process such as the application of paint, stain or varnish.</li> </ul>		
	<b>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</b>		

Unit Number	Unit Title	General Rate	Special Rate
34060	Manufacturing solid wood panels	4.69	4.26
	This unit refers to:		
	<ul style="list-style-type: none"> <li>• the manufacture of solid wood panels.</li> </ul>		
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :		
	<ul style="list-style-type: none"> <li>• drying wood.</li> </ul>		
34200	Manufacturing of paper pulp; manufacturing of paper and paperboard; manufacturing of wood fibre boards	1.85	1.52
	This unit refers to:		
	<ul style="list-style-type: none"> <li>• the manufacture of paper pulp;</li> <li>• the manufacture of paper, paperboard, felt paper;</li> <li>• the manufacture of wood fibre insulation boards.</li> </ul>		
	This unit also refers to:		
	<ul style="list-style-type: none"> <li>• the manufacture of cores for paper rolls for its own purposes;</li> <li>• the production of electricity for its own purposes;</li> <li>• the manufacture of chemicals for its own purposes.</li> </ul>		
	This unit also refers to the following activities when they are done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :		
	<ul style="list-style-type: none"> <li>• measuring wood;</li> <li>• unwinding and rewinding paper and paperboard.</li> </ul>		
	<b>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</b>		
34210	Transformation of paper and paperboard; treatment of paper and paperboard; manufacture of particle board; coating of boards	2.52	2.16
	This unit refers to:		
	<ul style="list-style-type: none"> <li>• the transformation of paper or paperboard into products such as toilet paper, paper towels, plates, facial tissues, diapers, napkins, sanitary napkins, cups, straws, tubes, cores, cigarette paper, medical paper, bags, sandpaper, laminated products, wrapping products or lids;</li> <li>• unwinding and rewinding of paper and paperboard products;</li> <li>• cutting of paper or paperboard into sheets;</li> <li>• making of corrugated paperboard;</li> </ul>		

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> <li>• transformation of corrugated paperboard into products such as stands, protective corners, separators or boxes ;</li> <li>• transformation of laminate into all types of products ;</li> <li>• treatment of paper or paperboard by the application of products such as melamine resin, paraffin, wax or silicone or by superimposing sheets of material such as plastic, aluminium, paper or paperboard ;</li> <li>• transformation of felt paper into products such as asphalt saturated paper or asphalt shingles ;</li> <li>• transformation of wood fibre panels into products such as insulating boards or acoustic or decorative tiles ;</li> <li>• impregnating membranes with a coating ;</li> <li>• manufacturing of particle boards, such as wood particle boards, waferboard or oriented strand board ;</li> <li>• covering of boards with materials or products such as PVC, melamine, laminate or paint ;</li> <li>• printing of panels.</li> </ul> <p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• the manufacture of wallpaper ;</li> <li>• the manufacture of foldable non-corrugated cardboard boxes.</li> </ul> <p><b>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</b></p>		
34220	<p>Manufacturing of office supplies made of paper or paperboard</p> <p>This unit refers to the manufacture of office supplies, made of paper or paperboard, such as notepads, writing blocks, forms, folders, order forms, index cards, labels, envelopes, continuous forms, exercise books, rolls of paper for cash registers, mobile sheet dividers, agendas or ring binder sheets.</p> <p><b>An employer classified under this unit can also be classified under the exceptional units 34410, 34420, 90010 and 90020.</b></p>	2.94	2.57
Exceptional unit 34410	<p>Bulk trucking activities</p> <p>This unit refers to an employer who uses the services of workers who carry out, as truckers, bulk trucking such as the transport of bark, chips, logs, gravel or other similar materials.</p> <p>This unit also refers to the loading of wood done by a trucker when he performs this task as part of his trucking activities.</p>	5.92	5.46
Exceptional unit 34420	<p>Trucking activities other than bulk trucking</p> <p>This unit refers to an employer who uses the services of workers who carry out, as truckers, trucking other than bulk trucking such as the transport of lumber or paper.</p>	5.93	5.46

**Classification Units and Assessment Rates for 2002 - Sector : Transportation and storage**

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
50010	Air transport; services incidental to air transport	1.89	1.56
50020	Transporting marine freight; towing or docking boats; railway transport	2.61	2.25
50030	Loading or unloading boats	4.69	4.27
51010	Transporting passengers by intercity bus, school bus service or special transportation by bus, transportation by tour bus or chartered bus, including vehicle repair or maintenance	2.51	2.15
51020	Transporting passengers by intercity bus, school bus service or special transportation by bus, transportation by tour bus or chartered bus, not including vehicle repair and maintenance	3.65	3.26
51030	Mass transit in urban areas, with or without vehicle repair; transporting passengers by taxi	1.48	1.16
52010	General local or long-distance transport; transporting or wholesaling fats or meats unfit for human consumption; transporting pelts	5.93	5.46
52020	Railway service; transporting motor vehicles; transporting by towing; transporting by float; non-standard transport	7.31	6.80
52030	Furniture moving; transporting electronic equipment	12.88	12.19
52040	Transporting freight in tank-trucks, not specified in other units; transporting explosives, corrosive, toxic or inflammable products; transporting petroleum products	4.51	4.09
52050	Bulk trucking; snow removal	5.92	5.46
53010	Storage service	4.35	3.94
53020	Wrapping or packing service with or without marketing	4.96	4.53

**Classification Units and Assessment Rates for 2002 - Sector : Services**

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
60010	Operating a radio station; operating telephone lines or telephone exchanges; intercommunication services; recovering or repairing telephones; splicing telephone cables	0.75	0.45
60020	Operating a television station; producing or distributing motion pictures or other audio and video material; operating a motion picture or a drive-in theater; operating an orchestra, a disco-mobile, a singing group, a theater company or a theatrical agency; leasing or renting halls; installing equipment for social dances	0.98	0.68



<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
60030	Cable television service; installing radio or television antennas; radio, television or cable connection work	2.03	1.69
60040	Courier service; home small parcel delivery service	4.25	3.84
60050	Operating a recreational centre; operating a professional sports club; operating a curling club; operating a bowling alley or a billiard parlour; operating a roller skating rink; operating a race track; operating a racket sports centre	1.78	1.45
60060	Operating a golf course	1.75	1.42
60070	Operating a ski centre; operating a snowmobile club	4.46	4.04
60080	Operating an amusement park or rides, an amateur sports club, a pleasure-boating club, a shooting club, or amusement and recreational services, not specified in other units; operating a Turkish bath, a massage parlour, a bodybuilding studio, a tanning salon, a shoeshine service or a checkroom service; organizing a public festival	1.16	0.85
61010	Generating and distributing electric power	0.84	0.54
61020	Operating a water distribution centre, a steam distribution centre or a natural gas distribution centre; operating and maintaining a gas or an oil pipeline	0.92	0.62
61030	Maintaining a garbage dump; disposal of industrial waste; cleaning tanks, sewers, cesspools, septic tanks or industrial facilities; renting or leasing, with maintenance, portable chemical toilets	5.60	5.15
61040	Garbage collection	11.82	11.16
62010	Transporting milk and cream; wholesaling dairy products; wholesale or retail distribution of dairy products	3.60	3.21
62020	Wholesaling fruit, vegetables or fish	3.78	3.38
62030	Wholesaling meat and meat products	4.55	4.13
62040	Wholesaling meat, including cutting up and carving	9.23	8.66
62050	Wholesaling bakery or pastry products or distributing those products, wholesale or retail; retailing imported specialties, dietetic or natural food, delicatessen, pastries or seafood products	2.92	2.56
62060	Wholesaling food, not specified in other units	3.20	2.82
62070	Wholesaling carbonated beverages or water; distributing carbonated beverages or water, wholesale or retail; wholesaling beer	5.57	5.12

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
62090	Wholesaling toiletries or drug sundries	1.14	0.83
62110	Operating a grocery store	2.42	2.07
62120	Operating a convenience store with or without gasoline sales	1.66	1.33
62130	Operating a grocery-butcher shop	2.84	2.48
62140	Operating a butcher shop	5.06	4.62
62150	Making and retailing bakery or pastry products	3.13	2.76
62160	Fruit and vegetables retail business	2.28	1.93
62170	Alcoholic beverages retail business	1.30	0.99
62180	Operating a drugstore ; operating a tobacco store ; herbalist's shop ; chocolate, delicacies or cookies shop, beauty products or cosmetics shop, or selling lottery tickets ; operating a bus terminal or a contract post office	1.10	0.79
63010	Wholesaling household, commercial or service industry furniture, or electrical household appliances ; wholesaling floor coverings ; leasing, wholesaling or retailing office equipment or furniture ; leasing electrical household appliances or electronic household equipment	1.57	1.25
	This unit does not refer to the installation of floor coverings.		
63020	Wholesaling household dishware, pottery, glassware or similar household goods ; wholesaling electronic household appliances	1.65	1.32
63030	Wholesaling metals or alloys, including handling	3.92	3.52
	This unit does not refer to the installation of a sold product as well as demolition and stripping for purposes of salvaging metal or alloys.		
63040	Wholesaling hardware, plumbing or heating equipment and supplies, not specified in other units ; wholesaling and installing safes, with or without repair ; wholesaling sanitation equipment	1.26	0.95
63050	Wholesaling or retailing lumber or building supplies ; wholesaling or retailing firewood, coal or charcoal	4.22	3.81
63060	Wholesaling doors, windows, exterior siding or garage equipment	3.85	3.46
	This unit does not refer to the installation of a sold product.		
63070	Wholesaling or repairing farm or garden implements or equipment	2.66	2.30

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
63080	Wholesaling, renting or leasing heavy machinery, with or without repair; renting or leasing handling equipment, trailers or containers  This unit does not refer to the installation, maintenance and repair of equipment referred to under units 69960, 80160 and 80210, as well as renting heavy machinery with an operator.	3.49	3.10
63090	Wholesaling industrial handling equipment, with or without repair; wholesaling or repairing welding equipment  This unit does not refer to the installation, maintenance and repair of equipment referred to under units 69960, 80160 and 80210.	2.69	2.33
63100	Wholesaling, renting or leasing manufacturing machinery; wholesaling, renting or leasing commercial or industrial ovens or kilns  This unit does not refer to the installation, maintenance and repair of equipment referred to under units 69960, 80160 and 80210.	1.61	1.28
63110	Wholesaling, renting, leasing, installing or repairing stage or discotheque lighting equipment; wholesaling, renting, leasing, installing or repairing swimming-pool accessories; wholesaling, renting, leasing of electric or diesel engines, electric generation equipment, pumping facilities or equipment for water treatment  The wholesaling, renting, leasing of electric or diesel engines, electric generation equipment, pumping facilities or equipment for water treatment does not refer to the installation, maintenance and repair of sold or rented products.	1.42	1.10
63120	Wholesaling, renting or leasing analytic and laboratory apparatus or medical or scientific equipment, with or without repair or installation; wholesaling of electronic parts or electrical supplies; wholesaling, renting or leasing measuring, calibrating or control instruments or communication equipment other than for automobiles  This unit does not refer to the installation, repair or maintenance of measuring, calibrating or control instruments or communication equipment other than for automobiles or electrical supplies.	0.85	0.55
63130	Wholesaling industrial or commercial scales; wholesaling or retailing kitchen cabinets; retailing doors or windows  This unit does not refer to installation of a sold product.	2.40	2.05
64020	Vulcanizing; wholesaling and retailing tires or tubes, with or without repair or installation	4.92	4.49
64030	Wholesaling transportation equipment or equipment parts; wholesaling or retailing new, reconditioned or used automobile parts or accessories	1.53	1.21

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
64040	Wholesaling or retailing automobiles, trucks or busses with or without repair; renting or leasing automobiles with or without repair; retailing and installing automobile windows or radios; upholstering and repairing of motor vehicle seats	2.37	2.02
64050	Retailing, renting or leasing mobile homes, snowmobiles, motorcycles, travel trailers, tent trailers, including repair or service; retailing boats, outboard motors or boating accessories; renting or leasing, including service, small craft or recreational vehicles, not specified in other units; wholesaling snowmobiles, motorcycles, boats, outboard motors, boating accessories, ship's supplies, trailers or containers; wholesaling, without repair, semitrailers, travel trailers or tent trailers	3.36	2.98
64060	Operating a service station with or without self-service; operating an automatic car wash; washing and cleaning motor vehicles and trucks	3.09	2.72
64070	Retailing gasoline, with or without service	1.85	1.51
64090	Repairing motor vehicles, motor vehicle parts or industrial machinery parts, not specified in other units; motor vehicle towing service	4.73	4.30
64100	Repairing motor vehicle bodies	6.73	6.24
64110	Retailing and installing motor vehicle mufflers; repairing and installing motor vehicle suspension parts	6.56	6.07
64120	Reclaiming and wholesaling used automobile parts and accessories	3.59	3.21
65010	Retailing furniture, with or without household furnishings; retailing household electrical appliances, with or without electronic appliances or household electrical furnishings; retailing antique objects or furniture	3.51	3.13
65020	Retailing or repairing sound or video equipment, electronic appliances, electrical furnishings, small (portable) electrical household appliances or electrical personal care appliances; retailing sewing machines	1.14	0.83
65030	Retailing floor coverings	2.09	1.75
	This unit does not refer to the installation of a sold product.		
65040	Retailing household furnishings or interior decoration accessories, not specified in other units; wholesaling piece goods, notions and other dry goods, draperies, household linen or other textile household furnishings; retailing lighting fixtures	1.96	1.62
	The retailing of lighting fixtures does not refer to the installation of the sold product.		

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
66020	Wholesaling and distributing petroleum products, with or without maintenance or installation of related facilities	2.91	2.54
66030	Wrecking automobiles; wholesaling metal waste	6.18	5.71
	This unit does not refer to demolition other than that of automobiles or stripping for salvaging metal waste.		
66040	Selling non-metallic waste	7.79	7.27
	This unit does not refer to demolition or stripping for salvaging of non-metallic waste.		
66050	Wholesaling or distributing newspapers, magazines, books or handbills; wholesaling paper or paper products	2.10	1.76
66060	Wholesaling animal feeds, fertilizers, grain or cereals; wholesaling tobacco products; grain elevator service	2.64	2.29
66070	Wholesaling games, toys, sporting goods and equipment; retailing, renting or leasing sporting goods and equipment, with or without service	1.19	0.88
66080	Wholesaling chemical products or cleaning products; wholesaling or maintaining chemical fire extinguishers	1.91	1.58
66100	Wholesaling leather or imitation-leather products not specified in other units; wholesaling footwear or garment products; retailing footwear, garments, underwear, knitting products, fabrics, yarn, sewing products, handbags, luggage or other leather or imitation-leather products; manufacturing or storing fur garments or articles; linen rental service without washing equipment; costume or ceremonial apparel rental service	1.40	1.08
66110	Operating a department store; operating a general merchandise store; operating a general store; operating a direct consumer distributing warehouse; display services; interior decoration design service; retailing home and automobile supplies	2.03	1.69
66120	Retailing small goods, not specified in other units; retailing paint or wallpaper; retailing or repairing musical instruments or accessories or photography equipment; retailing domestic animals; photography; wholesaling jewellery items or photography equipment and supplies	1.20	0.89
66130	Retailing hardware products or garden supplies; retailing lawn mowers, snow blowers, chain saws or similar equipment, with repair; wholesaling or retailing trees, shrubs, plants, flowers, supplies for lawn or garden or other nursery products	2.03	1.69
	This unit does not refer to landscaping.		

Unit Number	Unit Title	General Rate	Special Rate
66150	Retailing lumber and building supplies with hardware	3.18	2.80
66160	Monuments and tombstones dealer; undertaking services, with or without ambulance services; operating a cemetery	2.08	1.74
66170	Wholesaling or retailing, installing or cleaning swimming pools; constructing and installing in-ground pools	2.92	2.55
69960	Repairing, installing or maintaining production machinery	7.08	6.57
	This unit refers to works relating to:		
	<ul style="list-style-type: none"> <li>• millwright works such as production machinery installation, repair, maintenance, adjustment, assembly, dismantling and handling;</li> <li>• the manufacturing of templates for such machinery.</li> </ul>		
	This unit does not refer to works relating to:		
	<ul style="list-style-type: none"> <li>• millwright works other than production machinery installation, repair, maintenance, adjustment, assembly, dismantling and handling;</li> <li>• the manufacturing of templates for such machinery.</li> </ul>		
	<b>An employer classified under this unit may also be classified under exceptional units 80020 and 90010.</b>		
70010	Insurance brokerage; operating a collection agency or a credit bureau; currency or securities brokerage, consulting or negotiation services; commodities exchanges or securities exchanges; financial institutions and financial intermediaries not specified in other units	0.53	0.24
70020	Operating an insurance business; insurance services of the provincial administration	0.58	0.29
70030	Operating residential or other buildings, including parking lots or parking garages; municipal housing bureau; disinfection, fumigation or extermination work	2.46	2.11
70040	Insurance adjustment or evaluation services; operating a real estate agency; information, poll or research services; bailiff services; reprography services, typing services or other clerical work services supplied to firms or individuals	0.87	0.56
71010	Operating a forwarding agency; freight inspection service; sales agent services; broker services not specified in other units	0.94	0.63

Unit Number	Unit Title	General Rate	Special Rate
71020	Operating a manpower agency; leasing the services of professional or technical personnel or other scientific or technical professionals such as draftsmen, biologists, biochemists, botanists, chemists, engineers, graphic designers and laboratory technicians, with the exception of aeronautics production or maintenance technicians; auctioneering or organizing auctions or merchandise liquidation services	0.89	0.58
71030	Leasing truckers services, driver-delivery persons, assistant delivery persons or movers	7.61	7.09
71040	Operating a marine agency or a marine piloting firm; International Air Transport Association or Airline Communications and Information Services; operating a news agency or an advertising agency; rental of advertising space on billboards, display boards and commercial signs; drafting or practising architecture; urban planning services or business or management consulting services; law practice (advocate's or notary's office); accounting services (accountant's office); actuarial practice; operating a travel agency or wholesale tour business; wholesaling, renting or repairing computer systems; computer services, excluding the leasing of the services of data processing personnel; trustee in bankruptcy; taxation services or income tax return preparation services; graphic design services	0.57	0.28
71050	Consulting engineer's office; energy consulting services; operating a pure or applied research laboratory; operating a laboratory for analysis and testing; agricultural research services; geotechnical studies prior to construction work; land surveyor services; interpretation of aerial photographs; archaeological research; forestry technician services	0.83	0.53
	Regarding forestry technician services, this unit refers to:		
	<ul style="list-style-type: none"> <li>• measuring wood;</li> <li>• marking trees in the forest;</li> <li>• protecting against forest-fires;</li> <li>• forestry surveys.</li> </ul>		
	This unit also refers to consulting engineer's services carried out by the workers of an employer recognized by the Minister of Natural Resources pursuant to section 124.02 of the Forest Act (R.S.Q., c. F-4.1), even if these services are rendered within the framework of the activities referred to in units 14010 or 14020.		
	This unit does not refer to the works referred to under units 80030 to 80260.		
71060	Operating a security or an investigation agency	1.76	1.43
71070	Managing subsidiaries or branches outside Québec (head office); writing or publishing a weekly, not including printing; electronic typesetting	0.60	0.31

<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
71080	Leasing the services of handling maneuvers, wrappers, merchandise reception or expedition employees, warehouse employees, solderers or automobile mechanics or industrial machinery employees, technical installation or machinery maintenance personnel	9.00	8.44
71090	Leasing the services of manufacturing industries' workers or commerce or catering or maintenance chores personnel with the exception of those mentioned in another unit	2.87	2.50
72010	Sûreté du Québec services ; detention services	2.46	2.11
72020	Provincial administrative services not specified in other units ; administration of a regional county municipality ; administration of a metropolitan community	0.62	0.32
72030	Job creation programs	1.13	0.83
72040	Provincial agriculture, fisheries, feeding, natural resources services ; services relating to construction workers	0.76	0.46
72060	Provincial recreation and sports program management services	1.04	0.73
72070	Transportation program management services	1.35	1.03
72080	Managing, with service, a municipality or a municipal or an intermunicipal commission, a band council	1.75	1.42
73010	Teaching services (except universities or general and vocational colleges, and except all level student trainees) ; operating a private museum ; operating a historic site ; library services	0.81	0.51
73030	Operating a general hospital	0.88	0.57
73040	Operating a psychiatric hospital	1.33	1.01
73050	Operating a home-care and extended care centre ; nursing services ; leasing the services of nurses or auxiliary of nurses care and therapeutics	2.32	1.97
73060	Operating a drop-in centre ; operating a rehabilitation centre for alcoholics or drug addicts ; operating a social or community service agency ; operating a health or social services promotion body	1.96	1.62
73070	Operating a rehabilitation centre for the physically handicapped or the socially maladjusted	1.58	1.26
73080	Operating a rehabilitation centre for the mentally handicapped	1.70	1.37
73100	Operating a local community service centre	1.14	0.83
73110	Child day-care centre	2.22	1.87



<b>Unit Number</b>	<b>Unit Title</b>	<b>General Rate</b>	<b>Special Rate</b>
73120	Operating a sheltered workshop; operating a work rehabilitation centre	3.83	3.43
73130	Practising medicine and other specialties in the health-care field, not specified in other units; health or social services not specified in other units; hearing aid specialist's services; optometrist's services; prescription optician's services; manufacturing dentures and braces (dental laboratories); retailing orthopedic aids, wigs or hair pieces	1.01	0.71
73140	Ambulance service	5.15	4.71
73150	University or vocational teaching services (except student trainees)	0.61	0.31
74010	Operating a hotel, a motel, a hotel-motel, a youth hostel, a student residence or a rooming house	2.83	2.46
74020	Operating a hunting or fishing outfitting operation; operating or managing a hunting or fishing area; operating a camping ground, a trailer park, a vacation camp or a recreation area	3.28	2.90
74030	Operating a brasserie or a restaurant serving meals, without delivery	2.13	1.79
74040	Operating a brasserie or a restaurant serving meals, with delivery	2.43	2.08
74050	Operating a cafeteria	3.09	2.72
74060	Take-out food services	2.35	2.00
74070	Operating a mobile canteen; catering services	2.06	1.72
74080	Operating a tavern, a bar, a discotheque or a night club	2.14	1.80
75010	Operating a barber shop or a hairdressing salon; operating a beauty salon	1.73	1.41
75020	Domestic-use laundry or dry-cleaning service; clothing maintenance, pressing or repair service	3.24	2.86
75030	Operating an industrial laundry with or without linen rental service; linen supply service, including washing	4.12	3.72
75040	Commercial, industrial or residential building maintenance; carpet, rug, upholstery or fabric furniture cleaning service; lawn or shrub maintenance service; green areas fertilization services; window washing services	4.41	4.00
76010	Veterinary services; artificial insemination services; egg candling or grading service; poultry sexing or debeaking; operating a hatchery; raising animals in laboratories	1.96	1.63

Unit Number	Unit Title	General Rate	Special Rate
76020	Wholesaling or operating vending machines; renting, leasing or operating coin-operated amusement machines, with or without service	1.63	1.30
76030	Transporting animals; operating animal-drawn vehicles; wholesaling or auctioneering animals; operating a racing or horse-rental stable; operating a horseback-riding centre; operating a zoo; society for the protection of animals; raising or training pets; animal lodging and care services not specified in other units	4.27	3.86
76040	Religious community	2.31	1.96
76050	Managing, with service, a parish fabric, a church or a diocese; religious association or organization	1.42	1.10
76060	Joint sector-based occupational health and safety association; association or organism, not specified in other units	0.75	0.45
76070	Renting or leasing bleachers or podiums for special events, portable equipment or tools for industry, construction, hobbies or household activities, including service; rental or leasing of scaffolds	3.65	3.26
	This unit does not refer to the installation of scaffolds.		
76080	Oil burner and furnace maintenance service; chimney sweeping	5.44	4.99
Exceptional unit 90010	Work done exclusively in offices	0.57	0.28
	This unit refers to:		
	An employer who uses the services of workers who only perform tasks of an administrative, commercial, technical or professional nature and, who unlike the workers referred to under unit 90020 or 80020, only work in offices. This unit refers in particular to office staff and persons holding the position of accountant, controller, administrative director, draftsman, purchaser, bidder, computer technician and sales director.		
	<b>Special classification rule</b>		
	An employer classified under this unit cannot also be classified under unit 71070 for the activity “Managing subsidiaries or branches located outside Québec (head office)”.		

Unit Number	Unit Title	General Rate	Special Rate
Exceptional unit 90020	Salespersons or sales representatives	0.94	0.63
	This unit refers to:		
	An employer who uses the services of workers who only engage in the sale of goods or services and who are called upon, as part of their duties, to do a portion of their work outside the offices of their employer.		
	This unit does not refer to:		
	Workers who handle or deliver merchandise other than samples used for sales purposes.		
	Special classification rule:		
	<b>An employer classified under this unit cannot also be classified under unit 71070 for the activity “Managing subsidiaries or branches located outside Québec (head office)” or under unit 80020.</b>		

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Unit Number	Unit Title	General Rate	Special Rate
Exceptional unit 80020	Work done both inside and outside offices	0.98	0.67
	This unit refers to:		
	Employers who use workers who only perform tasks of an administrative, a commercial, a technical or a professional nature and who are called upon, as part of their duties, to do a portion of their work outside the offices of their employer. This unit refers in particular to workers holding the position of seller, real estate agent, sales agent, real estate broker, representative, project director, project manager, superintendent, project leader, director of security and engineer.		
	This unit does not refer to:		
	<ul style="list-style-type: none"> <li>• those persons who directly supervise workers, such as a foreman;</li> <li>• a commissioner, a delivery person or a labourer.</li> </ul>		
	<b>Special classification rule</b>		
	An employer classified under this unit cannot also be classified under unit 71070 for the activity “Managing subsidiaries or branches located outside Québec (head office)” or under unit 90020.		

Unit Number	Unit Title	General Rate	Special Rate
80030	Excavation work ; paving work ; assembly of fences ; installation of guardrails ; rental of cranes with operators	7.94	7.41

This unit refers to work related to :

- digging, moving, filling, compaction, leveling earth or granular materials, including work related to culverts ;
- excavation and earthwork both for the construction of buildings and civil engineering works and for irrigation, drainage and dredging work ;
- the excavation and installation of aqueducts and sewers ;
- the excavation and installation of underground lines for gas and water purification plants ;
- the excavation and installation of underground energy distribution or telecommunications network conduits, with or without the running of wire ;
- the rental of construction equipment with operators ;
- forest clearing carried out using construction equipment ;
- the installation of septic tanks ;
- the construction and repair of sidewalks and curbs ;
- the asphalt surfacing of roads, streets, sidewalks, curbs, bikeways, private roads, parking lots ;
- the concrete surfacing of roads, streets, sidewalks, curbs, bikeways, private roads and parking lots carried out using a concrete spreader-grader ;
- the scarification of paved surfaces ;
- the pulverizing of paved surfaces ;
- the waterproofing of paved surfaces ;
- the marking of lines on the pavement ;
- the installation of fences ;
- the installation of traffic safety barriers and guardrails.

This unit also refers to :

- demolition work on civil engineering structures or buildings including the operations required to carry out such work, such as sawing or breaking concrete and the erection of protective walls if such operations are carried out by the employer in charge of the demolition work ;
- the rental, with operators, of cranes, crane-trucks, boom trucks, or any other conventional truck equipped with a telescopic or hydraulic arm, or equipped with a hoist winch that can be used as cranes or other equipment of the same type ;
- the operation of a crane within the framework of work related to :
  - demolition ;
  - dismantling when this dismantling is carried out as part of demolition work.

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• manual forest clearing as well as forest clearing carried out using specialized machinery such as a skidder, tree feller or delimiting machine;</li> <li>• divers participating in works referred to in this unit;</li> <li>• the rental drilling machines with operators;</li> <li>• the dismantling of metal structures and machinery;</li> <li>• preparatory work for the installation of fences done in a workshop other than on the work site or on the job;</li> <li>• the installation of fences made of ornamental metal;</li> <li>• the operation of a quarry, a sandpit or a gravel pit;</li> <li>• snow removal;</li> <li>• cement and concrete work other than that related to small art works, sidewalks and curbs;</li> <li>• work related to blasting, drilling for blasting, pile-driving, special foundations, digging of tunnels and underground drilling, caissons, excavation supports, tie rods, consolidation of foundations and injections in the ground and in rock;</li> <li>• the manufacture of prepared concrete;</li> <li>• the installation of road lighting networks and traffic lights, as well as the installation of lamp posts;</li> <li>• construction work related to underground energy distribution lines with installation of machinery and equipment in addition to the excavation and installation of conduits;</li> <li>• the operation of an asphalt plant;</li> <li>• landscaping work;</li> <li>• the installation of interlocking blocks (slope blocks/pavers).</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80040	<p>Blasting ; drilling ; soil mechanics ; pile-driving and special foundations</p> <p>This unit refers to work related to :</p> <ul style="list-style-type: none"> <li>• drilling, charging holes and igniting explosive products;</li> <li>• blasting including that done during demolition work on civil engineering structures or buildings;</li> <li>• digging tunnels and underground drilling;</li> <li>• drilling artesian wells with or without the installation of pumps;</li> <li>• soil mechanics such as setting up excavation supports, installation of tie rods, consolidation of foundations and injections in the ground or in rock;</li> <li>• geothermal drilling and drilling of elevator shafts;</li> <li>• preliminary drilling for construction work;</li> <li>• pile-driving;</li> <li>• pile-driving and special foundations such as the placing, raising and maintenance of the following elements : steel sheet piling, shoring piles, wailings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground;</li> <li>• the rental of a drilling machine with an operator.</li> </ul>	13.93	13.21

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>• work done in caissons and cofferdam work ;</li> <li>• the construction, maintenance, removal and demolition of caissons and cofferdam work ;</li> <li>• preliminary consolidation work related to the moving of buildings, including excavation, concrete drilling and pile driving ;</li> <li>• the putting in place, straightening and lifting of buildings ;</li> <li>• consolidation work on a building ;</li> <li>• the moving of buildings on a flat-bed trailer done by the workers of an employer as part of the carrying out by this employer of works referred to in this unit.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>• divers participating in work referred to in this unit ;</li> <li>• the drilling of ore to obtain test samples ;</li> <li>• the drilling of oil or natural gas wells.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80060	<p>Construction of energy transmission or distribution lines ; construction of energy transforming stations</p> <p>This unit refers to construction, maintenance and repair work related to:</p> <ul style="list-style-type: none"> <li>• power plant substations ;</li> <li>• overhead or underground energy transmission and distribution lines ;</li> <li>• telecommunications lines or networks ;</li> <li>• road lighting networks and traffic lights ;</li> <li>• microwave and telecommunications towers ;</li> <li>• manholes for underground telecommunications and energy distribution networks ;</li> <li>• wind turbines.</li> </ul> <p>This unit also refers to:</p> <ul style="list-style-type: none"> <li>• the installation of street lamps ;</li> <li>• the installation of transformers connected to the energy transmission and distribution network ;</li> <li>• the installation of antennas in telecommunications towers ;</li> <li>• the planting of poles.</li> </ul>	8.39	7.85

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• the construction of buildings ;</li> <li>• the digging of tunnels ;</li> <li>• specific contracts to excavate and install underground energy transmission or telecommunications network conduits, with or without the running of wire.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80080	<p>Erecting metal frame structures and tanks</p> <p>This unit refers to work related to :</p> <ul style="list-style-type: none"> <li>• the setting up, assembly and dismantling of architectural elements and metal framing that go into the construction of buildings, civil engineering works, outside tanks, stacks, silos, coal, stone, coke, sand and ore hoppers, water towers and machinery ;</li> <li>• the installation of prefabricated metal industrial stacks ;</li> <li>• the installation of steel panels that are used in structures, cladding and roofing ;</li> <li>• the installation of pre-cast concrete structural or architectural elements.</li> </ul> <p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• preparatory work carried out at the workshop other than on the work site or on the job ;</li> <li>• exterior cladding work using metal sheets ;</li> <li>• the installation of radio and television station broadcasting and cellular telephone antennas ;</li> <li>• the erection of microwave towers ;</li> <li>• the erection of wooden silos, water towers or tanks ;</li> <li>• the installation of tanks, other than outside tanks ;</li> <li>• the installation of outside tanks by a boilermaker.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>	32.80	31.46
80100	<p>Cement work, concrete work</p> <p>This unit refers to work related to :</p> <ul style="list-style-type: none"> <li>• reinforcement work such as cutting, shaping, assembling by various processes, as well as the installation of metal ties or wire mesh used in the construction of concrete work ;</li> <li>• concrete formwork for building and civil engineering work framing and machinery ;</li> <li>• the preparation and finishing of concrete and cement surfaces ;</li> </ul>	14.16	13.43

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> <li>• the pouring and placement of concrete;</li> <li>• the cutting, pumping and drilling of concrete;</li> <li>• concrete paving without the use of a spreader-grader;</li> <li>• concrete injection and guniting;</li> <li>• the cutting of asphalt;</li> <li>• the crushing of concrete during alteration work;</li> <li>• the waterproofing of concrete floors or concrete surfaces.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>• the operation of a reinforcement workshop other than on the work site or on the job;</li> <li>• the installation of pre-cast concrete structural or architectural elements;</li> <li>• the delivery and pouring of concrete by concrete mixer;</li> <li>• the construction and repair of sidewalks and curbs.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80110	<p>Carpentry work; joinery work; work related to indoor systems; painting work; installation of flexible coverings, installation of marble, granite, ceramics and terrazzo; plastering and jointing work; insulation work</p> <p>This unit refers to work related to:</p> <ul style="list-style-type: none"> <li>• the erection of a wooden structure of a building, a silo, a water tower and a tank;</li> <li>• joinery work;</li> <li>• parqueting work including sanding and finishing;</li> <li>• carpentry work such as the installation of chevrons and the erection of wood divisions;</li> <li>• carpentry work and joinery work in the installation of prefabricated buildings with a wood structure;</li> <li>• on-site construction of wood recreational equipment for amusement parks, daycare centres, playgrounds and other similar places;</li> <li>• the installation of doors and windows on buildings with a wood structure;</li> <li>• the installation of pre-glazed doors and windows on a non-wooden structure building when done as part of carpentry work;</li> <li>• the building of wood or wood-substitute patio;</li> <li>• indoor systems such as the installation of metal poles, angle irons, wire moulds, gypsum, lathwork, acoustic ceilings and suspended ceilings;</li> <li>• indoor systems such as the installation of metal poles, gypsum, lathwork, acoustic ceilings and suspended ceilings;</li> <li>• plastering and jointing;</li> <li>• the application of paint, surface coatings and protective finishes;</li> </ul>	12.55	11.87



Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> <li>• the installation of flexible coverings such as vinyl, asphalt, rubber, cork, linoleum coverings, rugs, carpet underlays and rug underlays ;</li> <li>• the installation and polishing of marble, granite, terrazzo concrete, slate, ceramics, terrazzo and other similar materials ;</li> <li>• the installation of cold room panels ;</li> <li>• the thermal insulation of buildings, soundproofing and acoustic control.</li> </ul> <p>This unit also refers to work related to :</p> <ul style="list-style-type: none"> <li>• the removal of asbestos ;</li> <li>• the stripping.</li> </ul> <p>Stripping refers to any selective, meticulous and well thought-out demolition operation, of unwanted additions, ruined areas or areas of no interest in buildings, which does not adversely affect the structure, retaining walls or load-bearing walls.</p> <p>This unit also refers to the following work when done by the workers of an employer as part of the carrying out, by this employer, of work to erect a wood structure of a building :</p> <ul style="list-style-type: none"> <li>• the installation of all types of exterior clapboard cladding ;</li> <li>• the installation of gutters ;</li> <li>• roofing using asphalt shingles, cedar shingles, sheet metal that is neither welded nor stapled, or sandstone tiles ;</li> <li>• foundation formwork ;</li> <li>• the installation of garage doors.</li> </ul> <p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• work related to piles and special foundations such as the placing, raising and maintenance of the following elements : steel sheet piling, shoring piles, wailings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground ;</li> <li>• work to install curtain walls in marble, granite or other similar materials ;</li> <li>• all cleaning work using sand blasting, steam jet or pressurized water ;</li> <li>• work to waterproof concrete floors or concrete surfaces ;</li> <li>• stripping work when only one reconstruction operation referred to under another unit is carried out jointly with the stripping of that which is being rebuilt. In such a case, the stripping work is referred to under the unit that refers to this reconstruction operation. For example, when the only work being done by the employer involves the installation of a roof following the stripping of the old roof, all of this work is referred to under unit 80130.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		

Unit Number	Unit Title	General Rate	Special Rate
80130	Roofing work ; exterior cladding work on buildings ; installation of gutters	22.74	21.74
	This unit refers to work related to :		
	<ul style="list-style-type: none"> <li>• exterior cladding of buildings using all types of metal sheets or clapboard ;</li> <li>• the installation and repair of all types of roofing, including waterproofing ;</li> <li>• the installation of gutters ;</li> <li>• the removal of snow from roofs.</li> </ul>		
	This unit does not refer to :		
	<ul style="list-style-type: none"> <li>• the installation of steel panels which are used in structures, cladding and roofing.</li> </ul>		
	<b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b>		
80140	Masonry work	24.75	23.68
	This unit refers to work related to :		
	<ul style="list-style-type: none"> <li>• the cutting, setting with mortar, cement or any other adhesive material as well as the jointing of masonry elements such as the following : <ul style="list-style-type: none"> <li>• bricks, natural or artificial stones ;</li> <li>• acid bricks, fire bricks, plastic bricks, cements bricks or bricks made of any other refractory material laid by hand or by a pneumatic or mechanical method ;</li> <li>• tiles made of refractory material ;</li> <li>• blocks of gypsum, concrete or glass, blocks of composite materials, blocks of lightweight aggregates for walls or partitions, anticorrosive tiles ;</li> </ul> </li> <li>• the installation of silos made of concrete staves.</li> </ul>		
	This unit does not refer to :		
	<ul style="list-style-type: none"> <li>• jointing, aligning, anchoring and grouting work done by manufacturers of pre-cast concrete structural or architectural elements ;</li> <li>• cleaning work using sand blasting, steam jet or pressurized water ;</li> <li>• work related to the installation of slope blocks or pavers ;</li> <li>• work related to the installation of marble or granite tile flooring ;</li> <li>• the installation of curtain walls made of masonry elements ;</li> <li>• form work prior to the installation of silos made of concrete staves.</li> </ul>		
	<b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b>		

Unit Number	Unit Title	General Rate	Special Rate
80150	Glass work ; glazing work	14.52	13.78
	This unit refers to work related to :		
	<ul style="list-style-type: none"> <li>• the preparation and installation of glasswork and glazing such as :               <ul style="list-style-type: none"> <li>• the cutting and polishing of glass ;</li> <li>• the cutting and assembly of aluminium ;</li> <li>• the installation of doors, windows and glazing ;</li> <li>• the installation of entrances or show windows made from metal or glass parts</li> <li>• the installation of curtain walls ;</li> <li>• the installation of atriums, skylights and other similar works</li> </ul> </li> </ul>		
	This unit does not refer to :		
	<ul style="list-style-type: none"> <li>• preparatory or manufacturing work done in a workshop other than on the work site.</li> </ul>		
	<p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80160	Millwright works ; boilermaking work ; plumbing and pipefitting work ; pipe insulation work ; work related to mechanized transit systems	7.08	6.57
	This unit refers to work related to :		
	<ul style="list-style-type: none"> <li>• millwright works such as the installation, repair, maintenance, adjustment, assembly, dismantling and handling of machinery other than production machinery ;</li> <li>• the making of templates for this machinery ;</li> <li>• the installation, repair and maintenance of garage doors, whether mechanized or not ;</li> <li>• boilermaking related to machinery other than production machinery and related to the construction, maintenance and repair of steam generators, boilers, tanks or other similar equipment ;</li> <li>• the installation, alteration, modification, repair and maintenance of :               <ul style="list-style-type: none"> <li>• plumbing systems such as :                   <ul style="list-style-type: none"> <li>• piping, fixtures, accessories and other fittings needed to supply these systems with fluids ;</li> <li>• piping, fixtures, accessories and other fittings used for drainage, run-off and ventilation of traps in these systems ;</li> </ul> </li> <li>• heating and combustion systems such as :                   <ul style="list-style-type: none"> <li>• piping, fixtures, accessories and other fittings needed to distribute fluids or heat ;</li> </ul> </li> <li>• fire protection and localized fire protection systems, such as :                   <ul style="list-style-type: none"> <li>• piping, fixtures, accessories and other fittings used to prevent and fight fires ;</li> </ul> </li> </ul> </li> </ul>		

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> <li>• insulation, whether it is carried out by spraying or by any other method, such as :               <ul style="list-style-type: none"> <li>• thermal insulation of any new or existing piping system ;</li> <li>• thermal insulation of radiators, furnaces, boilers, tanks and any other similar device ;</li> </ul> </li> <li>• the installation, alteration, modification, repair and maintenance of mechanized transit systems, composed of devices, accessories and other apparatuses such as :               <ul style="list-style-type: none"> <li>• elevators, freight elevators, escalators, permanent swing scaffolds, slope hoists, dumbwaiters, removable platforms on a theatre stage, moving sidewalks and other similar devices generally used or which may be used to transport persons, objects or materials.</li> </ul> </li> </ul> <p>This unit also refers to the operation of a temporary or uncompleted system as well as the operation of a completed system when it is used to move construction workers and materials.</p> <p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• the construction of metal tanks other than for boiler systems and that are installed by a metal structure installer (ex. oil tanks, water towers) ;</li> <li>• the installation of metal ducts for heating, ventilation and air conditioning systems ;</li> <li>• the laying of bricks used in boiler walls ;</li> <li>• the installation of internal insulation of ventilation and other ducts done by tinsmiths when installing said ducts ;</li> <li>• installation work related to pre-insulated ventilation ducts ;</li> <li>• cleaning using sandblasting ;</li> <li>• work related to millwright works such as the installation, repair, maintenance, adjustment, setting up, dismantling and handling of production machinery as well as the making of templates for this machinery ;</li> <li>• the installation and operation by an employer of a temporary freight elevator as part of the carrying out by this employer of work not referred to in this unit ;</li> <li>• the installation of temporary swing scaffolds.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80170	Electrical work	6.14	5.67

This unit refers to work related to :

- the installation, alteration, modification, repair and maintenance of electrical installations for lighting, heating and motive force purposes, including in all cases wires, cables, conduits, accessories and electrical devices that are part of the actual installation and, being related to the connection of the installation to the public or municipal utility network, which point of connection is on the wall of the building that is nearest to the public utility line ;

Unit Number	Unit Title	General Rate	Special Rate
	<ul style="list-style-type: none"> <li>• the installation of lightening rods and unit heaters;</li> <li>• electrical hook-up of a building.</li> </ul> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> <li>• construction work on energy distribution and transforming stations done by electrical contractors;</li> <li>• electrical work done by energy distribution and transforming station construction contractors;</li> <li>• installation work related to alarm, security, control or electronic equipment systems;</li> <li>• street lamp installation work along roads as well as traffic light installation work.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80180	Sheet metal work	11.69	11.04
	<p>This unit refers to work related to:</p> <ul style="list-style-type: none"> <li>• sheet metal having a maximum thickness of 10 gauge (iron, copper, aluminium, stainless steel) and all metal or electrometallurgical materials, vinyl and other metal- or plastic-based materials such as: <ul style="list-style-type: none"> <li>• the marking out, manufacture and installation, on the work site and on the job, of all sorts of metal objects, in sheets;</li> <li>• the assembly and repair of ventilation, air conditioning and hot air heating duct systems and any conduit system to remove various materials such as chips, fumes, smoke or dust, the installation of internal insulation with respect to these systems and the installation of prefabricated devices;</li> <li>• the installation of prefabricated metal objects such as shelves, lockers, screens, ceilings, fire barriers, and ceiling and wall coverings;</li> <li>• the installation, by a tinsmith, of prefabricated devices such as air conditioners, fans, heat pumps, air exchangers as well as the installation of mechanized elements associated with these systems, when done at the same time as the installation of ducts or conduits.</li> </ul> </li> </ul> <p>This unit does not refer to work related to:</p> <ul style="list-style-type: none"> <li>• work related to outdoor cladding in metal sheets or clapboard of all types, installation and repair of all types of roofing;</li> <li>• preparatory and manufacturing work done in the workshop other than on the work site;</li> <li>• work related to the installation of gutters.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		

Unit Number	Unit Title	General Rate	Special Rate
80190	Installation of electronic equipment, alarm or control systems	1.93	1.60
	<p>This unit refers to work related to :</p> <ul style="list-style-type: none"> <li>• the installation, alteration, modification, repair and maintenance of intercom, public address, synchronous clock, visual, aural or oral signaling, telephony, closed-circuit television, access card or surveillance systems ;</li> <li>• the installation, alteration, modification, repair and maintenance of electrical or pneumatic control, and instrumentation systems related to heating, air conditioning, ventilation and air removal ;</li> <li>• the installation, alteration, modification, repair and maintenance of electrical systems or pneumatic control systems, quantity measurement and calibration systems on a variety of industrial production machinery ;</li> <li>• the installation, alteration, modification, repair and maintenance of burglar and fire alarm systems ;</li> <li>• the sale, installation and repair of safety locks ;</li> <li>• the testing, adjustment and stabilizing of air circulation and distribution systems.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80200	Refrigeration work, air conditioning work	5.70	5.24
	<p>This unit refers to work related to :</p> <ul style="list-style-type: none"> <li>• the installation, alteration, modification, repair and maintenance of refrigeration systems having a capacity of at least 1/4 h.p. including piping, units, accessories and other fittings needed for the distribution of fluids and the production of cold by these systems ;</li> <li>• the installation of machines for air conditioning and refrigeration systems.</li> </ul> <p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• the insulation of refrigeration and air conditioning systems ;</li> <li>• the testing, adjustment and stabilizing of air circulation and distribution systems ;</li> <li>• the installation of metal ducts for air conditioning systems ;</li> <li>• the installation, alteration, modification, repair and maintenance of instrumentation and control systems related to heating, air conditioning and ventilation.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		

Unit Number	Unit Title	General Rate	Special Rate
80230	Landscaping work	8.43	7.88
	This unit refers to:		
	<ul style="list-style-type: none"> <li>• landscaping work such as :               <ul style="list-style-type: none"> <li>• the installation of interlocking blocks or interlocking stones ;</li> <li>• the installation of sod ;</li> <li>• site preparation work ;</li> <li>• the planting of trees and shrubs ;</li> <li>• light earthwork ;</li> <li>• the erection of low walls, stairs, etc. ;</li> <li>• the maintenance of slopes alongside roads ;</li> <li>• the installation of outdoor underground pipes to water the lawn or for decorative lighting systems.</li> </ul> </li> </ul>		
	This unit does not refer to :		
	<ul style="list-style-type: none"> <li>• excavation and earthwork done with heavy machinery ;</li> <li>• paving work ;</li> <li>• snow removal ;</li> <li>• the installation of septic tanks and septic beds.</li> </ul>		
	<b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b>		
80240	Cleaning using sandblasting, steam jet or pressurized water	23.04	22.02
	This unit refers to work related to :		
	<ul style="list-style-type: none"> <li>• the cleaning, preparation, restoration or finishing of a building surface, a civil engineering work, a tank, machinery or industrial equipment using sandblasting, steam jet, pressurized water, soda water or recoverable abrasive beads ;</li> <li>• the whitewashing of buildings using a jet.</li> </ul>		
	This unit does not refer to :		
	<ul style="list-style-type: none"> <li>• work involving sandblasting, steam jet or pressurized water done at the employer's workshop.</li> </ul>		
	<b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b>		
80250	Ornamental building metal work	20.20	19.27
	This unit refers to work related to :		
	<ul style="list-style-type: none"> <li>• building metal work such as the tracing out, cutting, preparation and assembly of any metal part, including outdoor and indoor stairs, handrails, fences, gates, canopies, cellar doors and inspection holes, all types of wire fencing ; coal chutes, vault doors, fire doors, industrial doors, partitions, rails and balconies.</li> </ul>		

Unit Number	Unit Title	General Rate	Special Rate
	<p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• preparatory and manufacturing work done in workshops other than on the work site or on the job ;</li> <li>• installation of all other types of fences.</li> </ul> <p><b>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</b></p>		
80260	<p>Installation of scaffolds</p> <p>This unit refers to work related to the installation and dismantling of all types of scaffolds.</p> <p>This unit does not refer to :</p> <ul style="list-style-type: none"> <li>• the installation of a freight elevator ;</li> <li>• work related to the installation, dismantling and maintenance of permanent swing scaffolds.</li> </ul> <p><b>An employer classified under this unit can also be classified under the exceptional units 80020 and 90010.</b></p>	15.37	14.60

## SCHEDULE 2

### RATES PERTAINING TO THE FINANCING OF JOINT SECTOR-BASED ASSOCIATIONS FOR THE YEAR 2002

	Rate
The social affairs sector	0,03
The textile and knitting sector	0,09
The automobile service sector	0,07
The transportation and storage sectors	0,06
The metal fabricating industries sector and the electrical products industries sectors	0,05
The provincial administration sector	0,04
The printing and allied industries sector	0,06
The transportation equipment and machinery industries sector	0,05
The mining and mining services sector	0,13
The municipal affairs sector	0,04
The clothing industries sector	0,08
The construction sector	0,04



### SCHEDULE 3

#### LUMP SUM OF PARAGRAPH 3° OF SECTION 310 OF THE ACT, AMOUNT OF SECTION 313 OF THE ACT AND THE RATE APPLICABLE FOR PROTECTING THE DIRECTOR FOR THE YEAR 2002

The lump sum for the purposes of establishing the assessment of the employer of a student referred to in section 10 of the Act, pursuant to paragraph 3° of Section 310 of this Act, is set, for 2002 at \$6.00 per trainee.

The amount provided under section 313 of the Act is fixed for the year 2002 at \$65.00.

The rate applicable for purposes of establishing the amount payable by the person who registers as a director in accordance with section 18 of the Act is the one under unit 71040.

4388

### Notice

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001)

#### Insurance premiums for 2002

Notice is hereby given in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that upon the expiry of 45 days following the publication of this notice, the Regulation respecting the insurance premiums for 2002 will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendments.

That Regulation determines the insurance premiums to be used in calculating the retrospective adjustment of the annual assessment for 2002 that will be paid by the employers subject to that adjustment for that year under the Regulation respecting retrospective adjustment of the assessment.\*

Any interested person having comments to make on matter is asked to send them in writing, before the expiry of the 45-day period, to Mr. Roland Longchamps, Vice-Chairman, Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec) G1K 7E2.

TREFFLÉ LACOMBE,  
*Chairman of the Board and  
Chief Executive Officer  
of the Commission de la santé  
et de la sécurité du travail*

### Regulation respecting the insurance premiums for 2002

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001, s. 454, 1st par., subpar. 10)

1. The insurance premiums necessary for the final retrospective adjustment of the annual assessment for the assessment year 2002 shall be calculated in accordance with the table in Schedule I.

2. The premiums shall be determined by applying the percentage calculated to the part of the assessment calculated in terms of the risk, taking into account the limit applicable to the employer with respect to the assumption of the cost of benefits.

3. The percentages appearing in the table are applicable to the precise amounts of assessment distributed in terms of the risk corresponding to those percentages. Where the amount of assessment falls between two levels of assessment in the table, the percentage shall be calculated by linear interpolation, and the result shall be rounded to the nearest hundredth of a per cent.

4. This Regulation comes into force as of 1 January 2002.

\* The Regulation respecting retrospective adjustment of the assessment has been adopted by the Commission de la santé et de la sécurité du travail by Resolution A-85-98 of September 17, 1998 (1998, G.O. 2, 4156).

## SCHEDULE I

TABLE OF PREMIUMS  
(in percentage)

Part of the assessment in terms of the risk	Limit of the assumption (in multiple of the maximum annual insurable amount)									
	1½	2	2½	3	4	5	6	7	8	9
\$8,950 or less	72.4	72.4	72.4	72.4	72.4	72.4	72.4	72.4	72.4	72.4
\$12,250	68.4	68.4	68.4	68.4	68.4	68.4	68.4	68.4	68.4	68.4
\$16,800	64.3	64.3	64.3	64.3	64.3	64.3	64.3	64.3	64.3	64.3
\$22,950	60.3	60.3	60.3	60.3	60.3	60.3	60.3	60.3	60.3	60.3
\$31,150	56.3	56.3	56.3	56.3	56.3	56.3	56.3	56.3	56.3	56.3
\$42,350	52.3	52.3	52.3	52.3	52.3	52.3	52.3	52.3	52.3	52.3
\$57,300	48.4	48.4	48.4	48.4	48.4	48.4	48.4	48.4	48.4	48.4
\$77,600	45.3	44.5	44.5	44.5	44.5	44.5	44.5	44.5	44.5	44.5
\$105,050	43.9	42.9	41.4	40.5	40.5	40.5	40.5	40.5	40.5	40.5
\$142,750	42.6	41.4	38.7	37.0	36.2	36.2	36.2	36.2	36.2	36.2
\$195,400	42.0	40.3	36.5	34.2	31.8	31.5	31.5	31.5	31.5	31.5
\$270,900	41.3	39.1	35.2	31.9	28.0	26.3	25.6	25.5	25.5	25.5
\$381,700	40.3	37.8	33.9	30.2	25.0	22.0	20.1	19.5	19.3	19.2
\$550,250	39.6	36.7	32.5	28.7	22.7	18.6	15.9	15.0	14.6	14.4
\$816,450	39.0	36.0	31.4	27.2	20.8	16.0	12.7	11.4	10.8	10.5
\$1,255,750	38.7	35.4	30.6	26.0	19.2	14.0	10.4	8.8	8.0	7.7
\$2,015,750	38.4	35.0	30.0	25.1	17.9	12.6	8.8	7.0	6.1	5.7
\$3,398,950	38.2	34.7	29.6	24.3	17.0	11.5	7.7	5.7	4.7	4.1
\$6,165,250	38.1	34.5	29.3	23.7	16.2	10.6	6.8	4.6	3.5	3.0
\$11,698,100	38.0	34.4	29.0	23.3	15.6	10.0	6.2	3.9	2.7	2.1
\$22,763,200 or more	38.0	34.3	28.9	22.9	15.2	9.5	5.7	3.4	2.2	1.6

4387

### Notice

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001)

#### Personalized rates — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation amending the Regulation respecting personalized rates, the text of which appears below, shall be adopted by the Commission, with or without amendment, upon the expiry of forty-five (45) days after publication of this notice.

This draft Regulation provides for, among other things, amendment of the employer's qualification threshold in respect of personalized rates for the year 2002 and certain parameters used in calculating the rate.

The amendment for the year 2002 allows for approximately the same number of employers qualifying for personalized rates as in 2001 to be maintained.

Any interested person having comments to make on this draft Regulation is asked to send them in writing, before the expiry of the 45-day period, to Roland Longchamps, Vice-Chairman for Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec) G1K 7E2.

TREFFLÉ LACOMBE,  
*Chairman of the Board of Directors and  
Chief Executive Officer of the  
Commission de la santé et de la sécurité du travail*

## Regulation amending the Regulation respecting personalized rates\*

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001, s. 454, par. 1, subpar. 7)

1. The Regulation respecting personalized rates is hereby amended by replacing Schedule 1 with the following:

### “SCHEDULE 1 (s. 7, 20, 21)

The qualification threshold for the year 2002 is \$1,020.

For the year 2002, the amount used in respect of the calculation in section 20 is \$3,060.

For the year 2002, the amount used in respect of the calculation in section 21 is \$142,800.”

2. This Regulation applies for the 2002 year of assessment.

4390

## Notice

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001)

### Table of gross annual income from suitable employments for 2002

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the draft of the “Regulation respecting the table of gross annual income from suitable employments for 2002”, the text of which appears below, may be made by the Commission de la santé et de la sécurité du travail upon the expiry of 45 days following this publication.

\* The latest amendments to the Regulation respecting personalized rates, adopted by the Commission de la santé et de la sécurité du travail by Resolution A-86-98 of September 17, 1998 (1998, *G.O.* 2, 3997) were made by the Regulation amending the Regulation respecting personalized rates adopted by the Commission by its resolution A-54-00 of September 21, 2000 (2000, *G.O.* 2, 5098); for the previous amendments, please refer to the *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000 up-to-date as at November 1, 2000.

The purpose of the draft regulation is to index the table of gross annual income from suitable employments for 2002.

To date, study of the matter has revealed no significant impact on the public and on businesses directly concerned by those amendments.

Further information may be obtained by contacting Mr. René Peterson, 524, rue Bourdages, Québec, tel: (418) 266-4949, fax (418) 266-4950.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to Mr. Roland Longchamps, Vice-chairman Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec) G1K 7E2.

TREFFLÉ LACOMBE,  
*Chairman of the Board and  
Chief Executive Officer  
of the Commission de la santé  
et de la sécurité du travail*

## Regulation respecting the table of gross annual income from suitable employments for 2002

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001, s. 50)

1. The table of gross annual income from suitable employments for the year 2002 is as follows:

Bracket		Lower limit		Higher limit
1.	from	\$14,599	to less than	\$15,500
2.	“	\$15,500	”	\$17,500
3.	“	\$17,500	”	\$20,500
4.	“	\$20,500	”	\$23,500
5.	“	\$23,500	”	\$26,500
6.	“	\$26,500	”	\$29,500
7.	“	\$29,500	”	\$32,500
8.	“	\$32,500	”	\$35,500

Bracket	Lower limit	Higher limit
9.	\$35,500	\$38,500
10.	\$38,500	\$41,500
11.	\$41,500	\$44,500
12.	\$44,500	\$47,500
13.	\$47,500	\$50,500
14.	\$50,500	\$52,500
15.	\$52,500	or more

2. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4386

## Notice

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001)

### Table of income replacement indemnities for 2002 — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the draft of the Regulation respecting the table of income replacement indemnities for 2002, the text of which appears below, may be made by the Commission de la santé et de la sécurité du travail upon the expiry of 45 days following this publication.

The purpose of the draft regulation is to index the table of income replacement indemnities on the basis of the changes made to income tax payable under the Taxation Act (R.S.Q., c. I-3) and under the Income Tax Act (R.S.C., 1985, c. I, 5th Supp.), to the employee's premium payable under the Employment Insurance Act (1996, c. 23) and to the contribution payable by the worker under the Act respecting the Québec Pension Plan (R.S.Q., c. R-9).

To date, study of the matter has revealed the following impacts on the public and on businesses directly concerned by those amendments:

— like any other worker receiving a salary in 2002, a worker receiving an income replacement indemnity will have his net income indexed on the basis of the changes made to the Income Tax Regulation, the Employment Insurance Act and the Québec Pension Plan;

— the ratemaking used to establish the assessment of employers is adjusted in order to reflect these changes to the net income of workers that will occur in 2002.

Further information may be obtained by contacting Mr. René Peterson, 524, rue Bourdages, Québec, tel. : (418) 266-4949, fax : (418) 266-4950.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to Mr. Roland Longchamps, Vice-chairman Finance, Commission de la santé et de la sécurité du travail, 524 rue Bourdages, Québec (Québec) G1K 7E2.

TREFFLÉ LACOMBE,  
*Chairman of the Board and  
Chief Executive Officer  
of the Commission de la santé  
et de la sécurité du travail*

## Regulation respecting the table of income replacement indemnities for 2002

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001, s. 63)

1. For the purposes of establishing the income replacement indemnity payable from the fifteenth day, the gross income of the worker is taken into consideration up to the maximum yearly insurable earnings of \$52,500 for the year 2002.

2. For the purposes of computing the weighted net income, the family situations shall be determined as follows:

(1) Worker with dependent spouse:

- (a) Worker with spouse;
- (b) Worker with spouse and 1 dependent;
- (c) Worker with spouse and 2 dependents;
- (d) Worker with spouse and 3 dependents;
- (e) Worker with spouse and 4 dependents or more.

(2) Worker with non-dependent spouse:

	Annual gross income		Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family Number of dependents				
			0	1	2	3	4 or more
	0	1	0	1	2	3	4 or more
(a) Worker without dependent;							
(b) Worker with 1 dependent;							
(c) Worker with 2 dependents;							
(d) Worker with 3 dependents;							
(e) Worker with 4 dependents or more.							
(3) Single or single-parent family:							
	3,300	2,903.18	2,903.18	2,903.18	2,903.18	2,903.18	2,903.18
	3,400	2,991.15	2,991.15	2,991.15	2,991.15	2,991.15	2,991.15
(a) Worker without dependent;	3,500	3,079.13	3,079.13	3,079.13	3,079.13	3,079.13	3,079.13
(b) Worker with 1 dependent;	3,600	3,162.87	3,162.87	3,162.87	3,162.87	3,162.87	3,162.87
(c) Worker with 2 dependents;	3,700	3,246.62	3,246.62	3,246.62	3,246.62	3,246.62	3,246.62
(d) Worker with 3 dependents;	3,800	3,330.36	3,330.36	3,330.36	3,330.36	3,330.36	3,330.36
(e) Worker with 4 dependents or more.	3,900	3,414.11	3,414.11	3,414.11	3,414.11	3,414.11	3,414.11
	4,000	3,497.85	3,497.85	3,497.85	3,497.85	3,497.85	3,497.85
	4,100	3,581.60	3,581.60	3,581.60	3,581.60	3,581.60	3,581.60
	4,200	3,665.34	3,665.34	3,665.34	3,665.34	3,665.34	3,665.34
	4,300	3,749.09	3,749.09	3,749.09	3,749.09	3,749.09	3,749.09
	4,400	3,832.83	3,832.83	3,832.83	3,832.83	3,832.83	3,832.83
	4,500	3,916.58	3,916.58	3,916.58	3,916.58	3,916.58	3,916.58
	4,600	4,000.32	4,000.32	4,000.32	4,000.32	4,000.32	4,000.32
	4,700	4,084.07	4,084.07	4,084.07	4,084.07	4,084.07	4,084.07
	4,800	4,167.81	4,167.81	4,167.81	4,167.81	4,167.81	4,167.81
	4,900	4,251.56	4,251.56	4,251.56	4,251.56	4,251.56	4,251.56
	5,000	4,335.30	4,335.30	4,335.30	4,335.30	4,335.30	4,335.30
	5,100	4,419.05	4,419.05	4,419.05	4,419.05	4,419.05	4,419.05
	5,200	4,502.79	4,502.79	4,502.79	4,502.79	4,502.79	4,502.79
	5,300	4,586.54	4,586.54	4,586.54	4,586.54	4,586.54	4,586.54
	5,400	4,670.28	4,670.28	4,670.28	4,670.28	4,670.28	4,670.28
	5,500	4,754.03	4,754.03	4,754.03	4,754.03	4,754.03	4,754.03
	5,600	4,837.77	4,837.77	4,837.77	4,837.77	4,837.77	4,837.77
	5,700	4,921.52	4,921.52	4,921.52	4,921.52	4,921.52	4,921.52
	5,800	5,005.26	5,005.26	5,005.26	5,005.26	5,005.26	5,005.26
	5,900	5,089.01	5,089.01	5,089.01	5,089.01	5,089.01	5,089.01
	6,000	5,172.75	5,172.75	5,172.75	5,172.75	5,172.75	5,172.75
	6,100	5,256.50	5,256.50	5,256.50	5,256.50	5,256.50	5,256.50
	6,200	5,340.24	5,340.24	5,340.24	5,340.24	5,340.24	5,340.24
	6,300	5,423.99	5,423.99	5,423.99	5,423.99	5,423.99	5,423.99
	6,400	5,507.73	5,507.73	5,507.73	5,507.73	5,507.73	5,507.73
	6,500	5,591.48	5,591.48	5,591.48	5,591.48	5,591.48	5,591.48
	6,600	5,675.22	5,675.22	5,675.22	5,675.22	5,675.22	5,675.22
	6,700	5,758.97	5,758.97	5,758.97	5,758.97	5,758.97	5,758.97
	6,800	5,842.71	5,842.71	5,842.71	5,842.71	5,842.71	5,842.71
	6,900	5,926.46	5,926.46	5,926.46	5,926.46	5,926.46	5,926.46
	7,000	6,010.20	6,010.20	6,010.20	6,010.20	6,010.20	6,010.20
	7,100	6,093.95	6,093.95	6,093.95	6,093.95	6,093.95	6,093.95
	7,200	6,177.69	6,177.69	6,177.69	6,177.69	6,177.69	6,177.69
	7,300	6,261.44	6,261.44	6,261.44	6,261.44	6,261.44	6,261.44
	7,400	6,345.18	6,345.18	6,345.18	6,345.18	6,345.18	6,345.18
	7,500	6,428.93	6,428.93	6,428.93	6,428.93	6,428.93	6,428.93
	7,600	6,512.67	6,512.67	6,512.67	6,512.67	6,512.67	6,512.67
	7,700	6,596.42	6,596.42	6,596.42	6,596.42	6,596.42	6,596.42
	7,800	6,680.16	6,680.16	6,680.16	6,680.16	6,680.16	6,680.16
	7,900	6,763.91	6,763.91	6,763.91	6,763.91	6,763.91	6,763.91
	8,000	6,847.65	6,847.65	6,847.65	6,847.65	6,847.65	6,847.65
	8,100	6,931.40	6,931.40	6,931.40	6,931.40	6,931.40	6,931.40
	8,200	6,991.38	7,015.14	7,015.14	7,015.14	7,015.14	7,015.14

3. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more
100	87.98	87.98	87.98	87.98	87.98
200	175.95	175.95	175.95	175.95	175.95
300	263.93	263.93	263.93	263.93	263.93
400	351.90	351.90	351.90	351.90	351.90
500	439.88	439.88	439.88	439.88	439.88
600	527.85	527.85	527.85	527.85	527.85
700	615.83	615.83	615.83	615.83	615.83
800	703.80	703.80	703.80	703.80	703.80
900	791.78	791.78	791.78	791.78	791.78
1,000	879.75	879.75	879.75	879.75	879.75
1,100	967.73	967.73	967.73	967.73	967.73
1,200	1,055.70	1,055.70	1,055.70	1,055.70	1,055.70
1,300	1,143.68	1,143.68	1,143.68	1,143.68	1,143.68
1,400	1,231.65	1,231.65	1,231.65	1,231.65	1,231.65
1,500	1,319.63	1,319.63	1,319.63	1,319.63	1,319.63
1,600	1,407.60	1,407.60	1,407.60	1,407.60	1,407.60
1,700	1,495.58	1,495.58	1,495.58	1,495.58	1,495.58
1,800	1,583.55	1,583.55	1,583.55	1,583.55	1,583.55
1,900	1,671.53	1,671.53	1,671.53	1,671.53	1,671.53
2,000	1,759.50	1,759.50	1,759.50	1,759.50	1,759.50
2,100	1,847.48	1,847.48	1,847.48	1,847.48	1,847.48
2,200	1,935.45	1,935.45	1,935.45	1,935.45	1,935.45
2,300	2,023.43	2,023.43	2,023.43	2,023.43	2,023.43
2,400	2,111.40	2,111.40	2,111.40	2,111.40	2,111.40
2,500	2,199.38	2,199.38	2,199.38	2,199.38	2,199.38
2,600	2,287.35	2,287.35	2,287.35	2,287.35	2,287.35
2,700	2,375.33	2,375.33	2,375.33	2,375.33	2,375.33
2,800	2,463.30	2,463.30	2,463.30	2,463.30	2,463.30
2,900	2,551.28	2,551.28	2,551.28	2,551.28	2,551.28
3,000	2,639.25	2,639.25	2,639.25	2,639.25	2,639.25
3,100	2,727.23	2,727.23	2,727.23	2,727.23	2,727.23
3,200	2,815.20	2,815.20	2,815.20	2,815.20	2,815.20

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family Number of dependents					Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more		0	1	2	3	4 or more
	8,300	7,063.94	7,098.89	7,098.89	7,098.89		7,098.89	13,300	10,560.37	11,286.14	11,286.14
8,400	7,136.49	7,182.63	7,182.63	7,182.63	7,182.63	13,400	10,618.53	11,369.88	11,369.88	11,369.88	11,369.88
8,500	7,209.05	7,266.38	7,266.38	7,266.38	7,266.38	13,500	10,676.68	11,453.63	11,453.63	11,453.63	11,453.63
8,600	7,281.61	7,350.12	7,350.12	7,350.12	7,350.12	13,600	10,734.84	11,537.37	11,537.37	11,537.37	11,537.37
8,700	7,354.16	7,433.87	7,433.87	7,433.87	7,433.87	13,700	10,793.00	11,621.12	11,621.12	11,621.12	11,621.12
8,800	7,426.72	7,517.61	7,517.61	7,517.61	7,517.61	13,800	10,851.15	11,704.86	11,704.86	11,704.86	11,704.86
8,900	7,499.28	7,601.36	7,601.36	7,601.36	7,601.36	13,900	10,909.31	11,788.61	11,788.61	11,788.61	11,788.61
9,000	7,571.83	7,685.10	7,685.10	7,685.10	7,685.10	14,000	10,967.47	11,872.35	11,872.35	11,872.35	11,872.35
9,100	7,644.39	7,768.85	7,768.85	7,768.85	7,768.85	14,100	11,025.62	11,956.10	11,956.10	11,956.10	11,956.10
9,200	7,716.95	7,852.59	7,852.59	7,852.59	7,852.59	14,200	11,083.78	12,039.84	12,039.84	12,039.84	12,039.84
9,300	7,789.50	7,936.34	7,936.34	7,936.34	7,936.34	14,300	11,141.94	12,123.59	12,123.59	12,123.59	12,123.59
9,400	7,862.06	8,020.08	8,020.08	8,020.08	8,020.08	14,400	11,200.09	12,207.33	12,207.33	12,207.33	12,207.33
9,500	7,934.62	8,103.83	8,103.83	8,103.83	8,103.83	14,500	11,258.25	12,291.08	12,291.08	12,291.08	12,291.08
9,600	8,007.17	8,187.57	8,187.57	8,187.57	8,187.57	14,600	11,316.41	12,374.82	12,374.82	12,374.82	12,374.82
9,700	8,079.73	8,271.32	8,271.32	8,271.32	8,271.32	14,700	11,374.56	12,458.57	12,458.57	12,458.57	12,458.57
9,800	8,152.29	8,355.06	8,355.06	8,355.06	8,355.06	14,800	11,432.72	12,542.31	12,542.31	12,542.31	12,542.31
9,900	8,224.84	8,438.81	8,438.81	8,438.81	8,438.81	14,900	11,490.88	12,626.06	12,626.06	12,626.06	12,626.06
10,000	8,297.40	8,522.55	8,522.55	8,522.55	8,522.55	15,000	11,549.03	12,700.90	12,700.90	12,700.90	12,700.90
10,100	8,369.96	8,606.30	8,606.30	8,606.30	8,606.30	15,100	11,607.19	12,773.46	12,773.46	12,773.46	12,773.46
10,200	8,442.51	8,690.04	8,690.04	8,690.04	8,690.04	15,200	11,665.35	12,846.02	12,846.02	12,846.02	12,846.02
10,300	8,515.07	8,773.79	8,773.79	8,773.79	8,773.79	15,300	11,723.50	12,918.57	12,918.57	12,918.57	12,918.57
10,400	8,587.63	8,857.53	8,857.53	8,857.53	8,857.53	15,400	11,781.66	12,991.13	12,991.13	12,991.13	12,991.13
10,500	8,660.18	8,941.28	8,941.28	8,941.28	8,941.28	15,500	11,839.82	13,063.69	13,063.69	13,063.69	13,063.69
10,600	8,732.74	9,025.02	9,025.02	9,025.02	9,025.02	15,600	11,897.97	13,136.24	13,136.24	13,136.24	13,136.24
10,700	8,805.30	9,108.77	9,108.77	9,108.77	9,108.77	15,700	11,956.13	13,208.80	13,208.80	13,208.80	13,208.80
10,800	8,877.85	9,192.51	9,192.51	9,192.51	9,192.51	15,800	12,014.29	13,281.36	13,281.36	13,281.36	13,281.36
10,900	8,950.41	9,276.26	9,276.26	9,276.26	9,276.26	15,900	12,072.44	13,353.91	13,353.91	13,353.91	13,353.91
11,000	9,022.97	9,360.00	9,360.00	9,360.00	9,360.00	16,000	12,130.60	13,426.47	13,426.47	13,426.47	13,426.47
11,100	9,095.52	9,443.75	9,443.75	9,443.75	9,443.75	16,100	12,188.76	13,499.03	13,499.03	13,499.03	13,499.03
11,200	9,168.08	9,527.49	9,527.49	9,527.49	9,527.49	16,200	12,246.91	13,571.58	13,571.58	13,571.58	13,571.58
11,300	9,240.64	9,611.24	9,611.24	9,611.24	9,611.24	16,300	12,305.07	13,644.14	13,644.14	13,644.14	13,644.14
11,400	9,313.19	9,694.98	9,694.98	9,694.98	9,694.98	16,400	12,363.23	13,716.70	13,716.70	13,716.70	13,716.70
11,500	9,385.75	9,778.73	9,778.73	9,778.73	9,778.73	16,500	12,421.38	13,789.25	13,789.25	13,789.25	13,789.25
11,600	9,458.31	9,862.47	9,862.47	9,862.47	9,862.47	16,600	12,479.54	13,861.81	13,861.81	13,861.81	13,861.81
11,700	9,530.86	9,946.22	9,946.22	9,946.22	9,946.22	16,700	12,537.70	13,934.37	13,934.37	13,934.37	13,934.37
11,800	9,603.42	10,029.96	10,029.96	10,029.96	10,029.96	16,800	12,595.85	14,006.92	14,006.92	14,006.92	14,006.92
11,900	9,675.98	10,113.71	10,113.71	10,113.71	10,113.71	16,900	12,654.01	14,079.48	14,079.48	14,079.48	14,079.48
12,000	9,748.53	10,197.45	10,197.45	10,197.45	10,197.45	17,000	12,712.17	14,152.04	14,152.04	14,152.04	14,152.04
12,100	9,821.09	10,281.20	10,281.20	10,281.20	10,281.20	17,100	12,770.32	14,224.59	14,224.59	14,224.59	14,224.59
12,200	9,893.65	10,364.94	10,364.94	10,364.94	10,364.94	17,200	12,828.48	14,297.15	14,297.15	14,297.15	14,297.15
12,300	9,966.20	10,448.69	10,448.69	10,448.69	10,448.69	17,300	12,886.64	14,369.71	14,369.71	14,369.71	14,369.71
12,400	10,036.96	10,532.43	10,532.43	10,532.43	10,532.43	17,400	12,944.79	14,442.26	14,442.26	14,442.26	14,442.26
12,500	10,095.12	10,616.18	10,616.18	10,616.18	10,616.18	17,500	13,002.95	14,514.82	14,514.82	14,514.82	14,514.82
12,600	10,153.27	10,699.92	10,699.92	10,699.92	10,699.92	17,600	13,061.11	14,587.38	14,587.38	14,587.38	14,587.38
12,700	10,211.43	10,783.67	10,783.67	10,783.67	10,783.67	17,700	13,119.26	14,659.93	14,659.93	14,659.93	14,659.93
12,800	10,269.59	10,867.41	10,867.41	10,867.41	10,867.41	17,800	13,177.42	14,732.49	14,732.49	14,732.49	14,732.49
12,900	10,327.74	10,951.16	10,951.16	10,951.16	10,951.16	17,900	13,235.58	14,805.05	14,805.05	14,805.05	14,805.05
13,000	10,385.90	11,034.90	11,034.90	11,034.90	11,034.90	18,000	13,293.73	14,877.60	14,877.60	14,877.60	14,877.60
13,100	10,444.06	11,118.65	11,118.65	11,118.65	11,118.65	18,100	13,351.89	14,950.16	14,950.16	14,950.16	14,950.16
13,200	10,502.21	11,202.39	11,202.39	11,202.39	11,202.39	18,200	13,410.05	15,022.72	15,022.72	15,022.72	15,022.72

	Annual gross income						Annual gross income					
	Income replacement indemnities (90% of weighted net income for 2002)						Income replacement indemnities (90% of weighted net income for 2002)					
	Single or single-parent family						Single or single-parent family					
	Number of dependents					Number of dependents						
	0	1	2	3	4 or more	0	1	2	3	4 or more		
18,300	13,468.20	15,095.27	15,095.27	15,095.27	15,095.27	23,300	16,376.04	18,723.11	18,723.11	18,723.11	18,723.11	
18,400	13,526.36	15,167.83	15,167.83	15,167.83	15,167.83	23,400	16,434.19	18,795.66	18,795.66	18,795.66	18,795.66	
18,500	13,584.52	15,240.39	15,240.39	15,240.39	15,240.39	23,500	16,492.35	18,868.22	18,868.22	18,868.22	18,868.22	
18,600	13,642.67	15,312.94	15,312.94	15,312.94	15,312.94	23,600	16,550.51	18,940.78	18,940.78	18,940.78	18,940.78	
18,700	13,700.83	15,385.50	15,385.50	15,385.50	15,385.50	23,700	16,608.66	19,013.33	19,013.33	19,013.33	19,013.33	
18,800	13,758.99	15,458.06	15,458.06	15,458.06	15,458.06	23,800	16,666.82	19,085.89	19,085.89	19,085.89	19,085.89	
18,900	13,817.14	15,530.61	15,530.61	15,530.61	15,530.61	23,900	16,724.98	19,158.45	19,158.45	19,158.45	19,158.45	
19,000	13,875.30	15,603.17	15,603.17	15,603.17	15,603.17	24,000	16,783.13	19,231.00	19,231.00	19,231.00	19,231.00	
19,100	13,933.46	15,675.73	15,675.73	15,675.73	15,675.73	24,100	16,841.29	19,303.56	19,303.56	19,303.56	19,303.56	
19,200	13,991.61	15,748.28	15,748.28	15,748.28	15,748.28	24,200	16,899.45	19,376.12	19,376.12	19,376.12	19,376.12	
19,300	14,049.77	15,820.84	15,820.84	15,820.84	15,820.84	24,300	16,957.60	19,448.67	19,448.67	19,448.67	19,448.67	
19,400	14,107.93	15,893.40	15,893.40	15,893.40	15,893.40	24,400	17,015.76	19,521.23	19,521.23	19,521.23	19,521.23	
19,500	14,166.08	15,965.95	15,965.95	15,965.95	15,965.95	24,500	17,073.92	19,593.79	19,593.79	19,593.79	19,593.79	
19,600	14,224.24	16,038.51	16,038.51	16,038.51	16,038.51	24,600	17,132.07	19,666.34	19,666.34	19,666.34	19,666.34	
19,700	14,282.40	16,111.07	16,111.07	16,111.07	16,111.07	24,700	17,190.23	19,738.90	19,738.90	19,738.90	19,738.90	
19,800	14,340.55	16,183.62	16,183.62	16,183.62	16,183.62	24,800	17,248.39	19,811.46	19,811.46	19,811.46	19,811.46	
19,900	14,398.71	16,256.18	16,256.18	16,256.18	16,256.18	24,900	17,306.54	19,875.91	19,875.91	19,875.91	19,875.91	
20,000	14,456.87	16,328.74	16,328.74	16,328.74	16,328.74	25,000	17,364.70	19,934.07	19,934.07	19,934.07	19,934.07	
20,100	14,515.02	16,401.29	16,401.29	16,401.29	16,401.29	25,100	17,422.86	19,992.23	20,029.13	20,029.13	20,029.13	
20,200	14,573.18	16,473.85	16,473.85	16,473.85	16,473.85	25,200	17,481.01	20,050.38	20,101.68	20,101.68	20,101.68	
20,300	14,631.34	16,546.41	16,546.41	16,546.41	16,546.41	25,300	17,539.17	20,108.54	20,174.24	20,174.24	20,174.24	
20,400	14,689.49	16,618.96	16,618.96	16,618.96	16,618.96	25,400	17,597.33	20,166.70	20,246.80	20,246.80	20,246.80	
20,500	14,747.65	16,691.52	16,691.52	16,691.52	16,691.52	25,500	17,655.48	20,224.85	20,319.35	20,319.35	20,319.35	
20,600	14,805.81	16,764.08	16,764.08	16,764.08	16,764.08	25,600	17,713.64	20,283.01	20,391.91	20,391.91	20,391.91	
20,700	14,863.96	16,836.63	16,836.63	16,836.63	16,836.63	25,700	17,771.80	20,341.17	20,464.47	20,464.47	20,464.47	
20,800	14,922.12	16,909.19	16,909.19	16,909.19	16,909.19	25,800	17,829.95	20,399.32	20,537.02	20,537.02	20,537.02	
20,900	14,980.28	16,981.75	16,981.75	16,981.75	16,981.75	25,900	17,888.11	20,457.48	20,609.58	20,609.58	20,609.58	
21,000	15,038.43	17,054.30	17,054.30	17,054.30	17,054.30	26,000	17,946.27	20,515.64	20,682.14	20,682.14	20,682.14	
21,100	15,096.59	17,126.86	17,126.86	17,126.86	17,126.86	26,100	18,004.42	20,573.79	20,754.69	20,754.69	20,754.69	
21,200	15,154.75	17,199.42	17,199.42	17,199.42	17,199.42	26,200	18,062.58	20,631.95	20,827.25	20,827.25	20,827.25	
21,300	15,212.90	17,271.97	17,271.97	17,271.97	17,271.97	26,300	18,120.74	20,690.11	20,899.81	20,899.81	20,899.81	
21,400	15,271.06	17,344.53	17,344.53	17,344.53	17,344.53	26,400	18,178.89	20,748.26	20,972.36	20,972.36	20,972.36	
21,500	15,329.22	17,417.09	17,417.09	17,417.09	17,417.09	26,500	18,237.05	20,806.42	21,044.92	21,044.92	21,044.92	
21,600	15,387.37	17,489.64	17,489.64	17,489.64	17,489.64	26,600	18,295.21	20,864.58	21,117.48	21,117.48	21,117.48	
21,700	15,445.53	17,562.20	17,562.20	17,562.20	17,562.20	26,700	18,347.06	20,913.73	21,190.03	21,190.03	21,190.03	
21,800	15,503.69	17,634.76	17,634.76	17,634.76	17,634.76	26,800	18,398.92	20,962.89	21,262.59	21,262.59	21,262.59	
21,900	15,561.84	17,707.31	17,707.31	17,707.31	17,707.31	26,900	18,450.78	21,012.05	21,335.15	21,335.15	21,335.15	
22,000	15,620.00	17,779.87	17,779.87	17,779.87	17,779.87	27,000	18,502.63	21,061.20	21,407.70	21,407.70	21,407.70	
22,100	15,678.16	17,852.43	17,852.43	17,852.43	17,852.43	27,100	18,554.49	21,110.36	21,480.26	21,480.26	21,480.26	
22,200	15,736.31	17,924.98	17,924.98	17,924.98	17,924.98	27,200	18,606.35	21,159.52	21,552.82	21,552.82	21,552.82	
22,300	15,794.47	17,997.54	17,997.54	17,997.54	17,997.54	27,300	18,658.20	21,208.67	21,625.37	21,625.37	21,625.37	
22,400	15,852.63	18,070.10	18,070.10	18,070.10	18,070.10	27,400	18,710.06	21,257.83	21,697.93	21,697.93	21,697.93	
22,500	15,910.78	18,142.65	18,142.65	18,142.65	18,142.65	27,500	18,761.92	21,306.99	21,748.89	21,748.89	21,748.89	
22,600	15,968.94	18,215.21	18,215.21	18,215.21	18,215.21	27,600	18,813.77	21,356.14	21,798.04	21,843.04	21,843.04	
22,700	16,027.10	18,287.77	18,287.77	18,287.77	18,287.77	27,700	18,865.63	21,405.30	21,847.20	21,915.60	21,915.60	
22,800	16,085.25	18,360.32	18,360.32	18,360.32	18,360.32	27,800	18,917.49	21,454.46	21,896.36	21,988.16	21,988.16	
22,900	16,143.41	18,432.88	18,432.88	18,432.88	18,432.88	27,900	18,969.34	21,503.61	21,945.51	22,060.71	22,060.71	
23,000	16,201.57	18,505.44	18,505.44	18,505.44	18,505.44	28,000	19,021.20	21,552.77	21,994.67	22,133.27	22,133.27	
23,100	16,259.72	18,577.99	18,577.99	18,577.99	18,577.99	28,100	19,073.06	21,601.93	22,043.83	22,205.83	22,205.83	
23,200	16,317.88	18,650.55	18,650.55	18,650.55	18,650.55	28,200	19,124.91	21,651.08	22,092.98	22,278.38	22,278.38	

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family Number of dependents					Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family Number of dependents				
	0	1	2	3	4 or more		0	1	2	3	4 or more
	28,300	19,176.77	21,700.24	22,142.14	22,350.94		22,350.94	33,300	21,689.48	24,077.95	24,519.85
28,400	19,228.63	21,749.40	22,191.30	22,423.50	22,423.50	33,400	21,736.83	24,122.60	24,564.50	25,006.40	25,448.30
28,500	19,280.48	21,798.55	22,240.45	22,496.05	22,496.05	33,500	21,784.17	24,167.24	24,609.14	25,051.04	25,492.94
28,600	19,332.34	21,847.71	22,289.61	22,568.61	22,568.61	33,600	21,831.52	24,211.89	24,653.79	25,095.69	25,537.59
28,700	19,384.20	21,896.87	22,338.77	22,641.17	22,641.17	33,700	21,878.87	24,256.54	24,698.44	25,140.34	25,582.24
28,800	19,436.05	21,946.02	22,387.92	22,713.72	22,713.72	33,800	21,927.12	24,302.09	24,743.99	25,185.89	25,627.79
28,900	19,487.91	21,995.18	22,437.08	22,786.28	22,786.28	33,900	21,977.17	24,349.43	24,791.33	25,233.23	25,675.13
29,000	19,539.77	22,044.34	22,486.24	22,858.84	22,858.84	34,000	22,027.21	24,396.78	24,838.68	25,280.58	25,722.48
29,100	19,591.62	22,093.49	22,535.39	22,931.39	22,931.39	34,100	22,077.26	24,444.13	24,886.03	25,327.93	25,769.83
29,200	19,643.48	22,142.65	22,584.55	23,003.95	23,003.95	34,200	22,127.31	24,491.48	24,933.38	25,375.28	25,817.18
29,300	19,695.34	22,191.81	22,633.71	23,075.61	23,075.61	34,300	22,177.36	24,538.82	24,980.72	25,422.62	25,864.52
29,400	19,747.19	22,240.96	22,682.86	23,124.76	23,124.76	34,400	22,227.40	24,586.17	25,028.07	25,469.97	25,911.87
29,500	19,799.05	22,290.12	22,732.02	23,173.92	23,173.92	34,500	22,277.45	24,633.52	25,075.42	25,517.32	25,959.22
29,600	19,850.91	22,339.28	22,781.18	23,223.08	23,223.08	34,600	22,327.50	24,680.87	25,122.77	25,564.67	26,006.57
29,700	19,902.76	22,388.43	22,830.33	23,272.23	23,272.23	34,700	22,377.55	24,728.21	25,170.11	25,612.01	26,053.91
29,800	19,954.62	22,437.59	22,879.49	23,321.39	23,321.39	34,800	22,427.59	24,775.56	25,217.46	25,659.36	26,101.26
29,900	20,006.48	22,486.75	22,928.65	23,370.55	23,370.55	34,900	22,477.64	24,822.91	25,264.81	25,706.71	26,148.61
30,000	20,058.33	22,535.90	22,977.80	23,419.70	23,419.70	35,000	22,527.69	24,870.26	25,312.16	25,754.06	26,195.96
30,100	20,110.19	22,585.06	23,026.96	23,468.86	23,468.86	35,100	22,577.74	24,917.61	25,359.51	25,801.41	26,243.31
30,200	20,162.05	22,634.22	23,076.12	23,518.02	23,518.02	35,200	22,627.79	24,964.95	25,406.85	25,848.75	26,290.65
30,300	20,213.90	22,683.37	23,125.27	23,567.17	23,567.17	35,300	22,677.83	25,012.30	25,454.20	25,896.10	26,338.00
30,400	20,265.76	22,732.53	23,174.43	23,616.33	23,616.33	35,400	22,727.88	25,059.65	25,501.55	25,943.45	26,385.35
30,500	20,317.62	22,781.69	23,223.59	23,665.49	23,665.49	35,500	22,777.93	25,107.00	25,548.90	25,990.80	26,432.70
30,600	20,369.47	22,830.84	23,272.74	23,714.64	23,714.64	35,600	22,827.98	25,154.34	25,596.24	26,038.14	26,480.04
30,700	20,421.33	22,880.00	23,321.90	23,763.80	23,763.80	35,700	22,878.02	25,201.69	25,643.59	26,085.49	26,527.39
30,800	20,473.19	22,929.16	23,371.06	23,812.96	23,812.96	35,800	22,928.07	25,249.04	25,690.94	26,132.84	26,574.74
30,900	20,525.04	22,978.31	23,420.21	23,862.11	23,862.11	35,900	22,978.12	25,296.39	25,738.29	26,180.19	26,622.09
31,000	20,576.90	23,027.47	23,469.37	23,911.27	23,911.27	36,000	23,028.17	25,343.73	25,785.63	26,227.53	26,669.43
31,100	20,628.76	23,076.63	23,518.53	23,960.43	23,960.43	36,100	23,078.21	25,391.08	25,832.98	26,274.88	26,716.78
31,200	20,680.61	23,125.78	23,567.68	24,009.58	24,009.58	36,200	23,128.26	25,438.43	25,880.33	26,322.23	26,764.13
31,300	20,732.47	23,174.94	23,616.84	24,058.74	24,058.74	36,300	23,178.31	25,485.78	25,927.68	26,369.58	26,811.48
31,400	20,784.33	23,224.10	23,666.00	24,107.90	24,107.90	36,400	23,228.36	25,533.13	25,975.03	26,416.93	26,858.83
31,500	20,836.18	23,273.25	23,715.15	24,157.05	24,157.05	36,500	23,278.40	25,580.47	26,022.37	26,464.27	26,906.17
31,600	20,888.04	23,318.41	23,764.31	24,206.21	24,206.21	36,600	23,328.45	25,627.82	26,069.72	26,511.62	26,953.52
31,700	20,939.90	23,363.58	23,809.48	24,247.38	24,247.38	36,700	23,378.50	25,675.17	26,117.07	26,558.97	27,000.87
31,800	20,991.76	23,408.75	23,854.65	24,292.55	24,292.55	36,800	23,428.55	25,722.52	26,164.42	26,606.32	27,048.22
31,900	21,043.62	23,453.92	23,900.82	24,337.72	24,337.72	36,900	23,478.60	25,769.87	26,211.77	26,653.67	27,095.57
32,000	21,095.48	23,499.09	23,947.09	24,382.89	24,382.89	37,000	23,528.65	25,817.21	26,259.11	26,701.01	27,142.91
32,100	21,147.34	23,544.26	23,993.26	24,428.06	24,428.06	37,100	23,578.70	25,864.56	26,306.46	26,748.36	27,190.26
32,200	21,199.20	23,589.43	24,038.43	24,473.23	24,473.23	37,200	23,628.75	25,911.91	26,353.81	26,795.71	27,237.61
32,300	21,251.06	23,634.60	24,083.60	24,518.40	24,518.40	37,300	23,678.80	25,959.25	26,401.15	26,843.05	27,284.95
32,400	21,302.92	23,679.77	24,128.77	24,563.57	24,563.57	37,400	23,728.85	26,006.60	26,448.50	26,890.40	27,332.30
32,500	21,354.78	23,724.94	24,173.94	24,608.74	24,608.74	37,500	23,778.90	26,053.95	26,495.85	26,937.75	27,379.65
32,600	21,406.64	23,770.11	24,219.11	24,653.91	24,653.91	37,600	23,828.95	26,101.30	26,543.20	26,985.10	27,427.00
32,700	21,458.50	23,815.28	24,264.28	24,699.08	24,699.08	37,700	23,879.00	26,148.64	26,590.54	27,032.44	27,474.34
32,800	21,510.36	23,860.45	24,309.45	24,744.25	24,744.25	37,800	23,929.05	26,195.99	26,637.89	27,079.79	27,521.69
32,900	21,562.22	23,905.62	24,354.62	24,789.42	24,789.42	37,900	23,979.10	26,243.34	26,685.24	27,127.14	27,569.04
33,000	21,614.08	23,950.79	24,400.79	24,834.59	24,834.59	38,000	24,029.15	26,290.69	26,732.59	27,174.49	27,616.39
33,100	21,665.94	23,995.96	24,445.96	24,879.76	24,879.76	38,100	24,079.20	26,338.04	26,779.94	27,221.84	27,663.74
33,200	21,717.80	24,041.13	24,491.13	24,924.93	24,924.93	38,200	24,129.25	26,385.38	26,827.28	27,269.18	27,711.08



Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family					Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family				
	Number of dependents						Number of dependents				
	0	1	2	3	4 or more		0	1	2	3	4 or more
38,300	24,179.26	26,432.73	26,874.63	27,316.53	27,758.43	43,300	26,911.01	29,029.48	29,471.38	29,913.28	30,355.18
38,400	24,229.31	26,480.08	26,921.98	27,363.88	27,805.78	43,400	26,966.48	29,082.25	29,524.15	29,966.05	30,407.95
38,500	24,279.36	26,527.43	26,969.33	27,411.23	27,853.13	43,500	27,021.95	29,135.01	29,576.91	30,018.81	30,460.71
38,600	24,329.41	26,574.77	27,016.67	27,458.57	27,900.47	43,600	27,077.41	29,187.78	29,629.68	30,071.58	30,513.48
38,700	24,379.45	26,622.12	27,064.02	27,505.92	27,947.82	43,700	27,132.88	29,240.55	29,682.45	30,124.35	30,566.25
38,800	24,429.50	26,669.47	27,111.37	27,553.27	27,995.17	43,800	27,188.35	29,293.32	29,735.22	30,177.12	30,619.02
38,900	24,479.55	26,716.82	27,158.72	27,600.62	28,042.52	43,900	27,243.81	29,346.08	29,787.98	30,229.88	30,671.78
39,000	24,529.60	26,764.16	27,206.06	27,647.96	28,089.86	44,000	27,299.28	29,398.85	29,840.75	30,282.65	30,724.55
39,100	24,581.40	26,813.27	27,255.17	27,697.07	28,138.97	44,100	27,354.75	29,451.62	29,893.52	30,335.42	30,777.32
39,200	24,636.87	26,866.03	27,307.93	27,749.83	28,191.73	44,200	27,410.22	29,504.38	29,946.28	30,388.18	30,830.08
39,300	24,692.33	26,918.80	27,360.70	27,802.60	28,244.50	44,300	27,465.68	29,557.15	29,999.05	30,440.95	30,882.85
39,400	24,747.80	26,971.57	27,413.47	27,855.37	28,297.27	44,400	27,521.15	29,609.92	30,051.82	30,493.72	30,935.62
39,500	24,803.27	27,024.33	27,466.23	27,908.13	28,350.03	44,500	27,576.62	29,662.68	30,104.58	30,546.48	30,988.38
39,600	24,858.73	27,077.10	27,519.00	27,960.90	28,402.80	44,600	27,632.08	29,715.45	30,157.35	30,599.25	31,041.15
39,700	24,914.20	27,129.87	27,571.77	28,013.67	28,455.57	44,700	27,687.55	29,768.22	30,210.12	30,652.02	31,093.92
39,800	24,969.67	27,182.64	27,624.54	28,066.44	28,508.34	44,800	27,743.02	29,820.99	30,262.89	30,704.79	31,146.69
39,900	25,025.13	27,235.40	27,677.30	28,119.20	28,561.10	44,900	27,798.48	29,873.75	30,315.65	30,757.55	31,199.45
40,000	25,080.60	27,288.17	27,730.07	28,171.97	28,613.87	45,000	27,853.95	29,926.52	30,368.42	30,810.32	31,252.22
40,100	25,136.07	27,340.94	27,782.84	28,224.74	28,666.64	45,100	27,909.42	29,979.29	30,421.19	30,863.09	31,304.99
40,200	25,191.54	27,393.70	27,835.60	28,277.50	28,719.40	45,200	27,964.89	30,032.05	30,473.95	30,915.85	31,357.75
40,300	25,247.00	27,446.47	27,888.37	28,330.27	28,772.17	45,300	28,020.35	30,084.82	30,526.72	30,968.62	31,410.52
40,400	25,302.47	27,499.24	27,941.14	28,383.04	28,824.94	45,400	28,075.82	30,137.59	30,579.49	31,021.39	31,463.29
40,500	25,357.94	27,552.00	27,993.90	28,435.80	28,877.70	45,500	28,131.29	30,190.35	30,632.25	31,074.15	31,516.05
40,600	25,413.40	27,604.77	28,046.67	28,488.57	28,930.47	45,600	28,186.75	30,243.12	30,685.02	31,126.92	31,568.82
40,700	25,468.87	27,657.54	28,099.44	28,541.34	28,983.24	45,700	28,242.22	30,295.89	30,737.79	31,179.69	31,621.59
40,800	25,524.34	27,710.31	28,152.21	28,594.11	29,036.01	45,800	28,297.69	30,348.66	30,790.56	31,232.46	31,674.36
40,900	25,579.80	27,763.07	28,204.97	28,646.87	29,088.77	45,900	28,353.15	30,401.42	30,843.32	31,285.22	31,727.12
41,000	25,635.27	27,815.84	28,257.74	28,699.64	29,141.54	46,000	28,408.62	30,454.19	30,896.09	31,337.99	31,779.89
41,100	25,690.74	27,868.61	28,310.51	28,752.41	29,194.31	46,100	28,464.09	30,506.96	30,948.86	31,390.76	31,832.66
41,200	25,746.21	27,921.37	28,363.27	28,805.17	29,247.07	46,200	28,519.56	30,559.72	31,001.62	31,443.52	31,885.42
41,300	25,801.67	27,974.14	28,416.04	28,857.94	29,299.84	46,300	28,575.02	30,612.49	31,054.39	31,496.29	31,938.19
41,400	25,857.14	28,026.91	28,468.81	28,910.71	29,352.61	46,400	28,630.49	30,665.26	31,107.16	31,549.06	31,990.96
41,500	25,912.61	28,079.67	28,521.57	28,963.47	29,405.37	46,500	28,685.96	30,718.02	31,159.92	31,601.82	32,043.72
41,600	25,968.07	28,132.44	28,574.34	29,016.24	29,458.14	46,600	28,741.42	30,770.79	31,212.69	31,654.59	32,096.49
41,700	26,023.54	28,185.21	28,627.11	29,069.01	29,510.91	46,700	28,796.89	30,823.56	31,265.46	31,707.36	32,149.26
41,800	26,079.01	28,237.98	28,679.88	29,121.78	29,563.68	46,800	28,852.36	30,876.33	31,318.23	31,760.13	32,202.03
41,900	26,134.47	28,290.74	28,732.64	29,174.54	29,616.44	46,900	28,907.82	30,929.09	31,370.99	31,812.89	32,254.79
42,000	26,189.94	28,343.51	28,785.41	29,227.31	29,669.21	47,000	28,963.29	30,981.86	31,423.76	31,865.66	32,307.56
42,100	26,245.41	28,396.28	28,838.18	29,280.08	29,721.98	47,100	29,018.76	31,034.63	31,476.53	31,918.43	32,360.33
42,200	26,300.88	28,449.04	28,890.94	29,332.84	29,774.74	47,200	29,074.23	31,087.39	31,529.29	31,971.19	32,413.09
42,300	26,356.34	28,501.81	28,943.71	29,385.61	29,827.51	47,300	29,129.69	31,140.16	31,582.06	32,023.96	32,465.86
42,400	26,411.81	28,554.58	28,996.48	29,438.38	29,880.28	47,400	29,185.16	31,192.93	31,634.83	32,076.73	32,518.63
42,500	26,467.28	28,607.34	29,049.24	29,491.14	29,933.04	47,500	29,240.63	31,245.69	31,687.59	32,129.49	32,571.39
42,600	26,522.74	28,660.11	29,102.01	29,543.91	29,985.81	47,600	29,296.09	31,298.46	31,740.36	32,182.26	32,624.16
42,700	26,578.21	28,712.88	29,154.78	29,596.68	30,038.58	47,700	29,351.56	31,351.23	31,793.13	32,235.03	32,676.93
42,800	26,633.68	28,765.65	29,207.55	29,649.45	30,091.35	47,800	29,407.03	31,404.00	31,845.90	32,287.80	32,729.70
42,900	26,689.14	28,818.41	29,260.31	29,702.21	30,144.11	47,900	29,462.49	31,456.76	31,898.66	32,340.56	32,782.46
43,000	26,744.61	28,871.18	29,313.08	29,754.98	30,196.88	48,000	29,517.96	31,509.53	31,951.43	32,393.33	32,835.23
43,100	26,800.08	28,923.95	29,365.85	29,807.75	30,249.65	48,100	29,573.43	31,562.30	32,004.20	32,446.10	32,888.00
43,200	26,855.55	28,976.71	29,418.61	29,860.51	30,302.41	48,200	29,628.90	31,615.06	32,056.96	32,498.86	32,940.76

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Single or single-parent family					Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Worker with dependent spouse				
	Number of dependents						Number of dependents (including spouse)				
	0	1	2	3	4 or more		1	2	3	4	5 or more
48,300	29,684.36	31,667.83	32,109.73	32,551.63	32,993.53	100	87.98	87.98	87.98	87.98	87.98
48,400	29,739.83	31,720.60	32,162.50	32,604.40	33,046.30	200	175.95	175.95	175.95	175.95	175.95
48,500	29,795.30	31,773.36	32,215.26	32,657.16	33,099.06	300	263.93	263.93	263.93	263.93	263.93
48,600	29,850.76	31,826.13	32,268.03	32,709.93	33,151.83	400	351.90	351.90	351.90	351.90	351.90
48,700	29,906.23	31,878.90	32,320.80	32,762.70	33,204.60	500	439.88	439.88	439.88	439.88	439.88
48,800	29,961.70	31,931.67	32,373.57	32,815.47	33,257.37	600	527.85	527.85	527.85	527.85	527.85
48,900	30,017.16	31,984.43	32,426.33	32,868.23	33,310.13	700	615.83	615.83	615.83	615.83	615.83
49,000	30,072.63	32,037.20	32,479.10	32,921.00	33,362.90	800	703.80	703.80	703.80	703.80	703.80
49,100	30,128.10	32,089.97	32,531.87	32,973.77	33,415.67	900	791.78	791.78	791.78	791.78	791.78
49,200	30,183.57	32,142.73	32,584.63	33,026.53	33,468.43	1,000	879.75	879.75	879.75	879.75	879.75
49,300	30,239.03	32,195.50	32,637.40	33,079.30	33,521.20	1,100	967.73	967.73	967.73	967.73	967.73
49,400	30,294.50	32,248.27	32,690.17	33,132.07	33,573.97	1,200	1,055.70	1,055.70	1,055.70	1,055.70	1,055.70
49,500	30,349.97	32,301.03	32,742.93	33,184.83	33,626.73	1,300	1,143.68	1,143.68	1,143.68	1,143.68	1,143.68
49,600	30,405.43	32,353.80	32,795.70	33,237.60	33,679.50	1,400	1,231.65	1,231.65	1,231.65	1,231.65	1,231.65
49,700	30,460.90	32,406.57	32,848.47	33,290.37	33,732.27	1,500	1,319.63	1,319.63	1,319.63	1,319.63	1,319.63
49,800	30,516.37	32,459.34	32,901.24	33,343.14	33,785.04	1,600	1,407.60	1,407.60	1,407.60	1,407.60	1,407.60
49,900	30,571.83	32,512.10	32,954.00	33,395.90	33,837.80	1,700	1,495.58	1,495.58	1,495.58	1,495.58	1,495.58
50,000	30,627.30	32,564.87	33,006.77	33,448.67	33,890.57	1,800	1,583.55	1,583.55	1,583.55	1,583.55	1,583.55
50,100	30,682.77	32,617.64	33,059.54	33,501.44	33,943.34	1,900	1,671.53	1,671.53	1,671.53	1,671.53	1,671.53
50,200	30,738.24	32,670.40	33,112.30	33,554.20	33,996.10	2,000	1,759.50	1,759.50	1,759.50	1,759.50	1,759.50
50,300	30,793.70	32,723.17	33,165.07	33,606.97	34,048.87	2,100	1,847.48	1,847.48	1,847.48	1,847.48	1,847.48
50,400	30,849.17	32,775.94	33,217.84	33,659.74	34,101.64	2,200	1,935.45	1,935.45	1,935.45	1,935.45	1,935.45
50,500	30,904.64	32,828.70	33,270.60	33,712.50	34,154.40	2,300	2,023.43	2,023.43	2,023.43	2,023.43	2,023.43
50,600	30,960.10	32,881.47	33,323.37	33,765.27	34,207.17	2,400	2,111.40	2,111.40	2,111.40	2,111.40	2,111.40
50,700	31,015.57	32,934.24	33,376.14	33,818.04	34,259.94	2,500	2,199.38	2,199.38	2,199.38	2,199.38	2,199.38
50,800	31,071.04	32,987.01	33,428.91	33,870.81	34,312.71	2,600	2,287.35	2,287.35	2,287.35	2,287.35	2,287.35
50,900	31,126.50	33,039.77	33,481.67	33,923.57	34,365.47	2,700	2,375.33	2,375.33	2,375.33	2,375.33	2,375.33
51,000	31,181.97	33,092.54	33,534.44	33,976.34	34,418.24	2,800	2,463.30	2,463.30	2,463.30	2,463.30	2,463.30
51,100	31,237.44	33,145.31	33,587.21	34,029.11	34,471.01	2,900	2,551.28	2,551.28	2,551.28	2,551.28	2,551.28
51,200	31,292.91	33,198.07	33,639.97	34,081.87	34,523.77	3,000	2,639.25	2,639.25	2,639.25	2,639.25	2,639.25
51,300	31,348.37	33,250.84	33,692.74	34,134.64	34,576.54	3,100	2,727.23	2,727.23	2,727.23	2,727.23	2,727.23
51,400	31,403.84	33,303.61	33,745.51	34,187.41	34,629.31	3,200	2,815.20	2,815.20	2,815.20	2,815.20	2,815.20
51,500	31,459.31	33,356.37	33,798.27	34,240.17	34,682.07	3,300	2,903.18	2,903.18	2,903.18	2,903.18	2,903.18
51,600	31,514.77	33,409.14	33,851.04	34,292.94	34,734.84	3,400	2,991.15	2,991.15	2,991.15	2,991.15	2,991.15
51,700	31,570.24	33,461.91	33,903.81	34,345.71	34,787.61	3,500	3,079.13	3,079.13	3,079.13	3,079.13	3,079.13
51,800	31,625.71	33,514.68	33,956.58	34,398.48	34,840.38	3,600	3,162.87	3,162.87	3,162.87	3,162.87	3,162.87
51,900	31,681.17	33,567.44	34,009.34	34,451.24	34,893.14	3,700	3,246.62	3,246.62	3,246.62	3,246.62	3,246.62
52,000	31,736.64	33,620.21	34,062.11	34,504.01	34,945.91	3,800	3,330.36	3,330.36	3,330.36	3,330.36	3,330.36
52,100	31,792.11	33,672.98	34,114.88	34,556.78	34,998.68	3,900	3,414.11	3,414.11	3,414.11	3,414.11	3,414.11
52,200	31,847.58	33,725.74	34,167.64	34,609.54	35,051.44	4,000	3,497.85	3,497.85	3,497.85	3,497.85	3,497.85
52,300	31,903.04	33,778.51	34,220.41	34,662.31	35,104.21	4,100	3,581.60	3,581.60	3,581.60	3,581.60	3,581.60
52,400	31,958.51	33,831.28	34,273.18	34,715.08	35,156.98	4,200	3,665.34	3,665.34	3,665.34	3,665.34	3,665.34
52,500	32,013.98	33,884.04	34,325.94	34,767.84	35,209.74	4,300	3,749.09	3,749.09	3,749.09	3,749.09	3,749.09
						4,400	3,832.83	3,832.83	3,832.83	3,832.83	3,832.83

	Annual gross income						Annual gross income					
	Income replacement indemnities (90% of weighted net income for 2002)						Income replacement indemnities (90% of weighted net income for 2002)					
	Worker with dependent spouse						Worker with dependent spouse					
	Number of dependents (including spouse)						Number of dependents (including spouse)					
	1	2	3	4	5 or more	1	2	3	4	5 or more		
4,500	3,916.58	3,916.58	3,916.58	3,916.58	3,916.58	9,500	8,103.83	8,103.83	8,103.83	8,103.83	8,103.83	
4,600	4,000.32	4,000.32	4,000.32	4,000.32	4,000.32	9,600	8,187.57	8,187.57	8,187.57	8,187.57	8,187.57	
4,700	4,084.07	4,084.07	4,084.07	4,084.07	4,084.07	9,700	8,271.32	8,271.32	8,271.32	8,271.32	8,271.32	
4,800	4,167.81	4,167.81	4,167.81	4,167.81	4,167.81	9,800	8,355.06	8,355.06	8,355.06	8,355.06	8,355.06	
4,900	4,251.56	4,251.56	4,251.56	4,251.56	4,251.56	9,900	8,438.81	8,438.81	8,438.81	8,438.81	8,438.81	
5,000	4,335.30	4,335.30	4,335.30	4,335.30	4,335.30	10,000	8,522.55	8,522.55	8,522.55	8,522.55	8,522.55	
5,100	4,419.05	4,419.05	4,419.05	4,419.05	4,419.05	10,100	8,606.30	8,606.30	8,606.30	8,606.30	8,606.30	
5,200	4,502.79	4,502.79	4,502.79	4,502.79	4,502.79	10,200	8,690.04	8,690.04	8,690.04	8,690.04	8,690.04	
5,300	4,586.54	4,586.54	4,586.54	4,586.54	4,586.54	10,300	8,773.79	8,773.79	8,773.79	8,773.79	8,773.79	
5,400	4,670.28	4,670.28	4,670.28	4,670.28	4,670.28	10,400	8,857.53	8,857.53	8,857.53	8,857.53	8,857.53	
5,500	4,754.03	4,754.03	4,754.03	4,754.03	4,754.03	10,500	8,941.28	8,941.28	8,941.28	8,941.28	8,941.28	
5,600	4,837.77	4,837.77	4,837.77	4,837.77	4,837.77	10,600	9,025.02	9,025.02	9,025.02	9,025.02	9,025.02	
5,700	4,921.52	4,921.52	4,921.52	4,921.52	4,921.52	10,700	9,108.77	9,108.77	9,108.77	9,108.77	9,108.77	
5,800	5,005.26	5,005.26	5,005.26	5,005.26	5,005.26	10,800	9,192.51	9,192.51	9,192.51	9,192.51	9,192.51	
5,900	5,089.01	5,089.01	5,089.01	5,089.01	5,089.01	10,900	9,276.26	9,276.26	9,276.26	9,276.26	9,276.26	
6,000	5,172.75	5,172.75	5,172.75	5,172.75	5,172.75	11,000	9,360.00	9,360.00	9,360.00	9,360.00	9,360.00	
6,100	5,256.50	5,256.50	5,256.50	5,256.50	5,256.50	11,100	9,443.75	9,443.75	9,443.75	9,443.75	9,443.75	
6,200	5,340.24	5,340.24	5,340.24	5,340.24	5,340.24	11,200	9,527.49	9,527.49	9,527.49	9,527.49	9,527.49	
6,300	5,423.99	5,423.99	5,423.99	5,423.99	5,423.99	11,300	9,611.24	9,611.24	9,611.24	9,611.24	9,611.24	
6,400	5,507.73	5,507.73	5,507.73	5,507.73	5,507.73	11,400	9,694.98	9,694.98	9,694.98	9,694.98	9,694.98	
6,500	5,591.48	5,591.48	5,591.48	5,591.48	5,591.48	11,500	9,778.73	9,778.73	9,778.73	9,778.73	9,778.73	
6,600	5,675.22	5,675.22	5,675.22	5,675.22	5,675.22	11,600	9,862.47	9,862.47	9,862.47	9,862.47	9,862.47	
6,700	5,758.97	5,758.97	5,758.97	5,758.97	5,758.97	11,700	9,946.22	9,946.22	9,946.22	9,946.22	9,946.22	
6,800	5,842.71	5,842.71	5,842.71	5,842.71	5,842.71	11,800	10,029.96	10,029.96	10,029.96	10,029.96	10,029.96	
6,900	5,926.46	5,926.46	5,926.46	5,926.46	5,926.46	11,900	10,113.71	10,113.71	10,113.71	10,113.71	10,113.71	
7,000	6,010.20	6,010.20	6,010.20	6,010.20	6,010.20	12,000	10,197.45	10,197.45	10,197.45	10,197.45	10,197.45	
7,100	6,093.95	6,093.95	6,093.95	6,093.95	6,093.95	12,100	10,281.20	10,281.20	10,281.20	10,281.20	10,281.20	
7,200	6,177.69	6,177.69	6,177.69	6,177.69	6,177.69	12,200	10,364.94	10,364.94	10,364.94	10,364.94	10,364.94	
7,300	6,261.44	6,261.44	6,261.44	6,261.44	6,261.44	12,300	10,448.69	10,448.69	10,448.69	10,448.69	10,448.69	
7,400	6,345.18	6,345.18	6,345.18	6,345.18	6,345.18	12,400	10,532.43	10,532.43	10,532.43	10,532.43	10,532.43	
7,500	6,428.93	6,428.93	6,428.93	6,428.93	6,428.93	12,500	10,616.18	10,616.18	10,616.18	10,616.18	10,616.18	
7,600	6,512.67	6,512.67	6,512.67	6,512.67	6,512.67	12,600	10,699.92	10,699.92	10,699.92	10,699.92	10,699.92	
7,700	6,596.42	6,596.42	6,596.42	6,596.42	6,596.42	12,700	10,783.67	10,783.67	10,783.67	10,783.67	10,783.67	
7,800	6,680.16	6,680.16	6,680.16	6,680.16	6,680.16	12,800	10,867.41	10,867.41	10,867.41	10,867.41	10,867.41	
7,900	6,763.91	6,763.91	6,763.91	6,763.91	6,763.91	12,900	10,951.16	10,951.16	10,951.16	10,951.16	10,951.16	
8,000	6,847.65	6,847.65	6,847.65	6,847.65	6,847.65	13,000	11,034.90	11,034.90	11,034.90	11,034.90	11,034.90	
8,100	6,931.40	6,931.40	6,931.40	6,931.40	6,931.40	13,100	11,118.65	11,118.65	11,118.65	11,118.65	11,118.65	
8,200	7,015.14	7,015.14	7,015.14	7,015.14	7,015.14	13,200	11,202.39	11,202.39	11,202.39	11,202.39	11,202.39	
8,300	7,098.89	7,098.89	7,098.89	7,098.89	7,098.89	13,300	11,286.14	11,286.14	11,286.14	11,286.14	11,286.14	
8,400	7,182.63	7,182.63	7,182.63	7,182.63	7,182.63	13,400	11,369.88	11,369.88	11,369.88	11,369.88	11,369.88	
8,500	7,266.38	7,266.38	7,266.38	7,266.38	7,266.38	13,500	11,453.63	11,453.63	11,453.63	11,453.63	11,453.63	
8,600	7,350.12	7,350.12	7,350.12	7,350.12	7,350.12	13,600	11,537.37	11,537.37	11,537.37	11,537.37	11,537.37	
8,700	7,433.87	7,433.87	7,433.87	7,433.87	7,433.87	13,700	11,621.12	11,621.12	11,621.12	11,621.12	11,621.12	
8,800	7,517.61	7,517.61	7,517.61	7,517.61	7,517.61	13,800	11,704.86	11,704.86	11,704.86	11,704.86	11,704.86	
8,900	7,601.36	7,601.36	7,601.36	7,601.36	7,601.36	13,900	11,788.61	11,788.61	11,788.61	11,788.61	11,788.61	
9,000	7,685.10	7,685.10	7,685.10	7,685.10	7,685.10	14,000	11,872.35	11,872.35	11,872.35	11,872.35	11,872.35	
9,100	7,768.85	7,768.85	7,768.85	7,768.85	7,768.85	14,100	11,956.10	11,956.10	11,956.10	11,956.10	11,956.10	
9,200	7,852.59	7,852.59	7,852.59	7,852.59	7,852.59	14,200	12,039.84	12,039.84	12,039.84	12,039.84	12,039.84	
9,300	7,936.34	7,936.34	7,936.34	7,936.34	7,936.34	14,300	12,123.59	12,123.59	12,123.59	12,123.59	12,123.59	
9,400	8,020.08	8,020.08	8,020.08	8,020.08	8,020.08	14,400	12,207.33	12,207.33	12,207.33	12,207.33	12,207.33	

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Worker with dependent spouse Number of dependents (including spouse)					Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more		1	2	3	4	5 or more
	14,500	12,291.08	12,291.08	12,291.08	12,291.08		12,291.08	19,500	15,965.95	15,965.95	15,965.95
14,600	12,374.82	12,374.82	12,374.82	12,374.82	12,374.82	19,600	16,038.51	16,038.51	16,038.51	16,038.51	16,038.51
14,700	12,458.57	12,458.57	12,458.57	12,458.57	12,458.57	19,700	16,111.07	16,111.07	16,111.07	16,111.07	16,111.07
14,800	12,542.31	12,542.31	12,542.31	12,542.31	12,542.31	19,800	16,183.62	16,183.62	16,183.62	16,183.62	16,183.62
14,900	12,626.06	12,626.06	12,626.06	12,626.06	12,626.06	19,900	16,256.18	16,256.18	16,256.18	16,256.18	16,256.18
15,000	12,700.90	12,700.90	12,700.90	12,700.90	12,700.90	20,000	16,328.74	16,328.74	16,328.74	16,328.74	16,328.74
15,100	12,773.46	12,773.46	12,773.46	12,773.46	12,773.46	20,100	16,401.29	16,401.29	16,401.29	16,401.29	16,401.29
15,200	12,846.02	12,846.02	12,846.02	12,846.02	12,846.02	20,200	16,473.85	16,473.85	16,473.85	16,473.85	16,473.85
15,300	12,918.57	12,918.57	12,918.57	12,918.57	12,918.57	20,300	16,546.41	16,546.41	16,546.41	16,546.41	16,546.41
15,400	12,991.13	12,991.13	12,991.13	12,991.13	12,991.13	20,400	16,618.96	16,618.96	16,618.96	16,618.96	16,618.96
15,500	13,063.69	13,063.69	13,063.69	13,063.69	13,063.69	20,500	16,691.52	16,691.52	16,691.52	16,691.52	16,691.52
15,600	13,136.24	13,136.24	13,136.24	13,136.24	13,136.24	20,600	16,764.08	16,764.08	16,764.08	16,764.08	16,764.08
15,700	13,208.80	13,208.80	13,208.80	13,208.80	13,208.80	20,700	16,836.63	16,836.63	16,836.63	16,836.63	16,836.63
15,800	13,281.36	13,281.36	13,281.36	13,281.36	13,281.36	20,800	16,909.19	16,909.19	16,909.19	16,909.19	16,909.19
15,900	13,353.91	13,353.91	13,353.91	13,353.91	13,353.91	20,900	16,981.75	16,981.75	16,981.75	16,981.75	16,981.75
16,000	13,426.47	13,426.47	13,426.47	13,426.47	13,426.47	21,000	17,054.30	17,054.30	17,054.30	17,054.30	17,054.30
16,100	13,499.03	13,499.03	13,499.03	13,499.03	13,499.03	21,100	17,126.86	17,126.86	17,126.86	17,126.86	17,126.86
16,200	13,571.58	13,571.58	13,571.58	13,571.58	13,571.58	21,200	17,199.42	17,199.42	17,199.42	17,199.42	17,199.42
16,300	13,644.14	13,644.14	13,644.14	13,644.14	13,644.14	21,300	17,271.97	17,271.97	17,271.97	17,271.97	17,271.97
16,400	13,716.70	13,716.70	13,716.70	13,716.70	13,716.70	21,400	17,344.53	17,344.53	17,344.53	17,344.53	17,344.53
16,500	13,789.25	13,789.25	13,789.25	13,789.25	13,789.25	21,500	17,417.09	17,417.09	17,417.09	17,417.09	17,417.09
16,600	13,861.81	13,861.81	13,861.81	13,861.81	13,861.81	21,600	17,489.64	17,489.64	17,489.64	17,489.64	17,489.64
16,700	13,934.37	13,934.37	13,934.37	13,934.37	13,934.37	21,700	17,562.20	17,562.20	17,562.20	17,562.20	17,562.20
16,800	14,006.92	14,006.92	14,006.92	14,006.92	14,006.92	21,800	17,634.76	17,634.76	17,634.76	17,634.76	17,634.76
16,900	14,079.48	14,079.48	14,079.48	14,079.48	14,079.48	21,900	17,707.31	17,707.31	17,707.31	17,707.31	17,707.31
17,000	14,152.04	14,152.04	14,152.04	14,152.04	14,152.04	22,000	17,779.87	17,779.87	17,779.87	17,779.87	17,779.87
17,100	14,224.59	14,224.59	14,224.59	14,224.59	14,224.59	22,100	17,850.63	17,852.43	17,852.43	17,852.43	17,852.43
17,200	14,297.15	14,297.15	14,297.15	14,297.15	14,297.15	22,200	17,908.78	17,924.98	17,924.98	17,924.98	17,924.98
17,300	14,369.71	14,369.71	14,369.71	14,369.71	14,369.71	22,300	17,966.94	17,997.54	17,997.54	17,997.54	17,997.54
17,400	14,442.26	14,442.26	14,442.26	14,442.26	14,442.26	22,400	18,025.10	18,070.10	18,070.10	18,070.10	18,070.10
17,500	14,514.82	14,514.82	14,514.82	14,514.82	14,514.82	22,500	18,083.25	18,142.65	18,142.65	18,142.65	18,142.65
17,600	14,587.38	14,587.38	14,587.38	14,587.38	14,587.38	22,600	18,141.41	18,215.21	18,215.21	18,215.21	18,215.21
17,700	14,659.93	14,659.93	14,659.93	14,659.93	14,659.93	22,700	18,199.57	18,287.77	18,287.77	18,287.77	18,287.77
17,800	14,732.49	14,732.49	14,732.49	14,732.49	14,732.49	22,800	18,257.72	18,360.32	18,360.32	18,360.32	18,360.32
17,900	14,805.05	14,805.05	14,805.05	14,805.05	14,805.05	22,900	18,315.88	18,432.88	18,432.88	18,432.88	18,432.88
18,000	14,877.60	14,877.60	14,877.60	14,877.60	14,877.60	23,000	18,374.04	18,505.44	18,505.44	18,505.44	18,505.44
18,100	14,950.16	14,950.16	14,950.16	14,950.16	14,950.16	23,100	18,432.19	18,577.99	18,577.99	18,577.99	18,577.99
18,200	15,022.72	15,022.72	15,022.72	15,022.72	15,022.72	23,200	18,490.35	18,650.55	18,650.55	18,650.55	18,650.55
18,300	15,095.27	15,095.27	15,095.27	15,095.27	15,095.27	23,300	18,548.51	18,723.11	18,723.11	18,723.11	18,723.11
18,400	15,167.83	15,167.83	15,167.83	15,167.83	15,167.83	23,400	18,606.66	18,795.66	18,795.66	18,795.66	18,795.66
18,500	15,240.39	15,240.39	15,240.39	15,240.39	15,240.39	23,500	18,664.82	18,868.22	18,868.22	18,868.22	18,868.22
18,600	15,312.94	15,312.94	15,312.94	15,312.94	15,312.94	23,600	18,722.98	18,940.78	18,940.78	18,940.78	18,940.78
18,700	15,385.50	15,385.50	15,385.50	15,385.50	15,385.50	23,700	18,781.13	19,013.33	19,013.33	19,013.33	19,013.33
18,800	15,458.06	15,458.06	15,458.06	15,458.06	15,458.06	23,800	18,839.29	19,085.89	19,085.89	19,085.89	19,085.89
18,900	15,530.61	15,530.61	15,530.61	15,530.61	15,530.61	23,900	18,897.45	19,158.45	19,158.45	19,158.45	19,158.45
19,000	15,603.17	15,603.17	15,603.17	15,603.17	15,603.17	24,000	18,955.60	19,231.00	19,231.00	19,231.00	19,231.00
19,100	15,675.73	15,675.73	15,675.73	15,675.73	15,675.73	24,100	19,013.76	19,303.56	19,303.56	19,303.56	19,303.56
19,200	15,748.28	15,748.28	15,748.28	15,748.28	15,748.28	24,200	19,071.92	19,376.12	19,376.12	19,376.12	19,376.12
19,300	15,820.84	15,820.84	15,820.84	15,820.84	15,820.84	24,300	19,130.07	19,448.67	19,448.67	19,448.67	19,448.67
19,400	15,893.40	15,893.40	15,893.40	15,893.40	15,893.40	24,400	19,188.23	19,521.23	19,521.23	19,521.23	19,521.23

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002)					Annual gross income	Income replacement indemnities (90% of weighted net income for 2002)				
	Worker with dependent spouse						Worker with dependent spouse				
	Number of dependents (including spouse)						Number of dependents (including spouse)				
	1	2	3	4	5 or more	1	2	3	4	5 or more	
24,500	19,246.39	19,593.79	19,593.79	19,593.79	19,593.79	29,500	22,049.82	23,221.62	23,221.62	23,221.62	23,221.62
24,600	19,304.54	19,666.34	19,666.34	19,666.34	19,666.34	29,600	22,104.38	23,294.18	23,294.18	23,294.18	23,294.18
24,700	19,362.70	19,738.90	19,738.90	19,738.90	19,738.90	29,700	22,158.93	23,366.73	23,366.73	23,366.73	23,366.73
24,800	19,420.86	19,811.46	19,811.46	19,811.46	19,811.46	29,800	22,213.49	23,439.29	23,439.29	23,439.29	23,439.29
24,900	19,479.01	19,884.01	19,884.01	19,884.01	19,884.01	29,900	22,268.05	23,511.85	23,511.85	23,511.85	23,511.85
25,000	19,537.17	19,956.57	19,956.57	19,956.57	19,956.57	30,000	22,322.60	23,584.40	23,584.40	23,584.40	23,584.40
25,100	19,595.33	20,029.13	20,029.13	20,029.13	20,029.13	30,100	22,377.16	23,656.96	23,656.96	23,656.96	23,656.96
25,200	19,653.48	20,101.68	20,101.68	20,101.68	20,101.68	30,200	22,431.72	23,729.52	23,729.52	23,729.52	23,729.52
25,300	19,711.64	20,174.24	20,174.24	20,174.24	20,174.24	30,300	22,486.27	23,802.07	23,802.07	23,802.07	23,802.07
25,400	19,769.80	20,246.80	20,246.80	20,246.80	20,246.80	30,400	22,540.83	23,874.63	23,874.63	23,874.63	23,874.63
25,500	19,827.95	20,319.35	20,319.35	20,319.35	20,319.35	30,500	22,595.39	23,947.19	23,947.19	23,947.19	23,947.19
25,600	19,886.11	20,391.91	20,391.91	20,391.91	20,391.91	30,600	22,649.94	24,019.74	24,019.74	24,019.74	24,019.74
25,700	19,944.27	20,464.47	20,464.47	20,464.47	20,464.47	30,700	22,704.50	24,092.30	24,092.30	24,092.30	24,092.30
25,800	20,002.42	20,537.02	20,537.02	20,537.02	20,537.02	30,800	22,759.06	24,164.86	24,164.86	24,164.86	24,164.86
25,900	20,060.58	20,609.58	20,609.58	20,609.58	20,609.58	30,900	22,813.61	24,237.41	24,237.41	24,237.41	24,237.41
26,000	20,118.74	20,682.14	20,682.14	20,682.14	20,682.14	31,000	22,868.17	24,309.97	24,309.97	24,309.97	24,309.97
26,100	20,176.89	20,754.69	20,754.69	20,754.69	20,754.69	31,100	22,922.73	24,382.53	24,382.53	24,382.53	24,382.53
26,200	20,235.05	20,827.25	20,827.25	20,827.25	20,827.25	31,200	22,977.28	24,455.08	24,455.08	24,455.08	24,455.08
26,300	20,293.21	20,899.81	20,899.81	20,899.81	20,899.81	31,300	23,031.84	24,527.64	24,527.64	24,527.64	24,527.64
26,400	20,351.36	20,972.36	20,972.36	20,972.36	20,972.36	31,400	23,086.40	24,600.20	24,600.20	24,600.20	24,600.20
26,500	20,409.52	21,044.92	21,044.92	21,044.92	21,044.92	31,500	23,140.95	24,672.75	24,672.75	24,672.75	24,672.75
26,600	20,467.68	21,117.48	21,117.48	21,117.48	21,117.48	31,600	23,192.04	24,741.84	24,741.84	24,741.84	24,741.84
26,700	20,522.23	21,190.03	21,190.03	21,190.03	21,190.03	31,700	23,242.08	24,809.88	24,809.88	24,809.88	24,809.88
26,800	20,576.79	21,262.59	21,262.59	21,262.59	21,262.59	31,800	23,292.13	24,877.93	24,877.93	24,877.93	24,877.93
26,900	20,631.35	21,335.15	21,335.15	21,335.15	21,335.15	31,900	23,342.18	24,945.98	24,945.98	24,945.98	24,945.98
27,000	20,685.90	21,407.70	21,407.70	21,407.70	21,407.70	32,000	23,392.23	25,014.03	25,014.03	25,014.03	25,014.03
27,100	20,740.46	21,480.26	21,480.26	21,480.26	21,480.26	32,100	23,442.28	25,082.08	25,082.08	25,082.08	25,082.08
27,200	20,795.02	21,552.82	21,552.82	21,552.82	21,552.82	32,200	23,492.32	25,150.12	25,150.12	25,150.12	25,150.12
27,300	20,849.57	21,625.37	21,625.37	21,625.37	21,625.37	32,300	23,542.37	25,217.27	25,218.17	25,218.17	25,218.17
27,400	20,904.13	21,697.93	21,697.93	21,697.93	21,697.93	32,400	23,592.42	25,264.62	25,286.22	25,286.22	25,286.22
27,500	20,958.69	21,770.49	21,770.49	21,770.49	21,770.49	32,500	23,642.47	25,311.97	25,354.27	25,354.27	25,354.27
27,600	21,013.24	21,843.04	21,843.04	21,843.04	21,843.04	32,600	23,692.51	25,359.31	25,422.31	25,422.31	25,422.31
27,700	21,067.80	21,915.60	21,915.60	21,915.60	21,915.60	32,700	23,742.56	25,406.66	25,490.36	25,490.36	25,490.36
27,800	21,122.36	21,988.16	21,988.16	21,988.16	21,988.16	32,800	23,792.61	25,454.01	25,558.41	25,558.41	25,558.41
27,900	21,176.91	22,060.71	22,060.71	22,060.71	22,060.71	32,900	23,842.66	25,501.36	25,626.46	25,626.46	25,626.46
28,000	21,231.47	22,133.27	22,133.27	22,133.27	22,133.27	33,000	23,892.70	25,548.70	25,694.50	25,694.50	25,694.50
28,100	21,286.03	22,205.83	22,205.83	22,205.83	22,205.83	33,100	23,942.75	25,596.05	25,762.55	25,762.55	25,762.55
28,200	21,340.58	22,278.38	22,278.38	22,278.38	22,278.38	33,200	23,992.80	25,643.40	25,830.60	25,830.60	25,830.60
28,300	21,395.14	22,350.94	22,350.94	22,350.94	22,350.94	33,300	24,042.85	25,690.75	25,898.65	25,898.65	25,898.65
28,400	21,449.70	22,423.50	22,423.50	22,423.50	22,423.50	33,400	24,092.90	25,738.10	25,966.70	25,966.70	25,966.70
28,500	21,504.25	22,496.05	22,496.05	22,496.05	22,496.05	33,500	24,142.94	25,785.44	26,034.74	26,034.74	26,034.74
28,600	21,558.81	22,568.61	22,568.61	22,568.61	22,568.61	33,600	24,192.99	25,832.79	26,102.79	26,102.79	26,102.79
28,700	21,613.37	22,641.17	22,641.17	22,641.17	22,641.17	33,700	24,243.04	25,880.14	26,170.84	26,170.84	26,170.84
28,800	21,667.92	22,713.72	22,713.72	22,713.72	22,713.72	33,800	24,293.09	25,927.49	26,238.89	26,238.89	26,238.89
28,900	21,722.48	22,786.28	22,786.28	22,786.28	22,786.28	33,900	24,343.13	25,974.83	26,306.93	26,306.93	26,306.93
29,000	21,777.04	22,858.84	22,858.84	22,858.84	22,858.84	34,000	24,393.18	26,022.18	26,374.98	26,374.98	26,374.98
29,100	21,831.59	22,931.39	22,931.39	22,931.39	22,931.39	34,100	24,443.23	26,069.53	26,443.03	26,443.03	26,443.03
29,200	21,886.15	23,003.95	23,003.95	23,003.95	23,003.95	34,200	24,493.28	26,116.88	26,511.08	26,511.08	26,511.08
29,300	21,940.71	23,076.51	23,076.51	23,076.51	23,076.51	34,300	24,543.32	26,164.22	26,579.12	26,579.12	26,579.12
29,400	21,995.26	23,149.06	23,149.06	23,149.06	23,149.06	34,400	24,593.37	26,211.57	26,647.17	26,647.17	26,647.17

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002)					Annual gross income	Income replacement indemnities (90% of weighted net income for 2002)				
	Worker with dependent spouse						Worker with dependent spouse				
	Number of dependents (including spouse)						Number of dependents (including spouse)				
	1	2	3	4	5 or more	1	2	3	4	5 or more	
34,500	24,643.42	26,258.92	26,700.82	26,715.22	26,715.22	39,500	27,169.23	28,649.73	29,091.63	29,533.53	29,975.43
34,600	24,693.47	26,306.27	26,748.17	26,783.27	26,783.27	39,600	27,224.70	28,702.50	29,144.40	29,586.30	30,028.20
34,700	24,743.51	26,353.61	26,795.51	26,851.31	26,851.31	39,700	27,280.17	28,755.27	29,197.17	29,639.07	30,080.97
34,800	24,793.56	26,400.96	26,842.86	26,919.36	26,919.36	39,800	27,335.64	28,808.04	29,249.94	29,691.84	30,133.74
34,900	24,843.61	26,448.31	26,890.21	26,987.41	26,987.41	39,900	27,391.10	28,860.80	29,302.70	29,744.60	30,186.50
35,000	24,893.66	26,495.66	26,937.56	27,055.46	27,055.46	40,000	27,446.57	28,913.57	29,355.47	29,797.37	30,239.27
35,100	24,943.71	26,543.01	26,984.91	27,123.51	27,123.51	40,100	27,502.04	28,966.34	29,408.24	29,850.14	30,292.04
35,200	24,993.75	26,590.35	27,032.25	27,191.55	27,191.55	40,200	27,557.50	29,019.10	29,461.00	29,902.90	30,344.80
35,300	25,043.80	26,637.70	27,079.60	27,259.60	27,259.60	40,300	27,612.97	29,071.87	29,513.77	29,955.67	30,397.57
35,400	25,093.85	26,685.05	27,126.95	27,327.65	27,327.65	40,400	27,668.44	29,124.64	29,566.54	30,008.44	30,450.34
35,500	25,143.90	26,732.40	27,174.30	27,395.70	27,395.70	40,500	27,723.90	29,177.40	29,619.30	30,061.20	30,503.10
35,600	25,193.94	26,779.74	27,221.64	27,463.74	27,463.74	40,600	27,779.37	29,230.17	29,672.07	30,113.97	30,555.87
35,700	25,243.99	26,827.09	27,268.99	27,531.79	27,531.79	40,700	27,834.84	29,282.94	29,724.84	30,166.74	30,608.64
35,800	25,294.04	26,874.44	27,316.34	27,599.84	27,599.84	40,800	27,890.31	29,335.71	29,777.61	30,219.51	30,661.41
35,900	25,344.09	26,921.79	27,363.69	27,667.89	27,667.89	40,900	27,945.77	29,388.47	29,830.37	30,272.27	30,714.17
36,000	25,394.13	26,969.13	27,411.03	27,735.93	27,735.93	41,000	28,001.24	29,441.24	29,883.14	30,325.04	30,766.94
36,100	25,444.18	27,016.48	27,458.38	27,803.98	27,803.98	41,100	28,056.71	29,494.01	29,935.91	30,377.81	30,819.71
36,200	25,494.23	27,063.83	27,505.73	27,872.03	27,872.03	41,200	28,112.17	29,546.77	29,988.67	30,430.57	30,872.47
36,300	25,544.28	27,111.18	27,553.08	27,940.08	27,940.08	41,300	28,167.64	29,599.54	30,041.44	30,483.34	30,925.24
36,400	25,594.33	27,158.53	27,600.43	28,008.13	28,008.13	41,400	28,223.11	29,652.31	30,094.21	30,536.11	30,978.01
36,500	25,644.37	27,205.87	27,647.77	28,076.17	28,076.17	41,500	28,278.57	29,705.07	30,146.97	30,588.87	31,030.77
36,600	25,694.42	27,253.22	27,695.12	28,137.02	28,144.22	41,600	28,334.04	29,757.84	30,199.74	30,641.64	31,083.54
36,700	25,744.47	27,300.57	27,742.47	28,184.37	28,212.27	41,700	28,389.51	29,810.61	30,252.51	30,694.41	31,136.31
36,800	25,794.52	27,347.92	27,789.82	28,231.72	28,280.32	41,800	28,444.98	29,863.38	30,305.28	30,747.18	31,189.08
36,900	25,844.56	27,395.26	27,837.16	28,279.06	28,348.36	41,900	28,500.44	29,916.14	30,358.04	30,799.94	31,241.84
37,000	25,894.61	27,442.61	27,884.51	28,326.41	28,416.41	42,000	28,555.91	29,968.91	30,410.81	30,852.71	31,294.61
37,100	25,944.66	27,489.96	27,931.86	28,373.76	28,484.46	42,100	28,611.38	30,021.68	30,463.58	30,905.48	31,347.38
37,200	25,994.71	27,537.31	27,979.21	28,421.11	28,552.51	42,200	28,666.84	30,074.44	30,516.34	30,958.24	31,400.14
37,300	26,044.75	27,584.65	28,026.55	28,468.45	28,620.55	42,300	28,722.31	30,127.21	30,569.11	31,011.01	31,452.91
37,400	26,094.80	27,632.00	28,073.90	28,515.80	28,688.60	42,400	28,777.78	30,179.98	30,621.88	31,063.78	31,505.68
37,500	26,144.85	27,679.35	28,121.25	28,563.15	28,756.65	42,500	28,833.24	30,232.74	30,674.64	31,116.54	31,558.44
37,600	26,194.90	27,726.70	28,168.60	28,610.50	28,824.70	42,600	28,888.71	30,285.51	30,727.41	31,169.31	31,611.21
37,700	26,244.94	27,774.04	28,215.94	28,657.84	28,892.74	42,700	28,944.18	30,338.28	30,780.18	31,222.08	31,663.98
37,800	26,294.99	27,821.39	28,263.29	28,705.19	28,960.79	42,800	28,999.65	30,391.05	30,832.95	31,274.85	31,716.75
37,900	26,345.04	27,868.74	28,310.64	28,752.54	29,028.84	42,900	29,055.11	30,443.81	30,885.71	31,327.61	31,769.51
38,000	26,395.09	27,916.09	28,357.99	28,799.89	29,096.89	43,000	29,110.58	30,496.58	30,938.48	31,380.38	31,822.28
38,100	26,445.14	27,963.44	28,405.34	28,847.24	29,164.94	43,100	29,166.05	30,549.35	30,991.25	31,433.15	31,875.05
38,200	26,495.18	28,010.78	28,452.68	28,894.58	29,232.98	43,200	29,221.51	30,602.11	31,044.01	31,485.91	31,927.81
38,300	26,545.23	28,058.13	28,500.03	28,941.93	29,301.03	43,300	29,276.98	30,654.88	31,096.78	31,538.68	31,980.58
38,400	26,595.28	28,105.48	28,547.38	28,989.28	29,369.08	43,400	29,332.45	30,707.65	31,149.55	31,591.45	32,033.35
38,500	26,645.33	28,152.83	28,594.73	29,036.63	29,437.13	43,500	29,387.91	30,760.41	31,202.31	31,644.21	32,086.11
38,600	26,695.37	28,200.17	28,642.07	29,083.97	29,505.17	43,600	29,443.38	30,813.18	31,255.08	31,696.98	32,138.88
38,700	26,745.42	28,247.52	28,689.42	29,131.32	29,573.22	43,700	29,498.85	30,865.95	31,307.85	31,749.75	32,191.65
38,800	26,795.47	28,294.87	28,736.77	29,178.67	29,620.57	43,800	29,554.32	30,918.72	31,360.62	31,802.52	32,244.42
38,900	26,845.52	28,342.22	28,784.12	29,226.02	29,667.92	43,900	29,609.78	30,971.48	31,413.38	31,855.28	32,297.18
39,000	26,895.56	28,389.56	28,831.46	29,273.36	29,715.26	44,000	29,665.25	31,024.25	31,466.15	31,908.05	32,349.95
39,100	26,947.37	28,438.67	28,880.57	29,322.47	29,764.37	44,100	29,720.72	31,077.02	31,518.92	31,960.82	32,402.72
39,200	27,002.83	28,491.43	28,933.33	29,375.23	29,817.13	44,200	29,776.18	31,129.78	31,571.68	32,013.58	32,455.48
39,300	27,058.30	28,544.20	28,986.10	29,428.00	29,869.90	44,300	29,831.65	31,182.55	31,624.45	32,066.35	32,508.25
39,400	27,113.77	28,596.97	29,038.87	29,480.77	29,922.67	44,400	29,887.12	31,235.32	31,677.22	32,119.12	32,561.02

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Worker with dependent spouse Number of dependents (including spouse)					Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Worker with dependent spouse Number of dependents (including spouse)				
	1	2	3	4	5 or more		1	2	3	4	5 or more
	44,500	29,942.58	31,288.08	31,729.98	32,171.88		32,613.78	49,500	32,715.93	33,926.43	34,368.33
44,600	29,998.05	31,340.85	31,782.75	32,224.65	32,666.55	49,600	32,771.40	33,979.20	34,421.10	34,863.00	35,304.90
44,700	30,053.52	31,393.62	31,835.52	32,277.42	32,719.32	49,700	32,826.87	34,031.97	34,473.87	34,915.77	35,357.67
44,800	30,108.99	31,446.39	31,888.29	32,330.19	32,772.09	49,800	32,882.34	34,084.74	34,526.64	34,968.54	35,410.44
44,900	30,164.45	31,499.15	31,941.05	32,382.95	32,824.85	49,900	32,937.80	34,137.50	34,579.40	35,021.30	35,463.20
45,000	30,219.92	31,551.92	31,993.82	32,435.72	32,877.62	50,000	32,993.27	34,190.27	34,632.17	35,074.07	35,515.97
45,100	30,275.39	31,604.69	32,046.59	32,488.49	32,930.39	50,100	33,048.74	34,243.04	34,684.94	35,126.84	35,568.74
45,200	30,330.85	31,657.45	32,099.35	32,541.25	32,983.15	50,200	33,104.20	34,295.80	34,737.70	35,179.60	35,621.50
45,300	30,386.32	31,710.22	32,152.12	32,594.02	33,035.92	50,300	33,159.67	34,348.57	34,790.47	35,232.37	35,674.27
45,400	30,441.79	31,762.99	32,204.89	32,646.79	33,088.69	50,400	33,215.14	34,401.34	34,843.24	35,285.14	35,727.04
45,500	30,497.25	31,815.75	32,257.65	32,699.55	33,141.45	50,500	33,270.60	34,454.10	34,896.00	35,337.90	35,779.80
45,600	30,552.72	31,868.52	32,310.42	32,752.32	33,194.22	50,600	33,326.07	34,506.87	34,948.77	35,390.67	35,832.57
45,700	30,608.19	31,921.29	32,363.19	32,805.09	33,246.99	50,700	33,381.54	34,559.64	35,001.54	35,443.44	35,885.34
45,800	30,663.66	31,974.06	32,415.96	32,857.86	33,299.76	50,800	33,437.01	34,612.41	35,054.31	35,496.21	35,938.11
45,900	30,719.12	32,026.82	32,468.72	32,910.62	33,352.52	50,900	33,492.47	34,665.17	35,107.07	35,548.97	35,990.87
46,000	30,774.59	32,079.59	32,521.49	32,963.39	33,405.29	51,000	33,547.94	34,717.94	35,159.84	35,601.74	36,043.64
46,100	30,830.06	32,132.36	32,574.26	33,016.16	33,458.06	51,100	33,603.41	34,770.71	35,212.61	35,654.51	36,096.41
46,200	30,885.52	32,185.12	32,627.02	33,068.92	33,510.82	51,200	33,658.87	34,823.47	35,265.37	35,707.27	36,149.17
46,300	30,940.99	32,237.89	32,679.79	33,121.69	33,563.59	51,300	33,714.34	34,876.24	35,318.14	35,760.04	36,201.94
46,400	30,996.46	32,290.66	32,732.56	33,174.46	33,616.36	51,400	33,769.81	34,929.01	35,370.91	35,812.81	36,254.71
46,500	31,051.92	32,343.42	32,785.32	33,227.22	33,669.12	51,500	33,825.27	34,981.77	35,423.67	35,865.57	36,307.47
46,600	31,107.39	32,396.19	32,838.09	33,279.99	33,721.89	51,600	33,880.74	35,034.54	35,476.44	35,918.34	36,360.24
46,700	31,162.86	32,448.96	32,890.86	33,332.76	33,774.66	51,700	33,936.21	35,087.31	35,529.21	35,971.11	36,413.01
46,800	31,218.33	32,501.73	32,943.63	33,385.53	33,827.43	51,800	33,991.68	35,140.08	35,581.98	36,023.88	36,465.78
46,900	31,273.79	32,554.49	32,996.39	33,438.29	33,880.19	51,900	34,047.14	35,192.84	35,634.74	36,076.64	36,518.54
47,000	31,329.26	32,607.26	33,049.16	33,491.06	33,932.96	52,000	34,102.61	35,245.61	35,687.51	36,129.41	36,571.31
47,100	31,384.73	32,660.03	33,101.93	33,543.83	33,985.73	52,100	34,158.08	35,298.38	35,740.28	36,182.18	36,624.08
47,200	31,440.19	32,712.79	33,154.69	33,596.59	34,038.49	52,200	34,213.54	35,351.14	35,793.04	36,234.94	36,676.84
47,300	31,495.66	32,765.56	33,207.46	33,649.36	34,091.26	52,300	34,269.01	35,403.91	35,845.81	36,287.71	36,729.61
47,400	31,551.13	32,818.33	33,260.23	33,702.13	34,144.03	52,400	34,324.48	35,456.68	35,898.58	36,340.48	36,782.38
47,500	31,606.59	32,871.09	33,312.99	33,754.89	34,196.79	52,500	34,379.94	35,509.44	35,951.34	36,393.24	36,835.14
47,600	31,662.06	32,923.86	33,365.76	33,807.66	34,249.56						
47,700	31,717.53	32,976.63	33,418.53	33,860.43	34,302.33						
47,800	31,773.00	33,029.40	33,471.30	33,913.20	34,355.10						
47,900	31,828.46	33,082.16	33,524.06	33,965.96	34,407.86						
48,000	31,883.93	33,134.93	33,576.83	34,018.73	34,460.63						
48,100	31,939.40	33,187.70	33,629.60	34,071.50	34,513.40						
48,200	31,994.86	33,240.46	33,682.36	34,124.26	34,566.16						
48,300	32,050.33	33,293.23	33,735.13	34,177.03	34,618.93	100	87.98	87.98	87.98	87.98	87.98
48,400	32,105.80	33,346.00	33,787.90	34,229.80	34,671.70	200	175.95	175.95	175.95	175.95	175.95
48,500	32,161.26	33,398.76	33,840.66	34,282.56	34,724.46	300	263.93	263.93	263.93	263.93	263.93
48,600	32,216.73	33,451.53	33,893.43	34,335.33	34,777.23	400	351.90	351.90	351.90	351.90	351.90
48,700	32,272.20	33,504.30	33,946.20	34,388.10	34,830.00	500	439.88	439.88	439.88	439.88	439.88
48,800	32,327.67	33,557.07	33,998.97	34,440.87	34,882.77	600	527.85	527.85	527.85	527.85	527.85
48,900	32,383.13	33,609.83	34,051.73	34,493.63	34,935.53	700	615.83	615.83	615.83	615.83	615.83
49,000	32,438.60	33,662.60	34,104.50	34,546.40	34,988.30	800	703.80	703.80	703.80	703.80	703.80
49,100	32,494.07	33,715.37	34,157.27	34,599.17	35,041.07	900	791.78	791.78	791.78	791.78	791.78
49,200	32,549.53	33,768.13	34,210.03	34,651.93	35,093.83	1,000	879.75	879.75	879.75	879.75	879.75
49,300	32,605.00	33,820.90	34,262.80	34,704.70	35,146.60	1,100	967.73	967.73	967.73	967.73	967.73
49,400	32,660.47	33,873.67	34,315.57	34,757.47	35,199.37	1,200	1,055.70	1,055.70	1,055.70	1,055.70	1,055.70

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse Number of dependents				
	0	1	2	3	4 or more
	100	87.98	87.98	87.98	87.98
200	175.95	175.95	175.95	175.95	175.95
300	263.93	263.93	263.93	263.93	263.93
400	351.90	351.90	351.90	351.90	351.90
500	439.88	439.88	439.88	439.88	439.88
600	527.85	527.85	527.85	527.85	527.85
700	615.83	615.83	615.83	615.83	615.83
800	703.80	703.80	703.80	703.80	703.80
900	791.78	791.78	791.78	791.78	791.78
1,000	879.75	879.75	879.75	879.75	879.75
1,100	967.73	967.73	967.73	967.73	967.73
1,200	1,055.70	1,055.70	1,055.70	1,055.70	1,055.70

Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse					Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse				
	Number of dependents						Number of dependents				
	0	1	2	3	4 or more		0	1	2	3	4 or more
1,300	1,143.68	1,143.68	1,143.68	1,143.68	1,143.68	6,300	5,423.99	5,423.99	5,423.99	5,423.99	5,423.99
1,400	1,231.65	1,231.65	1,231.65	1,231.65	1,231.65	6,400	5,507.73	5,507.73	5,507.73	5,507.73	5,507.73
1,500	1,319.63	1,319.63	1,319.63	1,319.63	1,319.63	6,500	5,591.48	5,591.48	5,591.48	5,591.48	5,591.48
1,600	1,407.60	1,407.60	1,407.60	1,407.60	1,407.60	6,600	5,675.22	5,675.22	5,675.22	5,675.22	5,675.22
1,700	1,495.58	1,495.58	1,495.58	1,495.58	1,495.58	6,700	5,758.97	5,758.97	5,758.97	5,758.97	5,758.97
1,800	1,583.55	1,583.55	1,583.55	1,583.55	1,583.55	6,800	5,842.71	5,842.71	5,842.71	5,842.71	5,842.71
1,900	1,671.53	1,671.53	1,671.53	1,671.53	1,671.53	6,900	5,926.46	5,926.46	5,926.46	5,926.46	5,926.46
2,000	1,759.50	1,759.50	1,759.50	1,759.50	1,759.50	7,000	6,010.20	6,010.20	6,010.20	6,010.20	6,010.20
2,100	1,847.48	1,847.48	1,847.48	1,847.48	1,847.48	7,100	6,093.95	6,093.95	6,093.95	6,093.95	6,093.95
2,200	1,935.45	1,935.45	1,935.45	1,935.45	1,935.45	7,200	6,177.69	6,177.69	6,177.69	6,177.69	6,177.69
2,300	2,023.43	2,023.43	2,023.43	2,023.43	2,023.43	7,300	6,261.44	6,261.44	6,261.44	6,261.44	6,261.44
2,400	2,111.40	2,111.40	2,111.40	2,111.40	2,111.40	7,400	6,345.18	6,345.18	6,345.18	6,345.18	6,345.18
2,500	2,199.38	2,199.38	2,199.38	2,199.38	2,199.38	7,500	6,428.93	6,428.93	6,428.93	6,428.93	6,428.93
2,600	2,287.35	2,287.35	2,287.35	2,287.35	2,287.35	7,600	6,512.67	6,512.67	6,512.67	6,512.67	6,512.67
2,700	2,375.33	2,375.33	2,375.33	2,375.33	2,375.33	7,700	6,596.42	6,596.42	6,596.42	6,596.42	6,596.42
2,800	2,463.30	2,463.30	2,463.30	2,463.30	2,463.30	7,800	6,680.16	6,680.16	6,680.16	6,680.16	6,680.16
2,900	2,551.28	2,551.28	2,551.28	2,551.28	2,551.28	7,900	6,763.91	6,763.91	6,763.91	6,763.91	6,763.91
3,000	2,639.25	2,639.25	2,639.25	2,639.25	2,639.25	8,000	6,846.27	6,846.27	6,846.27	6,846.27	6,846.27
3,100	2,727.23	2,727.23	2,727.23	2,727.23	2,727.23	8,100	6,918.82	6,918.82	6,918.82	6,918.82	6,918.82
3,200	2,815.20	2,815.20	2,815.20	2,815.20	2,815.20	8,200	6,991.38	6,991.38	6,991.38	6,991.38	6,991.38
3,300	2,903.18	2,903.18	2,903.18	2,903.18	2,903.18	8,300	7,063.94	7,063.94	7,063.94	7,063.94	7,063.94
3,400	2,991.15	2,991.15	2,991.15	2,991.15	2,991.15	8,400	7,136.49	7,136.49	7,136.49	7,136.49	7,136.49
3,500	3,079.13	3,079.13	3,079.13	3,079.13	3,079.13	8,500	7,209.05	7,209.05	7,209.05	7,209.05	7,209.05
3,600	3,162.87	3,162.87	3,162.87	3,162.87	3,162.87	8,600	7,281.61	7,281.61	7,281.61	7,281.61	7,281.61
3,700	3,246.62	3,246.62	3,246.62	3,246.62	3,246.62	8,700	7,354.16	7,354.16	7,354.16	7,354.16	7,354.16
3,800	3,330.36	3,330.36	3,330.36	3,330.36	3,330.36	8,800	7,426.72	7,426.72	7,426.72	7,426.72	7,426.72
3,900	3,414.11	3,414.11	3,414.11	3,414.11	3,414.11	8,900	7,499.28	7,499.28	7,499.28	7,499.28	7,499.28
4,000	3,497.85	3,497.85	3,497.85	3,497.85	3,497.85	9,000	7,571.83	7,571.83	7,571.83	7,571.83	7,571.83
4,100	3,581.60	3,581.60	3,581.60	3,581.60	3,581.60	9,100	7,644.39	7,644.39	7,644.39	7,644.39	7,644.39
4,200	3,665.34	3,665.34	3,665.34	3,665.34	3,665.34	9,200	7,716.95	7,716.95	7,716.95	7,716.95	7,716.95
4,300	3,749.09	3,749.09	3,749.09	3,749.09	3,749.09	9,300	7,789.50	7,789.50	7,789.50	7,789.50	7,789.50
4,400	3,832.83	3,832.83	3,832.83	3,832.83	3,832.83	9,400	7,862.06	7,862.06	7,862.06	7,862.06	7,862.06
4,500	3,916.58	3,916.58	3,916.58	3,916.58	3,916.58	9,500	7,934.62	7,934.62	7,934.62	7,934.62	7,934.62
4,600	4,000.32	4,000.32	4,000.32	4,000.32	4,000.32	9,600	8,007.17	8,007.17	8,007.17	8,007.17	8,007.17
4,700	4,084.07	4,084.07	4,084.07	4,084.07	4,084.07	9,700	8,079.73	8,079.73	8,079.73	8,079.73	8,079.73
4,800	4,167.81	4,167.81	4,167.81	4,167.81	4,167.81	9,800	8,152.29	8,152.29	8,152.29	8,152.29	8,152.29
4,900	4,251.56	4,251.56	4,251.56	4,251.56	4,251.56	9,900	8,224.84	8,224.84	8,224.84	8,224.84	8,224.84
5,000	4,335.30	4,335.30	4,335.30	4,335.30	4,335.30	10,000	8,297.40	8,297.40	8,297.40	8,297.40	8,297.40
5,100	4,419.05	4,419.05	4,419.05	4,419.05	4,419.05	10,100	8,369.96	8,369.96	8,369.96	8,369.96	8,369.96
5,200	4,502.79	4,502.79	4,502.79	4,502.79	4,502.79	10,200	8,442.51	8,442.51	8,442.51	8,442.51	8,442.51
5,300	4,586.54	4,586.54	4,586.54	4,586.54	4,586.54	10,300	8,515.07	8,515.07	8,515.07	8,515.07	8,515.07
5,400	4,670.28	4,670.28	4,670.28	4,670.28	4,670.28	10,400	8,587.63	8,587.63	8,587.63	8,587.63	8,587.63
5,500	4,754.03	4,754.03	4,754.03	4,754.03	4,754.03	10,500	8,660.18	8,660.18	8,660.18	8,660.18	8,660.18
5,600	4,837.77	4,837.77	4,837.77	4,837.77	4,837.77	10,600	8,732.74	8,732.74	8,732.74	8,732.74	8,732.74
5,700	4,921.52	4,921.52	4,921.52	4,921.52	4,921.52	10,700	8,805.30	8,805.30	8,805.30	8,805.30	8,805.30
5,800	5,005.26	5,005.26	5,005.26	5,005.26	5,005.26	10,800	8,877.85	8,877.85	8,877.85	8,877.85	8,877.85
5,900	5,089.01	5,089.01	5,089.01	5,089.01	5,089.01	10,900	8,950.41	8,950.41	8,950.41	8,950.41	8,950.41
6,000	5,172.75	5,172.75	5,172.75	5,172.75	5,172.75	11,000	9,022.97	9,022.97	9,022.97	9,022.97	9,022.97
6,100	5,256.50	5,256.50	5,256.50	5,256.50	5,256.50	11,100	9,095.52	9,095.52	9,095.52	9,095.52	9,095.52
6,200	5,340.24	5,340.24	5,340.24	5,340.24	5,340.24	11,200	9,168.08	9,168.08	9,168.08	9,168.08	9,168.08



Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse					Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse				
	Number of dependents						Number of dependents				
	0	1	2	3	4 or more		0	1	2	3	4 or more
11,300	9,203.74	9,240.64	9,240.64	9,240.64	9,240.64	16,300	12,111.57	12,868.47	12,868.47	12,868.47	12,868.47
11,400	9,261.89	9,313.19	9,313.19	9,313.19	9,313.19	16,400	12,169.73	12,941.03	12,941.03	12,941.03	12,941.03
11,500	9,320.05	9,385.75	9,385.75	9,385.75	9,385.75	16,500	12,227.88	13,013.58	13,013.58	13,013.58	13,013.58
11,600	9,378.21	9,458.31	9,458.31	9,458.31	9,458.31	16,600	12,286.04	13,086.14	13,086.14	13,086.14	13,086.14
11,700	9,436.36	9,530.86	9,530.86	9,530.86	9,530.86	16,700	12,344.20	13,158.70	13,158.70	13,158.70	13,158.70
11,800	9,494.52	9,603.42	9,603.42	9,603.42	9,603.42	16,800	12,402.35	13,231.25	13,231.25	13,231.25	13,231.25
11,900	9,552.68	9,675.98	9,675.98	9,675.98	9,675.98	16,900	12,460.51	13,303.81	13,303.81	13,303.81	13,303.81
12,000	9,610.83	9,748.53	9,748.53	9,748.53	9,748.53	17,000	12,518.67	13,376.37	13,376.37	13,376.37	13,376.37
12,100	9,668.99	9,821.09	9,821.09	9,821.09	9,821.09	17,100	12,576.82	13,448.92	13,448.92	13,448.92	13,448.92
12,200	9,727.15	9,893.65	9,893.65	9,893.65	9,893.65	17,200	12,634.98	13,521.48	13,521.48	13,521.48	13,521.48
12,300	9,785.30	9,966.20	9,966.20	9,966.20	9,966.20	17,300	12,693.14	13,594.04	13,594.04	13,594.04	13,594.04
12,400	9,843.46	10,038.76	10,038.76	10,038.76	10,038.76	17,400	12,751.29	13,666.59	13,666.59	13,666.59	13,666.59
12,500	9,901.62	10,111.32	10,111.32	10,111.32	10,111.32	17,500	12,809.45	13,739.15	13,739.15	13,739.15	13,739.15
12,600	9,959.77	10,183.87	10,183.87	10,183.87	10,183.87	17,600	12,867.61	13,811.71	13,811.71	13,811.71	13,811.71
12,700	10,017.93	10,256.43	10,256.43	10,256.43	10,256.43	17,700	12,925.76	13,884.26	13,884.26	13,884.26	13,884.26
12,800	10,076.09	10,328.99	10,328.99	10,328.99	10,328.99	17,800	12,983.92	13,956.82	13,956.82	13,956.82	13,956.82
12,900	10,134.24	10,401.54	10,401.54	10,401.54	10,401.54	17,900	13,042.08	14,029.38	14,029.38	14,029.38	14,029.38
13,000	10,192.40	10,474.10	10,474.10	10,474.10	10,474.10	18,000	13,100.23	14,101.93	14,101.93	14,101.93	14,101.93
13,100	10,250.56	10,546.66	10,546.66	10,546.66	10,546.66	18,100	13,158.39	14,174.49	14,174.49	14,174.49	14,174.49
13,200	10,308.71	10,619.21	10,619.21	10,619.21	10,619.21	18,200	13,216.55	14,238.05	14,238.05	14,238.05	14,238.05
13,300	10,366.87	10,691.77	10,691.77	10,691.77	10,691.77	18,300	13,274.70	14,293.50	14,293.50	14,293.50	14,293.50
13,400	10,425.03	10,764.33	10,764.33	10,764.33	10,764.33	18,400	13,332.86	14,348.96	14,348.96	14,348.96	14,348.96
13,500	10,483.18	10,836.88	10,836.88	10,836.88	10,836.88	18,500	13,391.02	14,404.42	14,404.42	14,404.42	14,404.42
13,600	10,541.34	10,909.44	10,909.44	10,909.44	10,909.44	18,600	13,449.17	14,459.87	14,459.87	14,459.87	14,459.87
13,700	10,599.50	10,982.00	10,982.00	10,982.00	10,982.00	18,700	13,507.33	14,515.33	14,515.33	14,515.33	14,515.33
13,800	10,657.65	11,054.55	11,054.55	11,054.55	11,054.55	18,800	13,565.49	14,570.79	14,570.79	14,570.79	14,570.79
13,900	10,715.81	11,127.11	11,127.11	11,127.11	11,127.11	18,900	13,623.64	14,626.24	14,626.24	14,626.24	14,626.24
14,000	10,773.97	11,199.67	11,199.67	11,199.67	11,199.67	19,000	13,681.80	14,681.70	14,681.70	14,681.70	14,681.70
14,100	10,832.12	11,272.22	11,272.22	11,272.22	11,272.22	19,100	13,739.96	14,737.16	14,737.16	14,737.16	14,737.16
14,200	10,890.28	11,344.78	11,344.78	11,344.78	11,344.78	19,200	13,798.11	14,792.61	14,792.61	14,792.61	14,792.61
14,300	10,948.44	11,417.34	11,417.34	11,417.34	11,417.34	19,300	13,856.27	14,848.07	14,848.07	14,848.07	14,848.07
14,400	11,006.59	11,489.89	11,489.89	11,489.89	11,489.89	19,400	13,914.43	14,903.53	14,903.53	14,903.53	14,903.53
14,500	11,064.75	11,562.45	11,562.45	11,562.45	11,562.45	19,500	13,972.58	14,958.98	14,958.98	14,958.98	14,958.98
14,600	11,122.91	11,635.01	11,635.01	11,635.01	11,635.01	19,600	14,030.74	15,014.44	15,014.44	15,014.44	15,014.44
14,700	11,181.06	11,707.56	11,707.56	11,707.56	11,707.56	19,700	14,088.90	15,069.90	15,069.90	15,069.90	15,069.90
14,800	11,239.22	11,780.12	11,780.12	11,780.12	11,780.12	19,800	14,147.05	15,125.35	15,125.35	15,125.35	15,125.35
14,900	11,297.38	11,852.68	11,852.68	11,852.68	11,852.68	19,900	14,205.21	15,180.81	15,180.81	15,180.81	15,180.81
15,000	11,355.53	11,925.23	11,925.23	11,925.23	11,925.23	20,000	14,263.37	15,236.27	15,236.27	15,236.27	15,236.27
15,100	11,413.69	11,997.79	11,997.79	11,997.79	11,997.79	20,100	14,321.52	15,291.72	15,291.72	15,291.72	15,291.72
15,200	11,471.85	12,070.35	12,070.35	12,070.35	12,070.35	20,200	14,379.68	15,347.18	15,347.18	15,347.18	15,347.18
15,300	11,530.00	12,142.90	12,142.90	12,142.90	12,142.90	20,300	14,437.84	15,402.64	15,402.64	15,402.64	15,402.64
15,400	11,588.16	12,215.46	12,215.46	12,215.46	12,215.46	20,400	14,495.99	15,458.09	15,458.09	15,458.09	15,458.09
15,500	11,646.32	12,288.02	12,288.02	12,288.02	12,288.02	20,500	14,554.15	15,513.55	15,513.55	15,513.55	15,513.55
15,600	11,704.47	12,360.57	12,360.57	12,360.57	12,360.57	20,600	14,612.31	15,569.01	15,569.01	15,569.01	15,569.01
15,700	11,762.63	12,433.13	12,433.13	12,433.13	12,433.13	20,700	14,670.46	15,624.46	15,624.46	15,624.46	15,624.46
15,800	11,820.79	12,505.69	12,505.69	12,505.69	12,505.69	20,800	14,728.62	15,679.92	15,679.92	15,679.92	15,679.92
15,900	11,878.94	12,578.24	12,578.24	12,578.24	12,578.24	20,900	14,786.78	15,735.38	15,735.38	15,735.38	15,735.38
16,000	11,937.10	12,650.80	12,650.80	12,650.80	12,650.80	21,000	14,844.93	15,790.83	15,790.83	15,790.83	15,790.83
16,100	11,995.26	12,723.36	12,723.36	12,723.36	12,723.36	21,100	14,903.09	15,846.29	15,846.29	15,846.29	15,846.29
16,200	12,053.41	12,795.91	12,795.91	12,795.91	12,795.91	21,200	14,961.25	15,901.75	15,901.75	15,901.75	15,901.75

Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse					Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse				
	Number of dependents						Number of dependents				
	0	1	2	3	4 or more		0	1	2	3	4 or more
21,300	15,019.40	15,957.20	16,399.10	16,496.30	16,496.30	26,300	17,927.24	18,730.04	19,171.94	19,613.84	20,055.74
21,400	15,077.56	16,012.66	16,454.56	16,568.86	16,568.86	26,400	17,985.39	18,785.49	19,227.39	19,669.29	20,111.19
21,500	15,135.72	16,068.12	16,510.02	16,641.42	16,641.42	26,500	18,043.55	18,840.95	19,282.85	19,724.75	20,166.65
21,600	15,193.87	16,123.57	16,565.47	16,713.97	16,713.97	26,600	18,101.71	18,896.41	19,338.31	19,780.21	20,222.11
21,700	15,252.03	16,179.03	16,620.93	16,786.53	16,786.53	26,700	18,156.26	18,948.26	19,390.16	19,832.06	20,273.96
21,800	15,310.19	16,234.49	16,676.39	16,859.09	16,859.09	26,800	18,210.82	19,000.12	19,442.02	19,883.92	20,325.82
21,900	15,368.34	16,289.94	16,731.84	16,931.64	16,931.64	26,900	18,265.38	19,051.98	19,493.88	19,935.78	20,377.68
22,000	15,426.50	16,345.40	16,787.30	17,004.20	17,004.20	27,000	18,319.93	19,103.83	19,545.73	19,987.63	20,429.53
22,100	15,484.66	16,400.86	16,842.76	17,076.76	17,076.76	27,100	18,374.49	19,155.69	19,597.59	20,039.49	20,481.39
22,200	15,542.81	16,456.31	16,898.21	17,149.31	17,149.31	27,200	18,429.05	19,207.55	19,649.45	20,091.35	20,533.25
22,300	15,600.97	16,511.77	16,953.67	17,221.87	17,221.87	27,300	18,483.60	19,259.40	19,701.30	20,143.20	20,585.10
22,400	15,659.13	16,567.23	17,009.13	17,294.43	17,294.43	27,400	18,538.16	19,311.26	19,753.16	20,195.06	20,636.96
22,500	15,717.28	16,622.68	17,064.58	17,366.98	17,366.98	27,500	18,592.72	19,363.12	19,805.02	20,246.92	20,688.82
22,600	15,775.44	16,678.14	17,120.04	17,439.54	17,439.54	27,600	18,647.27	19,414.97	19,856.87	20,298.77	20,740.67
22,700	15,833.60	16,733.60	17,175.50	17,512.10	17,512.10	27,700	18,701.83	19,466.83	19,908.73	20,350.63	20,792.53
22,800	15,891.75	16,789.05	17,230.95	17,584.65	17,584.65	27,800	18,756.39	19,518.69	19,960.59	20,402.49	20,844.39
22,900	15,949.91	16,844.51	17,286.41	17,657.21	17,657.21	27,900	18,810.94	19,570.54	20,012.44	20,454.34	20,896.24
23,000	16,008.07	16,899.97	17,341.87	17,729.77	17,729.77	28,000	18,865.50	19,622.40	20,064.30	20,506.20	20,948.10
23,100	16,066.22	16,955.42	17,397.32	17,802.32	17,802.32	28,100	18,920.06	19,674.26	20,116.16	20,558.06	20,999.96
23,200	16,124.38	17,010.88	17,452.78	17,874.88	17,874.88	28,200	18,974.61	19,726.11	20,168.01	20,609.91	21,051.81
23,300	16,182.54	17,066.34	17,508.24	17,947.44	17,947.44	28,300	19,029.17	19,777.97	20,219.87	20,661.77	21,103.67
23,400	16,240.69	17,121.79	17,563.69	18,005.59	18,019.99	28,400	19,083.73	19,829.83	20,271.73	20,713.63	21,155.53
23,500	16,298.85	17,177.25	17,619.15	18,061.05	18,092.55	28,500	19,138.28	19,881.68	20,323.58	20,765.48	21,207.38
23,600	16,357.01	17,232.71	17,674.61	18,116.51	18,165.11	28,600	19,192.84	19,933.54	20,375.44	20,817.34	21,259.24
23,700	16,415.16	17,288.16	17,730.06	18,171.96	18,237.66	28,700	19,247.40	19,985.40	20,427.30	20,869.20	21,311.10
23,800	16,473.32	17,343.62	17,785.52	18,227.42	18,310.22	28,800	19,301.95	20,037.25	20,479.15	20,921.05	21,362.95
23,900	16,531.48	17,399.08	17,840.98	18,282.88	18,382.78	28,900	19,356.51	20,089.11	20,531.01	20,972.91	21,414.81
24,000	16,589.63	17,454.53	17,896.43	18,338.33	18,455.33	29,000	19,411.07	20,140.97	20,582.87	21,024.77	21,466.67
24,100	16,647.79	17,509.99	17,951.89	18,393.79	18,527.89	29,100	19,465.62	20,192.82	20,634.72	21,076.62	21,518.52
24,200	16,705.95	17,565.45	18,007.35	18,449.25	18,600.45	29,200	19,520.18	20,244.68	20,686.58	21,128.48	21,570.38
24,300	16,764.10	17,620.90	18,062.80	18,504.70	18,673.00	29,300	19,574.74	20,296.54	20,738.44	21,180.34	21,622.24
24,400	16,822.26	17,676.36	18,118.26	18,560.16	18,745.56	29,400	19,629.29	20,348.39	20,790.29	21,232.19	21,674.09
24,500	16,880.42	17,731.82	18,173.72	18,615.62	18,818.12	29,500	19,683.85	20,400.25	20,842.15	21,284.05	21,725.95
24,600	16,938.57	17,787.27	18,229.17	18,671.07	18,890.67	29,600	19,738.41	20,452.11	20,894.01	21,335.91	21,777.81
24,700	16,996.73	17,842.73	18,284.63	18,726.53	18,963.23	29,700	19,792.96	20,503.96	20,945.86	21,387.76	21,829.66
24,800	17,054.89	17,898.19	18,340.09	18,781.99	19,035.79	29,800	19,847.52	20,555.82	20,997.72	21,439.62	21,881.52
24,900	17,113.04	17,953.64	18,395.54	18,837.44	19,108.34	29,900	19,902.08	20,607.68	21,049.58	21,491.48	21,933.38
25,000	17,171.20	18,009.10	18,451.00	18,892.90	19,180.90	30,000	19,956.63	20,659.53	21,101.43	21,543.33	21,985.23
25,100	17,229.36	18,064.56	18,506.46	18,948.36	19,253.46	30,100	20,011.19	20,711.39	21,153.29	21,595.19	22,037.09
25,200	17,287.51	18,120.01	18,561.91	19,003.81	19,326.01	30,200	20,065.75	20,763.25	21,205.15	21,647.05	22,088.95
25,300	17,345.67	18,175.47	18,617.37	19,059.27	19,398.57	30,300	20,120.30	20,815.10	21,257.00	21,698.90	22,140.80
25,400	17,403.83	18,230.93	18,672.83	19,114.73	19,471.13	30,400	20,174.86	20,866.96	21,308.86	21,750.76	22,192.66
25,500	17,461.98	18,286.38	18,728.28	19,170.18	19,543.68	30,500	20,229.42	20,918.82	21,360.72	21,802.62	22,244.52
25,600	17,520.14	18,341.84	18,783.74	19,225.64	19,616.24	30,600	20,283.97	20,970.67	21,412.57	21,854.47	22,296.37
25,700	17,578.30	18,397.30	18,839.20	19,281.10	19,688.80	30,700	20,338.53	21,022.53	21,464.43	21,906.33	22,348.23
25,800	17,636.45	18,452.75	18,894.65	19,336.55	19,761.35	30,800	20,393.09	21,074.39	21,516.29	21,958.19	22,400.09
25,900	17,694.61	18,508.21	18,950.11	19,392.01	19,833.91	30,900	20,447.64	21,126.24	21,568.14	22,010.04	22,451.94
26,000	17,752.77	18,563.67	19,005.57	19,447.47	19,889.37	31,000	20,502.20	21,178.10	21,620.00	22,061.90	22,503.80
26,100	17,810.92	18,619.12	19,061.02	19,502.92	19,944.82	31,100	20,556.76	21,229.96	21,671.86	22,113.76	22,555.66
26,200	17,869.08	18,674.58	19,116.48	19,558.38	20,000.28	31,200	20,611.31	21,281.81	21,723.71	22,165.61	22,607.51

Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse					Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse				
	Number of dependents						Number of dependents				
	0	1	2	3	4 or more		0	1	2	3	4 or more
31,300	20,665.87	21,333.67	21,775.57	22,217.47	22,659.37	36,300	23,178.31	23,711.11	24,153.01	24,594.91	25,036.81
31,400	20,720.43	21,385.53	21,827.43	22,269.33	22,711.23	36,400	23,228.36	23,758.46	24,200.36	24,642.26	25,084.16
31,500	20,774.98	21,437.38	21,879.28	22,321.18	22,763.08	36,500	23,278.40	23,805.80	24,247.70	24,689.60	25,131.50
31,600	20,826.07	21,485.77	21,927.67	22,369.57	22,811.47	36,600	23,328.45	23,853.15	24,295.05	24,736.95	25,178.85
31,700	20,876.12	21,533.12	21,975.02	22,416.92	22,858.82	36,700	23,378.50	23,900.50	24,342.40	24,784.30	25,226.20
31,800	20,926.16	21,580.46	22,022.36	22,464.26	22,906.16	36,800	23,428.55	23,947.85	24,389.75	24,831.65	25,273.55
31,900	20,976.21	21,627.81	22,069.71	22,511.61	22,953.51	36,900	23,478.60	23,995.20	24,437.10	24,879.00	25,320.90
32,000	21,026.26	21,675.16	22,117.06	22,558.96	23,000.86	37,000	23,528.64	24,042.54	24,484.44	24,926.34	25,368.24
32,100	21,076.31	21,722.51	22,164.41	22,606.31	23,048.21	37,100	23,578.69	24,089.89	24,531.79	24,973.69	25,415.59
32,200	21,126.35	21,769.85	22,211.75	22,653.65	23,095.55	37,200	23,628.74	24,137.24	24,579.14	25,021.04	25,462.94
32,300	21,176.40	21,817.20	22,259.10	22,701.00	23,142.90	37,300	23,678.79	24,184.59	24,626.49	25,068.39	25,510.29
32,400	21,226.45	21,864.55	22,306.45	22,748.35	23,190.25	37,400	23,728.83	24,231.93	24,673.83	25,115.73	25,557.63
32,500	21,276.50	21,911.90	22,353.80	22,795.70	23,237.60	37,500	23,778.88	24,279.28	24,721.18	25,163.08	25,604.98
32,600	21,326.55	21,959.25	22,401.15	22,843.05	23,284.95	37,600	23,828.93	24,326.63	24,768.53	25,210.43	25,652.33
32,700	21,376.59	22,006.59	22,448.49	22,890.39	23,332.29	37,700	23,878.98	24,373.98	24,815.88	25,257.78	25,699.68
32,800	21,426.64	22,053.94	22,495.84	22,937.74	23,379.64	37,800	23,929.02	24,421.32	24,863.22	25,305.12	25,747.02
32,900	21,476.69	22,101.29	22,543.19	22,985.09	23,426.99	37,900	23,979.07	24,468.67	24,910.57	25,352.47	25,794.37
33,000	21,526.74	22,148.64	22,590.54	23,032.44	23,474.34	38,000	24,029.12	24,516.02	24,957.92	25,399.82	25,841.72
33,100	21,576.78	22,195.98	22,637.88	23,079.78	23,521.68	38,100	24,079.17	24,563.37	25,005.27	25,447.17	25,889.07
33,200	21,626.83	22,243.33	22,685.23	23,127.13	23,569.03	38,200	24,129.22	24,610.72	25,052.62	25,494.52	25,936.42
33,300	21,676.88	22,290.68	22,732.58	23,174.48	23,616.38	38,300	24,179.26	24,658.06	25,099.96	25,541.86	25,983.76
33,400	21,726.93	22,338.03	22,779.93	23,221.83	23,663.73	38,400	24,229.31	24,708.11	25,150.01	25,591.91	26,033.81
33,500	21,776.97	22,385.37	22,827.27	23,269.17	23,711.07	38,500	24,279.36	24,758.16	25,200.06	25,641.96	26,083.86
33,600	21,827.02	22,432.72	22,874.62	23,316.52	23,758.42	38,600	24,329.41	24,808.21	25,250.11	25,692.01	26,133.91
33,700	21,877.07	22,480.07	22,921.97	23,363.87	23,805.77	38,700	24,379.45	24,858.25	25,300.15	25,742.05	26,183.95
33,800	21,927.12	22,527.42	22,969.32	23,411.22	23,853.12	38,800	24,429.50	24,908.30	25,350.20	25,792.10	26,234.00
33,900	21,977.17	22,574.77	23,016.67	23,458.57	23,900.47	38,900	24,479.55	24,958.35	25,400.25	25,842.15	26,284.05
34,000	22,027.21	22,622.11	23,064.01	23,505.91	23,947.81	39,000	24,529.60	25,008.40	25,450.30	25,892.20	26,334.10
34,100	22,077.26	22,669.46	23,111.36	23,553.26	23,995.16	39,100	24,581.40	25,060.20	25,502.10	25,944.00	26,385.90
34,200	22,127.31	22,716.81	23,158.71	23,600.61	24,042.51	39,200	24,636.87	25,115.67	25,557.57	25,999.47	26,441.37
34,300	22,177.36	22,764.16	23,206.06	23,647.96	24,089.86	39,300	24,692.33	25,171.13	25,613.03	26,054.93	26,496.83
34,400	22,227.40	22,811.50	23,253.40	23,695.30	24,137.20	39,400	24,747.80	25,226.60	25,668.50	26,110.40	26,552.30
34,500	22,277.45	22,858.85	23,300.75	23,742.65	24,184.55	39,500	24,803.27	25,282.07	25,723.97	26,165.87	26,607.77
34,600	22,327.50	22,906.20	23,348.10	23,790.00	24,231.90	39,600	24,858.73	25,337.53	25,779.43	26,221.33	26,663.23
34,700	22,377.55	22,953.55	23,395.45	23,837.35	24,279.25	39,700	24,914.20	25,393.00	25,834.90	26,276.80	26,718.70
34,800	22,427.59	23,000.89	23,442.79	23,884.69	24,326.59	39,800	24,969.67	25,448.47	25,890.37	26,332.27	26,774.17
34,900	22,477.64	23,048.24	23,490.14	23,932.04	24,373.94	39,900	25,025.13	25,503.93	25,945.83	26,387.73	26,829.63
35,000	22,527.69	23,095.59	23,537.49	23,979.39	24,421.29	40,000	25,080.60	25,559.40	26,001.30	26,443.20	26,885.10
35,100	22,577.74	23,142.94	23,584.84	24,026.74	24,468.64	40,100	25,136.07	25,614.87	26,056.77	26,498.67	26,940.57
35,200	22,627.79	23,190.29	23,632.19	24,074.09	24,515.99	40,200	25,191.54	25,670.34	26,112.24	26,554.14	26,996.04
35,300	22,677.83	23,237.63	23,679.53	24,121.43	24,563.33	40,300	25,247.00	25,725.80	26,167.70	26,609.60	27,051.50
35,400	22,727.88	23,284.98	23,726.88	24,168.78	24,610.68	40,400	25,302.47	25,781.27	26,223.17	26,665.07	27,106.97
35,500	22,777.93	23,332.33	23,774.23	24,216.13	24,658.03	40,500	25,357.94	25,836.74	26,278.64	26,720.54	27,162.44
35,600	22,827.98	23,379.68	23,821.58	24,263.48	24,705.38	40,600	25,413.40	25,892.20	26,334.10	26,776.00	27,217.90
35,700	22,878.02	23,427.02	23,868.92	24,310.82	24,752.72	40,700	25,468.87	25,947.67	26,389.57	26,831.47	27,273.37
35,800	22,928.07	23,474.37	23,916.27	24,358.17	24,800.07	40,800	25,524.34	26,003.14	26,445.04	26,886.94	27,328.84
35,900	22,978.12	23,521.72	23,963.62	24,405.52	24,847.42	40,900	25,579.80	26,058.60	26,500.50	26,942.40	27,384.30
36,000	23,028.17	23,569.07	24,010.97	24,452.87	24,894.77	41,000	25,635.27	26,114.07	26,555.97	26,997.87	27,439.77
36,100	23,078.21	23,616.41	24,058.31	24,500.21	24,942.11	41,100	25,690.74	26,169.54	26,611.44	27,053.34	27,495.24
36,200	23,128.26	23,663.76	24,105.66	24,547.56	24,989.46	41,200	25,746.21	26,225.01	26,666.91	27,108.81	27,550.71

Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse					Annual gross Income	Income replacement indemnities (90% of weighted net income for 2002) Worker with non-dependent spouse				
	Number of dependents						Number of dependents				
	0	1	2	3	4 or more		0	1	2	3	4 or more
41,300	25,801.67	26,280.47	26,722.37	27,164.27	27,606.17	46,300	28,575.02	29,053.82	29,495.72	29,937.62	30,379.52
41,400	25,857.14	26,335.94	26,777.84	27,219.74	27,661.64	46,400	28,630.49	29,109.29	29,551.19	29,993.09	30,434.99
41,500	25,912.61	26,391.41	26,833.31	27,275.21	27,717.11	46,500	28,685.96	29,164.76	29,606.66	30,048.56	30,490.46
41,600	25,968.07	26,446.87	26,888.77	27,330.67	27,772.57	46,600	28,741.42	29,220.22	29,662.12	30,104.02	30,545.92
41,700	26,023.54	26,502.34	26,944.24	27,386.14	27,828.04	46,700	28,796.89	29,275.69	29,717.59	30,159.49	30,601.39
41,800	26,079.01	26,557.81	26,999.71	27,441.61	27,883.51	46,800	28,852.36	29,331.16	29,773.06	30,214.96	30,656.86
41,900	26,134.47	26,613.27	27,055.17	27,497.07	27,938.97	46,900	28,907.82	29,386.62	29,828.52	30,270.42	30,712.32
42,000	26,189.94	26,668.74	27,110.64	27,552.54	27,994.44	47,000	28,963.29	29,442.09	29,883.99	30,325.89	30,767.79
42,100	26,245.41	26,724.21	27,166.11	27,608.01	28,049.91	47,100	29,018.76	29,497.56	29,939.46	30,381.36	30,823.26
42,200	26,300.88	26,779.68	27,221.58	27,663.48	28,105.38	47,200	29,074.23	29,553.03	29,994.93	30,436.83	30,878.73
42,300	26,356.34	26,835.14	27,277.04	27,718.94	28,160.84	47,300	29,129.69	29,608.49	30,050.39	30,492.29	30,934.19
42,400	26,411.81	26,890.61	27,332.51	27,774.41	28,216.31	47,400	29,185.16	29,663.96	30,105.86	30,547.76	30,989.66
42,500	26,467.28	26,946.08	27,387.98	27,829.88	28,271.78	47,500	29,240.63	29,719.43	30,161.33	30,603.23	31,045.13
42,600	26,522.74	27,001.54	27,443.44	27,885.34	28,327.24	47,600	29,296.09	29,774.89	30,216.79	30,658.69	31,100.59
42,700	26,578.21	27,057.01	27,498.91	27,940.81	28,382.71	47,700	29,351.56	29,830.36	30,272.26	30,714.16	31,156.06
42,800	26,633.68	27,112.48	27,554.38	27,996.28	28,438.18	47,800	29,407.03	29,885.83	30,327.73	30,769.63	31,211.53
42,900	26,689.14	27,167.94	27,609.84	28,051.74	28,493.64	47,900	29,462.49	29,941.29	30,383.19	30,825.09	31,266.99
43,000	26,744.61	27,223.41	27,665.31	28,107.21	28,549.11	48,000	29,517.96	29,996.76	30,438.66	30,880.56	31,322.46
43,100	26,800.08	27,278.88	27,720.78	28,162.68	28,604.58	48,100	29,573.43	30,052.23	30,494.13	30,936.03	31,377.93
43,200	26,855.55	27,334.35	27,776.25	28,218.15	28,660.05	48,200	29,628.90	30,107.70	30,549.60	30,991.50	31,433.40
43,300	26,911.01	27,389.81	27,831.71	28,273.61	28,715.51	48,300	29,684.36	30,163.16	30,605.06	31,046.96	31,488.86
43,400	26,966.48	27,445.28	27,887.18	28,329.08	28,770.98	48,400	29,739.83	30,218.63	30,660.53	31,102.43	31,544.33
43,500	27,021.95	27,500.75	27,942.65	28,384.55	28,826.45	48,500	29,795.30	30,274.10	30,716.00	31,157.90	31,599.80
43,600	27,077.41	27,556.21	27,998.11	28,440.01	28,881.91	48,600	29,850.76	30,329.56	30,771.46	31,213.36	31,655.26
43,700	27,132.88	27,611.68	28,053.58	28,495.48	28,937.38	48,700	29,906.23	30,385.03	30,826.93	31,268.83	31,710.73
43,800	27,188.35	27,667.15	28,109.05	28,550.95	28,992.85	48,800	29,961.70	30,440.50	30,882.40	31,324.30	31,766.20
43,900	27,243.81	27,722.61	28,164.51	28,606.41	29,048.31	48,900	30,017.16	30,495.96	30,937.86	31,379.76	31,821.66
44,000	27,299.28	27,778.08	28,219.98	28,661.88	29,103.78	49,000	30,072.63	30,551.43	30,993.33	31,435.23	31,877.13
44,100	27,354.75	27,833.55	28,275.45	28,717.35	29,159.25	49,100	30,128.10	30,606.90	31,048.80	31,490.70	31,932.60
44,200	27,410.22	27,889.02	28,330.92	28,772.82	29,214.72	49,200	30,183.57	30,662.37	31,104.27	31,546.17	31,988.07
44,300	27,465.68	27,944.48	28,386.38	28,828.28	29,270.18	49,300	30,239.03	30,717.83	31,159.73	31,601.63	32,043.53
44,400	27,521.15	27,999.95	28,441.85	28,883.75	29,325.65	49,400	30,294.50	30,773.30	31,215.20	31,657.10	32,099.00
44,500	27,576.62	28,055.42	28,497.32	28,939.22	29,381.12	49,500	30,349.97	30,828.77	31,270.67	31,712.57	32,154.47
44,600	27,632.08	28,110.88	28,552.78	28,994.68	29,436.58	49,600	30,405.43	30,884.23	31,326.13	31,768.03	32,209.93
44,700	27,687.55	28,166.35	28,608.25	29,050.15	29,492.05	49,700	30,460.90	30,939.70	31,381.60	31,823.50	32,265.40
44,800	27,743.02	28,221.82	28,663.72	29,105.62	29,547.52	49,800	30,516.37	30,995.17	31,437.07	31,878.97	32,320.87
44,900	27,798.48	28,277.28	28,719.18	29,161.08	29,602.98	49,900	30,571.83	31,050.63	31,492.53	31,934.43	32,376.33
45,000	27,853.95	28,332.75	28,774.65	29,216.55	29,658.45	50,000	30,627.30	31,106.10	31,548.00	31,989.90	32,431.80
45,100	27,909.42	28,388.22	28,830.12	29,272.02	29,713.92	50,100	30,682.77	31,161.57	31,603.47	32,045.37	32,487.27
45,200	27,964.89	28,443.69	28,885.59	29,327.49	29,769.39	50,200	30,738.24	31,217.04	31,658.94	32,100.84	32,542.74
45,300	28,020.35	28,499.15	28,941.05	29,382.95	29,824.85	50,300	30,793.70	31,272.50	31,714.40	32,156.30	32,598.20
45,400	28,075.82	28,554.62	28,996.52	29,438.42	29,880.32	50,400	30,849.17	31,327.97	31,769.87	32,211.77	32,653.67
45,500	28,131.29	28,610.09	29,051.99	29,493.89	29,935.79	50,500	30,904.64	31,383.44	31,825.34	32,267.24	32,709.14
45,600	28,186.75	28,665.55	29,107.45	29,549.35	29,991.25	50,600	30,960.10	31,438.90	31,880.80	32,322.70	32,764.60
45,700	28,242.22	28,721.02	29,162.92	29,604.82	30,046.72	50,700	31,015.57	31,494.37	31,936.27	32,378.17	32,820.07
45,800	28,297.69	28,776.49	29,218.39	29,660.29	30,102.19	50,800	31,071.04	31,549.84	31,991.74	32,433.64	32,875.54
45,900	28,353.15	28,831.95	29,273.85	29,715.75	30,157.65	50,900	31,126.50	31,605.30	32,047.20	32,489.10	32,931.00
46,000	28,408.62	28,887.42	29,329.32	29,771.22	30,213.12	51,000	31,181.97	31,660.77	32,102.67	32,544.57	32,986.47
46,100	28,464.09	28,942.89	29,384.79	29,826.69	30,268.59	51,100	31,237.44	31,716.24	32,158.14	32,600.04	33,041.94
46,200	28,519.56	28,998.36	29,440.26	29,882.16	30,324.06	51,200	31,292.91	31,771.71	32,213.61	32,655.51	33,097.41

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002)				
	Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
51,300	31,348.37	31,827.17	32,269.07	32,710.97	33,152.87
51,400	31,403.84	31,882.64	32,324.54	32,766.44	33,208.34
51,500	31,459.31	31,938.11	32,380.01	32,821.91	33,263.81
51,600	31,514.77	31,993.57	32,435.47	32,877.37	33,319.27
51,700	31,570.24	32,049.04	32,490.94	32,932.84	33,374.74
51,800	31,625.71	32,104.51	32,546.41	32,988.31	33,430.21
51,900	31,681.17	32,159.97	32,601.87	33,043.77	33,485.67
52,000	31,736.64	32,215.44	32,657.34	33,099.24	33,541.14
52,100	31,792.11	32,270.91	32,712.81	33,154.71	33,596.61
52,200	31,847.58	32,326.38	32,768.28	33,210.18	33,652.08
52,300	31,903.04	32,381.84	32,823.74	33,265.64	33,707.54
52,400	31,958.51	32,437.31	32,879.21	33,321.11	33,763.01
52,500	32,013.98	32,492.78	32,934.68	33,376.58	33,818.48

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## Draft Regulation

Professional Code  
(R.S.Q., c. C-26)

### Social workers

#### — Integration of marital and family therapists

The Minister responsible for the administration of legislation respecting the professions hereby gives notice, in accordance with the third paragraph of section 27.2 of the Professional Code (R.S.Q., c. C-26), that the draft integration of marital and family therapists into the Ordre professionnel des travailleurs sociaux du Québec, the text of which is attached hereto, will be examined by the Government upon the expiry of 60 days following this publication.

The proposed integration is intended to provide for the measures required to integrate into the Ordre professionnel des travailleurs sociaux du Québec, marital and family therapists to whom it is deemed necessary to grant a reserved title for the protection of the public.

The proposed integration follows up on the Advice given to the Minister responsible for the administration of legislation respecting the professions on the opportunity to constitute a professional order in the field of psychotherapies, which was released to the public in April 1992 by the Office des professions du Québec. In that advice, the Office considers the opportunity to constitute a professional order for various groups of practitioners in the psychotherapy field, including marital and family therapists, sexologists and psychoeducators

but, instead of proposing the constitution of a new order, the Office is of the opinion that those three groups of practitioners should be integrated into already existing orders with reserved titles.

The Ordre professionnel des travailleurs sociaux du Québec has discussed with the Association des psychotérapeutes conjugaux et familiaux du Québec and the Quebec Association for Marriage and Family Therapy with a view to setting the terms and conditions governing the integration of both groups into that professional order.

The Office des professions du Québec, the Québec Interprofessional Council and the Ordre professionnel des travailleurs sociaux du Québec have been duly consulted about the proposed integration.

Further information on the proposed integration may be obtained by contacting Lucie Boissonneault, research officer, or France Lesage, advocate, Office des professions du Québec, 800, place D'Youville, 10<sup>e</sup> étage, Québec (Québec) G1R 5Z3; tel. (418) 643-6912 or 1-800-643-6912, fax: (418) 643-0973.

Any interested person having comments to make on the proposed integration is asked to send them, before the expiry of the 60-day period, to the Chairman of the Office des professions du Québec, 800, place D'Youville, 10<sup>e</sup> étage, Québec (Québec) G1R 5Z3. Comments may be forwarded by the Office to the order concerned, to organizations representing the persons affected by the integration and to interested persons, departments or agencies.

PAUL BÉGIN,  
*Minister responsible for the administration  
of legislation respecting the professions*

## SCHEDULE

### Integration of marital and family therapists into the Ordre professionnel des travailleurs sociaux du Québec

Professional Code  
(R.S.Q., c. C-26, s. 27.2.)

#### DIVISION I GENERAL

1. Social workers and marital and family therapists shall now be grouped together within the Ordre professionnel des travailleurs sociaux du Québec, whose name remains unchanged.

2. Holders of a social worker's permit may engage in the following professional activities, in addition to those otherwise permitted by law: providing social services to persons, families and communities with a view to favouring their social development and the improvement or restoration of their social functioning, in particular by psychosocial evaluations and social intervention, by means of an approach focused on the interaction with the environment.

3. Holders of a marital and family therapist's permit may engage in the following activities, in addition to those otherwise permitted by law: providing marital and family therapy services to couples and families with a view to helping them to function better, by evaluating the dynamics of the relational systems and by intervening.

4. The following title is reserved for holders of a social worker's permit: "social worker".

The following initials are reserved for holders of a social worker's permit: "T.S.P.", "P.S.W.", "O.P.", "T.S." and "S.W.".

5. The following titles are reserved for holders of a marital and family therapist's permit: "marital and family therapist", "marital therapist" and "family therapist".

The following initials are reserved for holders of a marital and family therapist's permit: "T.C.F.", "T.C.", "T.F.", "M.F.T.", "M.T" and "F.T."

6. The Ordre professionnel des travailleurs sociaux du Québec may issue the following two categories of permits: social worker's permits and marital and family therapist's permits.

7. Members of the Order who hold a social worker's permit may use the titles reserved for social workers and may engage in the professional activities that may be engaged in by social workers; they may not lead people to believe that they are marital and family therapists unless they hold a valid permit to that effect.

8. Members of the Order who hold a marital and family therapist's permit may use the title reserved for marital and family therapists and may engage in the professional activities that may be engaged in by marital and family therapists; they may not lead people to believe that they are social workers unless they hold a valid permit to that effect.

9. The newly grouped members may hold more than one category of permit where they meet the requirements for the issue of each permit.

## DIVISION II TRANSITIONAL PROVISIONS

10. On the effective date of the integration, the Bureau of the Ordre professionnel des travailleurs sociaux du Québec shall consist of the president and the following 23 directors, serving for the terms indicated:

— 23 directors of the Bureau of the Ordre professionnel des travailleurs sociaux du Québec in office when integration takes effect, including the president of the Ordre professionnel des travailleurs sociaux du Québec in office when integration takes effect, as follows:

— one director representing the Bas-Saint-Laurent and Gaspésie-Îles-de-la-Madeleine regions;

— one director representing the Saguenay—Lac-Saint-Jean region;

— three directors representing the National Capital and Chaudière-Appalaches regions;

— one director representing the Mauricie and Centre-du-Québec regions;

— one director representing the Estrie region;

— two directors representing the Montérégie region;

— three directors elected in 2000 to represent the Montréal and Laval region;

— three out of four directors elected in 1998 to represent the Montréal and Laval region, chosen by the directors of the Bureau of the Ordre professionnel des travailleurs sociaux du Québec in office when integration takes effect;

— one director representing the Lanaudière and Laurentides region;

— one director representing the Outaouais region;

— one director representing the Abitibi-Témiscamingue and Nord-du-Québec region;

— one director representing the Côte-Nord region;

— four directors appointed by the Office des professions du Québec;

the president of the Ordre professionnel des travailleurs sociaux du Québec shall be elected for a term ending in 2002, on the date the president elected in 2002 takes office, as determined by regulation made under paragraph *b* of section 93 of the Professional Code;

the directors whose terms with the Ordre professionnel des travailleurs sociaux du Québec expire first shall be appointed for a term ending in 2002, the other directors shall be appointed for a term ending in 2004, on the date the directors elected in 2002 and 2004 respectively take office, as determined by regulation made under paragraph *b* of section 93 of the Professional Code;

— the director who sits on the board of directors of either the Association des psychotérapeutes conjugaux et familiaux du Québec or the Quebec Association for Marriage and Family Therapy when integration takes effect, for a term ending in 2002, on the date the directors elected in 2002 take office, as determined by regulation made under paragraph *b* of section 93 of the Professional Code.

**11.** From the first election of directors to the Bureau of the Ordre des travailleurs sociaux du Québec following the effective date of the integration, both the social work sector and the marital and family therapy professional sector shall be represented. The marital and family therapy professional sector shall be represented by one director.

That first election shall take place in 2002, in accordance with the terms and conditions determined by regulation made under paragraph *b* of section 93 of the Professional Code.

At that first election, no one may be a candidate for the office of director or be a director representing at the same time more than one professional sector on the Bureau of the Order.

At that first election, only members of the Order who hold a social worker's permit may be candidates for the office of director or be a director representing the social work professional sector on the Bureau of the Order. Only members of the Order who hold a social worker's permit may sign the nomination paper of a candidate for that office. The candidates shall be elected, in accordance with the Professional Code, by a vote of the members of the Order who hold a social worker's permit.

At that first election, only members of the Order who hold a marital and family therapist's permit may be candidates for the office of director or be a director representing the marital and family therapy professional sector within the Bureau of the Order. Only members of the Order who hold a marital and family therapist's permit may sign the nomination paper of a candidate for that office. The candidates shall be elected, in accordance with the Professional Code, by a vote of the members of the Order who hold a marital and family therapist's permit.

**12.** An advisory committee for the marital and family therapy professional sector shall be constituted within the Ordre des travailleurs sociaux du Québec.

No later than six months after the effective date of the integration, the Bureau of the Order shall appoint five members to that committee among the members of the Order holding a marital and family therapist's permit and after consulting those members. It shall determine the duration of their term.

That committee may make recommendations to the Bureau of the Order concerning holders of marital and family therapist's permits and their professional practice, in particular the terms and conditions for issuing the permit, initial training, professional inspection, ethics, continual education and professional development and give its opinion to the Bureau on any matter submitted by the latter.

The committee shall participate in the harmonization of all the regulations respecting the marital and family therapy professional sector.

The committee shall file a true copy of the minutes of each of its meeting with the secretary of the Order.

These committees shall be in operation for five years from the date of their first meeting.

**13.** The Code of ethics of social workers (R.R.Q., 1981, c. C-26, r. 180), amended by the Regulation approved by Order in Council 1367-94 dated 7 September 1994 and by the Regulation approved by Order in Council 1067-2000 dated 5 September 2000, applies to the newly grouped members, with the following amendments:

(1) the title of the Code shall read as follows:

“Code of ethics of the members of the Ordre professionnel des travailleurs sociaux du Québec”;

(2) where the Code is applied to the holder of a marital and family therapist's permit, it shall read as if

(a) the words “marital and family therapist” and “marital and family therapy” were substituted for the words “social worker” and “social work” respectively; and

(b) the words “an evaluation” were substituted for the words “a psychosocial evaluation” in section 3.06.02;

(c) the word “expertise” was substituted for the words “expertise sociale” in the French version of section 3.06.07;

(d) the words “marital and family therapist” and “marital and family therapists” were substituted for the words “social worker” and “social workers” in sections 4.02.04 and 5.10;

(e) the words “marital and family therapy” were substituted for the words “social work” in sections 4.03.01 and 4.03.03;

(f) the word “data” was substituted for the words “evaluation criteria” in Subdivision 4 of Division IV;

(g) the words “on social work” were deleted from section 4.04.01;

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux, pursuant to section 87 of the Professional Code.

**14.** The Regulation respecting the conciliation and arbitration procedure for the accounts of members of the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 1358-93 dated 22 September 1993, applies to the newly grouped members, with the following amendment:

— where the Regulation is applied to the holder of a marital and family therapist’s permit, it shall read as if the word “marital and family therapist” were substituted for the words “social worker”.

That Regulation, with the above-mentioned amendment, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to section 88 of the Professional Code.

**15.** The Regulation respecting the professional inspection committee of the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 827-93 dated 9 June 1993, applies to the newly grouped members, with the following amendments:

(1) where the Regulation is applied to the holder of a marital and family therapist’s permit, it shall read as if the words “marital and family therapist” were substituted for the words “social worker”;

(2) the first and second paragraphs of section 2 and section 12 shall read as if the words “members of the Order” were substituted for the words “social workers”;

(3) the words “social workers” are deleted in section 11.

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to section 90 of the Professional Code.

**16.** The Regulation respecting the keeping of records and consulting offices by social workers, approved by Order in Council 929-88 dated 15 June 1988, applies to the newly grouped members, with the following amendments:

(1) the title of the Regulation shall read as follows:

“Regulation respecting the keeping of records and consulting offices by members of the Ordre professionnel des travailleurs sociaux du Québec”;

(2) where the Regulation is applied to the holder of a marital and family therapist’s permit, it shall read as if the words “marital and family therapist” were substituted for the words “social worker”, respectively;

(3) section 16 shall read as if the words “members of the Ordre professionnel des travailleurs sociaux du Québec” were substituted for the words “social workers”, wherever they appear.

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to the first paragraph of section 91 of the Professional Code.

**17.** The Regulation respecting the cessation of practice of a member of the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 779-93 dated 2 June 1993, applies to the newly grouped members, with the following amendments:

— where the Regulation is applied to the holder of a marital and family therapist’s permit, it shall read as if the words “marital and family therapist” were substituted for the words “social worker”.

That Regulation, with the above-mentioned amendment, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to the second paragraph of section 91 of the Professional Code.



18. The Regulation respecting the business of the Bureau, the administrative committee and general meetings of the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 778-93 dated 2 June 1993, applies to the newly grouped members.

19. The Regulation respecting equivalence standards of degrees for a permit to be issued by the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 86-81 dated 14 January 1981 and replaced by the Regulation adopted by the Bureau of the Order, on 27 November 1981 (R.R.Q., 1981, 283 (Suppl.)), applies to the newly grouped members only when they hold a social worker's licence.

That Regulation shall cease to apply to those members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to paragraph *c* of section 93 of the Professional Code.

20. The Règlement sur l'assurance de la responsabilité professionnelle des membres de l'Ordre professionnel des travailleurs sociaux du Québec, approved by the Office des professions on 16 December 1999, applies to the newly grouped members, with the following amendments:

(1) where the Regulation is applied to the holder of a marital and family therapist's permit, it shall read as if the words "thérapeute conjugal et familial" were substituted for the words "travailleur social";

(2) paragraph 1 of section 1 shall read as if the words "qu'il peut exercer, en outre de celles qui sont autrement permises par la loi" were substituted for the words "mentionnées au paragraphe *d* de l'article 37 du Code des professions (R.S.Q., c. C-26)";

(3) where the Regulation is applied to the holder of a marital and family therapist's permit, paragraph 2 of section 2 and paragraph 2 of the Schedule shall read as if the words "à la thérapie conjugale et familiale" were substituted for the words "au travail social"

(4) sections 5 and 6 shall apply only to the holder of a social worker's licence;

(5) paragraph 1 of the Schedule shall read as if the words "que je peux exercer, en outre de celles qui me sont autrement permises par la loi" were substituted for the words "au paragraphe *d* de l'article 37 du Code des professions (R.S.Q., c. C-26)".

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec pursuant to paragraph *d* of section 93 of the Professional Code.

21. The Regulation respecting refresher training periods for social workers (R.R.Q., 1981, c. C-26, r. 189) applies to the newly grouped members, with the following amendments:

(1) the title of the Regulation shall read as follows:

"Regulation respecting refresher training periods for members of the Ordre professionnel des travailleurs sociaux du Québec";

(2) where the Regulation is applied to the holder of a marital and family therapist's permit, it shall read as if the words "marital and family therapist" and "marital and family therapists" were substituted for the words "social worker" and "social workers" respectively.

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to paragraph *j* of section 94 of the Professional Code.

22. The Regulation respecting the committee on training of social workers, made by Order in Council 1049-97 dated 13 August 1997, applies to the newly grouped members only as regards the training of social workers.

That Regulation shall cease to apply to those members on the date of coming into force of a regulation made by the Government, pursuant to the second paragraph of section 184 of the Professional Code.

23. The Regulation respecting family mediation, made by Order in Council 1686-93 dated 1 December 1993, amended by the Regulation made by Order in Council 459-96 dated 17 April 1996, by section 23 of chapter 42 of the Statutes of 1997, by the Regulations made by Orders in Council 499-98 dated 8 April 1998, 905-99 dated 11 August 1999, 1037-2000 dated 30 August 2000 and 1117-2000 dated 20 September 2000, applies to the newly grouped members, with the following amendment:

— subparagraph 1 of the first paragraph of section 1 shall read with the words "holding a social worker's licence" after the words "Ordre professionnel des travailleurs sociaux du Québec".

That Regulation, with the above-mentioned amendment, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Government, pursuant to article 827.3 of the Code of Civil Procedure (R.S.Q., c. C-25).

24. The diplomas giving access to the social worker's permit issued by the the Ordre professionnel des travailleurs sociaux du Québec are the diplomas determined in section 1.15 of the Regulation respecting the diplomas issued by designated teaching establishments which give access to permits or specialist's certificates of professional orders, made by Order in Council 1139-83 dated 1 June 1983 and its subsequent amendments.

25. Every permit issued by the Ordre professionnel des travailleurs sociaux du Québec before the effective date of the integration is a social worker's permit.

26. All of the following training and supervision, completed in Québec, give rise to the marital and family therapist's permit issued by the Ordre professionnel des travailleurs sociaux du Québec :

(1) theoretical training in family and couple studies, in marital and family therapy, in human development and in couple and family ethics of at least 360 hours or 24 credits, completed with an organization in the marital and family therapy field, each credit representing 45 hours of attendance in class and personal work. The 360 hours or 24 credits shall be broken down as follows :

- (a) 90 hours or 6 credits in family and couple studies ;
- (b) 135 hours or 9 credits in marital and family therapy ;
- (c) 90 hours or 6 credits in human development ;
- (d) 45 hours or 3 credits in couple and family ethics ;

(2) at least 500 hours of practical training in marital and family therapy, under the supervision of a person meeting the requirements for admission as a clinical member and certified supervisor to the Association des psychothérapeutes conjugaux et familiaux du Québec or the Quebec Association for Marriage and Family Therapy, as they read during supervision or, if supervision is exercised after the effective date of the integration, as they read on that date ;

(3) 100 supervised hours with the supervisor referred to in subparagraph 2 completed during the practical training referred to in that subparagraph.

The training and supervision referred to in the first paragraph shall be completed after receiving a master's degree awarded by a university located in Québec, upon completion of a program comprising at least 135 hours or 9 credits of theoretical training in human development, in the theoretical models of personality and behaviour and in intervention models or methods.

For the purposes of the Professional Code and the regulations thereunder, the training, experience and degree as a whole referred to in the first and second paragraphs shall be deemed to be the diploma recognized as valid for the issue of a marital and family therapist's permit.

The provisions of the second paragraph shall not affect the rights of a person who, on the effective date of the integration, is registered in a training program in marital and family therapy that includes all the training and supervision referred to in the first paragraph, after receiving a master's degree awarded by a university located in Québec, comprising at least 135 hours or 9 credits of theoretical training in human development, in the theoretical models of personality and behaviour and in intervention models or methods if, before the expiry of the five years following the effective date of the integration, the person meets the requirements of the first paragraph and completes an application for a marital and family therapist's permit in the form prescribed by the Bureau of the Order.

27. A person who, on the day before the effective date of the integration, is a member of the Ordre professionnel des travailleurs sociaux du Québec may obtain a marital and family therapist's permit provided that the following requirements are met :

(1) the person completes an application for a marital and family therapist's permit in the form prescribed by the Bureau of the Order, before the expiry of the two years following the effective date of the integration ;

(2) the person demonstrates to the Bureau of the Order that he has completed the following training and supervision :

(a) theoretical training in family and couple studies, in marital and family therapy, in human development and in couple and family ethics of at least 360 hours or 24 credits, completed with a trainer or an organization in the marital and family therapy field, each credit representing 45 hours of attendance in class and personal work. At least 240 of the 360 hours or 16 of the 24 credits shall be broken down as follows :

- i. 60 hours or 4 credits in family and couple studies;
- ii. 90 hours or 6 credits in marital and family therapy;
- iii. 90 hours or 6 credits in human development and couple and family ethics;

(b) at least 500 hours of practical training in marital and family therapy, under the supervision of a person meeting the requirements for admission as a clinical member and certified supervisor to the Association des psychothérapeutes conjugaux et familiaux du Québec or the Quebec Association for Marriage and Family Therapy, as they read during supervision or, if supervision is exercised after the effective date of the integration, as they read on that date;

(c) 100 supervised hours with the supervisor referred to in subparagraph *b* completed during the practical training referred to in that subparagraph.

**28.** A person who, on the day before the effective date of the integration, is a clinical member of the Association des psychothérapeutes conjugaux et familiaux du Québec or who is a member of the Clinical Membership category of the Quebec Association for Marriage and Family Therapy may obtain a marital and family therapist's permit provided that the person completes an application for such permit in the form prescribed by the Bureau of the Order, before the expiry of the two years following the effective date of the integration.

**29.** The requirements for admission as a clinical member to the Association des psychothérapeutes conjugaux et familiaux du Québec, approved by the board of directors of the Association on 27 April 2001, and the requirements for admission to the Clinical Membership category in force on 1 January 1992 and published in March 1994 by the American Association for Marriage and Family Therapy, apply in respect of marital and family therapist's permits for the purposes of recognizing, in accordance with subparagraph *g* of the first paragraph of section 86 of the Professional Code, a diploma or training equivalence.

That section shall cease to apply on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to paragraph *c* of section 93 of the Professional Code.

4402

## Draft Regulation

An Act respecting the lands in the domain of the State (R.S.Q., c. T-8.1)

### Lands in the public domain

#### — Sale, lease and granting of immovable rights

#### — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that Regulation to amend the Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The purpose of the draft Regulation is to regularize an occupancy after the filing of a cadastral renovation plan, to prescribe provisions setting conditions applicable to camping on lands in the domain of the State and to revise certain administration fees.

Any person having comments to make on this draft Regulation is asked to send them in writing, before the expiry of the 45-day period, to Bernadette Crombé, Director, Politiques territoriales, Ministère des Ressources naturelles, 5700, 4<sup>e</sup> Avenue Ouest, bureau A 314, Charlesbourg (Québec) G1H 6R1.

JACQUES BRASSARD,  
*Minister of Natural Resources*

## Regulation to amend the Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain \*

An Act respecting the lands in the domain of the State (R.S.Q., c. T-8.1, s. 71, subpars. 3 and 7)

**1.** The title and section 1 of the Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain are amended by substituting the words "domain of the State" for the words "public domain."

\* The Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain, made by Order in Council 231-89 dated 22 February 1989 (1989, *G.O.* 2, 1483), was amended by the Regulation made by Order in Council 308-99 dated 31 March 1999 (1999, *G.O.* 2, 400).

2. The following paragraph is added at the end of section 10:

“A person who applies for regularization under section 19.1 shall also have priority in purchasing the land covered by his application.”.

3. The following is inserted after section 19:

“**19.1** The Minister may sell land to a person who applies for regularization within two years of the filing of a cadastral renovation plan and who would have qualified for a title under section 40.1 of the Act during the preparation of the renovation plan, or to the person’s successor.

The sale price shall be 1% of the market value of the land.”.

4. The following Division is inserted after section 36:

**“DIVISION V.1  
SPECIAL CONDITIONS APPLYING TO CAMPSITES**

**36.1** This Division does not apply to lands leased by the Minister for the operation of a campsite.

**36.2** No one may camp on lands in the domain of the State on the same site for more than seven months in a single year. For the purposes of this section, the expression “same site” includes any other site located within a 1 kilometre radius of the first site.

**36.3** No one may set up equipment in the right of way of a road or trail or in a loading and unloading zone.

No one may park a vehicle in the right of way of a trail or in a loading and unloading zone, nor park a vehicle in a way that hampers the traffic in the right of way of a road.

**36.4** Any person camping on lands in the domain of the State shall clean the site and restore the premises to their original condition before leaving. The person shall also bring his garbage back with him when leaving.”.

5. The numbers “and 36.2 to 36.4” are inserted after the number “33” in section 48.

6. The last sentence is struck out in section 1 of Schedule 1.

7. The following is substituted for section 2 of Schedule 1:

“2. The fees payable for the sale of a parcel of land shall be \$200.”.

8. The following is substituted for section 3 of Schedule 1:

“3. The fees payable for the other transactions shall be as follows:

(1) \$200 for the lease of a parcel of land, for exchanging an occupation permit for a lease, for an exchange, the granting of a servitude, the striking out or alteration of a restrictive clause, a quittance or a release and for permission by the Minister to alienate;

(2) \$100 for the granting of a right of way;

(3) \$50 for any change in a lease resulting from a mistake on the lessee’s part, and an application for increasing or reducing the area of the parcel of land leased;

(4) \$35 for the transfer of a lease;

(5) \$25, including exigible taxes, for registration for a drawing of lots.

9. The following is substituted for section 4 of that Schedule:

“4. A person who has omitted or neglected to inform the Minister of a change of address shall reimburse the Minister for the expenses incurred by the Minister to trace the new address of that person upon the renewal of a right or upon an application for payment.”.

10. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

4404

## Treasury Board

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Gouvernement du Québec

### C. T. 196626, 19 June 2001

An Act respecting health services and social services  
(R.S.Q., c. S-4.2)

#### **Regional boards and health and social services institutions**

— **Certain terms of employment applicable to senior administrators**  
— **Amendments**

CONCERNING the Regulation to amend the Regulation respecting certain terms of employment applicable to senior administrators of regional boards and health and social services institutions

CONSIDERING that the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to senior administrators of regional boards and health and social services institutions was made by Order in Council 1217-96 dated 25 September 1996;

CONSIDERING sections 159 and 205 of the Act to amend the Act respecting health services and social services and amending various legislative provisions (1998, c. 39) to the effect that the Regulation is deemed to have been made by the Minister of Health and Social Services under section 487.2 of the Act respecting health services and social services (R.S.Q., c. S-4.2);

CONSIDERING that the title of the Regulation was replaced by “Regulation respecting certain terms of employment applicable to senior administrators of regional boards and health and social services institutions”, approved by C.T. 193821, dated 21 September 1999;

CONSIDERING that it is necessary to amend certain provisions of the Regulation concerning the review of salary classes;

CONSIDERING that the Minister of State for Health and Social Services and Minister of Health and Social Service, in a ministerial order dated 15 June 2001, ordered that the Regulation to amend the Regulation respecting certain terms of employment applicable to senior administrators of regional boards and health and social services institutions be made;

CONSIDERING that, pursuant to section 487.2 of the Act respecting health services and social services (R.S.Q., c. S-4.2), such a regulation must be submitted to the Conseil du trésor for approval;

THE CONSEIL DU TRÉSOR DECIDES :

1. To approve the Regulation to amend the Regulation respecting certain terms of employment applicable to senior administrators of regional boards and health and social services institutions, attached hereto;

2. To request that the Regulation be published in the *Gazette officielle du Québec*.

ROBERT CAVANAGH,  
*Associate Clerk of the Conseil du trésor*

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### **Regulation to amend the Regulation respecting certain terms of employment applicable to senior administrators of regional boards and health and social services institutions**

An Act respecting health services and social services  
(R.S.Q., c. S-4.2, s. 487.2, 1st paragraph, subpars. 1 and 2)

1. The Regulation respecting certain terms of employment applicable to senior administrators of regional boards and health and social services is amended by substituting the following for section 28:

“**28.** The salary classes adjusted by 1.5% on 1 January 1999 and by 2.5% on 1 January 2000, 1 January 2001 and 1 January 2002 correspond to the evaluation classes established in accordance with sections 27 to 27.5. In addition, the salary classes shall be adjusted on 1 April 2001 and 1 April 2002 by the percentages shown in Schedule 1.A. The adjusted salary classes are listed in Schedule 1.”

2. The following is substituted for the Schedules of the Regulation :

**“SCHEDULE 1**

(s. 28)

**SALARY CLASSES FOR SENIOR ADMINISTRATORS**

Salary classes	01-04-1998		01-01-1999		01-01-2000		1 <sup>er</sup> janvier 2001		01-04-2001		01-01-2002		1-04-2002	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
02	25 074	32 598	25 450	33 087	26 086	33 914	26 738	34 762	26 738	34 762	27 406	35 631	27 406	35 631
03	26 487	34 432	26 884	34 948	27 556	35 822	28 245	36 718	28 245	36 718	28 951	37 636	28 951	37 636
04	27 901	36 271	28 320	36 815	29 028	37 735	29 754	38 678	29 754	38 678	30 498	39 645	30 498	39 645
05	29 321	38 119	29 761	38 691	30 505	39 658	31 268	40 649	31 268	40 649	32 050	41 665	32 050	41 665
06	30 737	39 961	31 198	40 560	31 978	41 574	32 777	42 613	32 778	42 613	33 597	43 678	33 597	43 678
07	32 093	41 719	32 574	42 345	33 388	43 404	34 223	44 489	34 699	45 108	35 566	46 236	35 566	46 236
08	33 671	43 771	34 176	44 428	35 030	45 539	35 906	46 677	36 732	47 750	37 650	48 944	37 650	48 944
09	35 300	45 888	35 830	46 576	36 726	47 740	37 644	48 934	38 773	50 402	39 742	51 662	39 856	51 810
10	37 315	48 509	37 875	49 237	38 822	50 468	39 793	51 730	40 987	53 282	42 012	54 614	42 189	54 844
11	39 655	51 550	40 250	52 323	41 256	53 631	42 287	54 972	43 556	56 621	44 645	58 037	44 660	58 056
12	42 114	54 747	42 746	55 568	43 815	56 957	44 910	58 381	46 122	59 956	47 275	61 455	47 275	61 455
13	44 594	57 971	45 263	58 841	46 395	60 312	47 555	61 820	48 821	63 467	50 042	65 054	50 042	65 054
14	47 510	61 763	48 223	62 689	49 429	64 256	50 665	65 862	51 681	67 184	52 973	68 864	52 973	68 864
15	49 981	64 976	50 731	65 951	51 999	67 600	53 299	69 290	54 705	71 118	56 073	72 896	56 073	72 896
16	53 127	69 064	53 924	70 100	55 272	71 852	56 654	73 649	57 911	75 283	59 359	77 165	59 359	77 165
17	56 127	72 963	56 969	74 057	58 393	75 908	59 853	77 806	61 304	79 692	62 837	81 684	62 837	81 684
18	59 134	76 874	60 021	78 027	61 522	79 978	63 060	81 977	64 892	84 359	66 514	86 468	66 514	86 468
19	62 242	80 913	63 176	82 127	64 755	84 180	66 374	86 285	68 365	88 874	70 074	91 096	70 409	91 531
20	65 800	85 541	66 787	86 824	68 457	88 995	70 168	91 220	72 273	93 957	74 080	96 306	74 530	96 891
21	69 431	90 260	70 472	91 614	72 234	93 904	74 040	96 252	76 261	99 140	78 168	101 619	78 896	102 565
22	73 022	94 930	74 117	96 354	75 970	98 763	77 869	101 232	80 205	104 269	82 210	106 876	83 514	108 571
23	76 574	99 546	77 723	101 039	79 666	103 565	81 658	106 154	84 108	109 339	86 211	112 072	88 408	114 929
24	80 597	104 777	81 806	106 349	83 851	109 008	85 947	111 733	88 584	115 160	90 799	118 039	93 584	121 660
25	82 894	107 762	84 137	109 378	86 240	112 112	88 396	114 915	92 430	120 159	94 741	123 163	99 065	128 784
26	87 277	113 459	88 586	115 161	90 801	118 040	93 071	120 991	97 581	126 854	100 021	130 025	104 868	136 326
27	91 750	119 275	93 126	121 064	95 454	124 091	97 840	127 193	102 936	133 819	105 509	137 164	111 005	144 309
28	96 286	125 173	97 730	127 051	100 173	130 227	102 677	133 483	108 494	141 044	111 206	144 570	117 506	152 760
29	101 100	131 431	102 617	133 402	105 182	136 737	107 812	140 155	114 383	148 698	117 243	152 415	124 389	161 705
30	106 155	138 003	107 747	140 073	110 441	143 575	113 202	147 164	120 590	156 769	123 605	160 688	131 672	171 175

These salary rates shall determine, for each of these salary classes, the minimum and maximum salary limits for the annual salary of a full-time senior administrator.

The conversion of the annual salary into weekly salary is obtained by dividing the annual salary by 52.18. The conversion of the annual salary into daily salary is obtained by dividing the annual salary by 260.9.

**SCHEDULE 1.A**

(s. 28)

**ADJUSTMENT PERCENTAGES FOR SALARY CLASSES**

Salary classes	01-04-2001		01-04-2002	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
02	0,00	0,00	0,00	0,00
03	0,00	0,00	0,00	0,00
04	0,00	0,00	0,00	0,00
05	0,00	0,00	0,00	0,00
06	0,00	0,00	0,00	0,00
07	1,39	1,39	0,00	0,00
08	2,30	2,30	0,00	0,00
09	3,00	3,00	0,29	0,29
10	3,00	3,00	0,42	0,42
11	3,00	3,00	0,03	0,03
12	2,70	2,70	0,00	0,00
13	2,66	2,66	0,00	0,00
14	2,01	2,01	0,00	0,00
15	2,64	2,64	0,00	0,00
16	2,22	2,22	0,00	0,00
17	2,42	2,42	0,00	0,00
18	2,91	2,91	0,00	0,00
19	3,00	3,00	0,48	0,48
20	3,00	3,00	0,61	0,61
21	3,00	3,00	0,93	0,93
22	3,00	3,00	1,59	1,59
23	3,00	3,00	2,55	2,55
24	3,07	3,07	3,07	3,07
25	4,56	4,56	4,56	4,56
26	4,85	4,85	4,85	4,85
27	5,21	5,21	5,21	5,21
28	5,66	5,66	5,66	5,66
29	6,10	6,10	6,10	6,10
30	6,53	6,53	6,53	6,53

”.

3. This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

4385

Gouvernement du Québec

**C. T. 196627, 19 June 2001**

An Act respecting health services and social services (R.S.Q., c. S-4.2)

**Regional boards and health and social services institutions****— Certain terms of employment applicable to officers****— Amendments**

CONCERNING the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions

CONSIDERING that the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional boards and health and social services institutions was made by Order in Council 1218-96 dated 25 September 1996;

CONSIDERING sections 159 and 205 of the Act to amend the Act respecting health services and social services and amending various legislative provisions (1998, c. 39) to the effect that the Regulation is deemed to have been made by the Minister of Health and Social Services under section 487.2 of the Act respecting health services and social services (R.S.Q., c. S-4.2);

CONSIDERING that the title of the Regulation was replaced by “Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions”, approved by C.T. 193821, dated 21 September 1999;

CONSIDERING that it is necessary to amend certain provisions of the Regulation concerning the review adjustment of salary classes;

CONSIDERING that the Minister of State for Health and Social Services and Minister of Health and Social Service, in a ministerial order dated 15 June 2001, ordered that the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions be made;

CONSIDERING that, pursuant to section 487.2 of the Act respecting health services and social services (R.S.Q., c. S-4.2), such a regulation must be submitted to the Conseil du trésor for approval;

## THE CONSEIL DU TRÉSOR DECIDES :

1. To approve the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions, attached hereto;

2. To request that the Regulation be published in the *Gazette officielle du Québec*.

ROBERT CAVANAGH,  
*Associate Clerk of the Conseil du trésor*

### Regulation to amend the Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services institutions

Act respecting health services and social services  
(R.S.Q., c. S-4.2, s. 487.2, 1st par., subpars. 1 and 2)

1. The Regulation respecting certain terms of employment applicable to officers of regional boards and health and social services is amended by substituting the following for section 12 :

“12. The salary classes adjusted by 1.5% on 1 January 1999 and by 2.5% on 1 January 2000, 1 January

#### “SCHEDULE 1 (s. 12)

#### SALARY CLASSES FOR OFFICERS

Salary classes	01-04-1998		01-01-1999		01-01-2000		1 <sup>er</sup> janvier 2001		01-04-2001		01-01-2002		1-04-2002	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
02	25 074	32 598	25 450	33 087	26 086	33 914	26 738	34 762	26 738	34 762	27 406	35 631	27 406	35 631
03	26 487	34 432	26 884	34 948	27 556	35 822	28 245	36 718	28 245	36 718	28 951	37 636	28 951	37 636
04	27 901	36 271	28 320	36 815	29 028	37 735	29 754	38 678	29 754	38 678	30 498	39 645	30 498	39 645
05	29 321	38 119	29 761	38 691	30 505	39 658	31 268	40 649	31 268	40 649	32 050	41 665	32 050	41 665
06	30 737	39 961	31 198	40 560	31 978	41 574	32 777	42 613	32 778	42 613	33 597	43 678	33 597	43 678
07	32 093	41 719	32 574	42 345	33 388	43 404	34 223	44 489	34 699	45 108	35 566	46 236	35 566	46 236
08	33 671	43 771	34 176	44 428	35 030	45 539	35 906	46 677	36 732	47 750	37 650	48 944	37 650	48 944
09	35 300	45 888	35 830	46 576	36 726	47 740	37 644	48 934	38 773	50 402	39 742	51 662	39 856	51 810
10	37 315	48 509	37 875	49 237	38 822	50 468	39 793	51 730	40 987	53 282	42 012	54 614	42 189	54 844
11	39 655	51 550	40 250	52 323	41 256	53 631	42 287	54 972	43 556	56 621	44 645	58 037	44 660	58 056
12	42 114	54 747	42 746	55 568	43 815	56 957	44 910	58 381	46 122	59 956	47 275	61 455	47 275	61 455
13	44 594	57 971	45 263	58 841	46 395	60 312	47 555	61 820	48 821	63 467	50 042	65 054	50 042	65 054

2001 and 1 January 2002 correspond to the evaluation classes established in accordance with sections 11 and 11.1. In addition, the salary classes shall be adjusted on 1 April 2001 and 1 April 2002 by the percentages shown in Schedule 1.A. The adjusted salary classes are listed in Schedule 1.

For part-time officers, the salary determined in the first paragraph is reduced proportionally to the hours of the position.”.

2. The following is substituted for section 12.1 of the Regulation :

“12.1 For officers contemplated in section 8.1, a salary rate corresponding to the evaluation classes established in accordance with section 11.5 shall be adjusted by 1% on 1 January 1998 and 1 April 1998. The adjustment of the salary classes established in section 12 are also applicable. In addition, the salary classes shall be adjusted on 1 April 2001 and 1 April 2002 by the percentages listed in Schedule A.1. The resulting salary rates are listed in Schedule A. The salary rate of an officer contemplated in section 8.1 is reduced, when the officer holds a part-time position, proportionally to the time for which his services are engaged by the employer, without such services being less than 20% of full time.”.

3. The following is substituted for the Schedules of the Regulation :



Salary classes	01-04-1998		01-01-1999		01-01-2000		1 <sup>er</sup> janvier 2001		01-04-2001		01-01-2002		1-04-2002	
	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum
14	47 510	61 763	48 223	62 689	49 429	64 256	50 665	65 862	51 681	67 184	52 973	68 864	52 973	68 864
15	49 981	64 976	50 731	65 951	51 999	67 600	53 299	69 290	54 705	71 118	56 073	72 896	56 073	72 896
16	53 127	69 064	53 924	70 100	55 272	71 852	56 654	73 649	57 911	75 283	59 359	77 165	59 359	77 165
17	56 127	72 963	56 969	74 057	58 393	75 908	59 853	77 806	61 304	79 692	62 837	81 684	62 837	81 684
18	59 134	76 874	60 021	78 027	61 522	79 978	63 060	81 977	64 892	84 359	66 514	86 468	66 514	86 468
19	62 242	80 913	63 176	82 127	64 755	84 180	66 374	86 285	68 365	88 874	70 074	91 096	70 409	91 531
20	65 800	85 541	66 787	86 824	68 457	88 995	70 168	91 220	72 273	93 957	74 080	96 306	74 530	96 891
21	69 431	90 260	70 472	91 614	72 234	93 904	74 040	96 252	76 261	99 140	78 168	101 619	78 896	102 565
22	73 022	94 930	74 117	96 354	75 970	98 763	77 869	101 232	80 205	104 269	82 210	106 876	83 514	108 571
23	76 574	99 546	77 723	101 039	79 666	103 565	81 658	106 154	84 108	109 339	86 211	112 072	88 408	114 929
24	80 597	104 777	81 806	106 349	83 851	109 008	85 947	111 733	88 584	115 160	90 799	118 039	93 584	121 660
25	82 894	107 762	84 137	109 378	86 240	112 112	88 396	114 915	92 430	120 159	94 741	123 163	99 065	128 784
26	87 277	113 459	88 586	115 161	90 801	118 040	93 071	120 991	97 581	126 854	100 021	130 025	104 868	136 326
27	91 750	119 275	93 126	121 064	95 454	124 091	97 840	127 193	102 936	133 819	105 509	137 164	111 005	144 309
28	96 286	125 173	97 730	127 051	100 173	130 227	102 677	133 483	108 494	141 044	111 206	144 570	117 506	152 760
29	101 100	131 431	102 617	133 402	105 182	136 737	107 812	140 155	114 383	148 698	117 243	152 415	124 389	161 705
30	106 155	138 003	107 747	140 073	110 441	143 575	113 202	147 164	120 590	156 769	123 605	160 688	131 672	171 175

These salary rates shall determine, for each of these salary classes, the minimum and maximum salary limits for the annual salary of a full-time officer.

The conversion of the annual salary into weekly salary is obtained by dividing the annual salary by 52.18. The conversion of the annual salary into daily salary is obtained by dividing the annual salary by 260.9.

### SCHEDULE 1.A

(s. 12)

#### ADJUSTMENT PERCENTAGES FOR SALARY CLASSES

Salary classes	01-04-2001		01-04-2002	
	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum
02	0,00	0,00	0,00	0,00
03	0,00	0,00	0,00	0,00
04	0,00	0,00	0,00	0,00
05	0,00	0,00	0,00	0,00
06	0,00	0,00	0,00	0,00
07	1,39	1,39	0,00	0,00
08	2,30	2,30	0,00	0,00

Salary classes	01-04-2001		01-04-2002	
	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum
09	3,00	3,00	0,29	0,29
10	3,00	3,00	0,42	0,42
11	3,00	3,00	0,03	0,03
12	2,70	2,70	0,00	0,00
13	2,66	2,66	0,00	0,00
14	2,01	2,01	0,00	0,00
15	2,64	2,64	0,00	0,00
16	2,22	2,22	0,00	0,00
17	2,42	2,42	0,00	0,00
18	2,91	2,91	0,00	0,00
19	3,00	3,00	0,48	0,48
20	3,00	3,00	0,61	0,61
21	3,00	3,00	0,93	0,93
22	3,00	3,00	1,59	1,59
23	3,00	3,00	2,55	2,55
24	3,07	3,07	3,07	3,07
25	4,56	4,56	4,56	4,56
26	4,85	4,85	4,85	4,85
27	5,21	5,21	5,21	5,21
28	5,66	5,66	5,66	5,66
29	6,10	6,10	6,10	6,10
30	6,53	6,53	6,53	6,53

**SCHEDULE A**

(s. 12.1)

**SALARY RATE FOR OFFICERS WHO ARE PHYSICIANS**

Salary rate	01-09-1993	01-01-1998	01-04-1998	01-01-1999	01-01-2000	01-01-2001	01-04-2001	01-01-2002	01-04-2002
A	92 025	92 945	93 874	95 282	97 664	100 106	102 327	104 885	104 885
B	97 218	98 190	99 172	100 660	103 177	105 756	108 319	111 027	111 027
C	102 428	103 452	104 487	106 054	108 705	111 423	114 660	117 527	117 527
D	107 810	108 888	109 977	111 627	114 418	117 278	120 796	123 816	124 408
E	113 976	115 116	116 267	118 011	120 961	123 985	127 705	130 898	131 693
F	120 263	121 466	122 681	124 521	127 634	130 825	134 750	138 119	139 406
G	126 486	127 751	129 029	130 964	134 238	137 594	141 722	145 265	147 569
H	132 636	133 962	135 302	137 332	140 765	144 284	148 613	152 328	156 211

These salary rates shall determine, for each of these salary classes, the minimum and maximum salary limits for the annual salary of a full-time officer who is a physician.

The conversion of the annual salary into weekly salary is obtained by dividing the annual salary by 52.18. The conversion of the annual salary into daily salary is obtained by dividing the annual salary by 260.9.

**SCHEDULE A.1**

(s. 12.1)

**ADJUSTMENT PERCENTAGES FOR SALARY RATES**

Salary rates	01-04-2001	01-04-2002
A	2,22	0,00
B	2,42	0,00
C	2,91	0,00
D	3,00	0,48
E	3,00	0,61
F	3,00	0,93
G	3,00	1,59
H	3,00	2,55

”

4. This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

## Municipal Affairs

Gouvernement du Québec

### **O.C. 796-2001, 27 June 2001**

Change in name of the new Ville de Hull-Gatineau

WHEREAS section 1 of Schedule IV to the Act to reform the municipal territorial organization of the metropolitan regions of Montréal, Québec and the Outaouais (2000, c. 56) provides for the constitution of the new Ville de Hull-Gatineau;

WHEREAS it is expedient to change the name of the new Ville de Hull-Gatineau;

WHEREAS under section 10 of Schedule IV to the Act to reform the municipal territorial organization of the metropolitan regions of Montréal, Québec and the Outaouais, the Government may, by order, change the name of the municipality referred to in section 1 of the Act;

WHEREAS under paragraph 6 of section 260 of the Act, section 10 of Schedule IV to the Act comes into force on 1 January 2002;

WHEREAS under section 9 of Schedule IV to the Act, the Government may, by order, derogate from any provision of the Act for all or any part of the territory of the city;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Municipal Affairs and Greater Montréal:

THAT the name of the new Ville de Hull-Gatineau be changed to "Ville de Gatineau".

JEAN ST-GELAIS,  
*Clerk of the Conseil exécutif*

4405

Gouvernement du Québec

### **O.C. 798-2001, 27 June 2001**

Authorization to the Minister of Municipal Affairs and Greater Montréal to require Ville de Saint-Georges, Municipalité d'Aubert-Gallion, Paroisse de Saint-Jean-de-la-Lande and Paroisse de Saint-Georges-Est to file a joint application for amalgamation

WHEREAS under section 125.2 of the Act respecting municipal territorial organization (R.S.Q., c. O-9), enacted by section 1 of chapter 27 of the Statutes of 2000, the Minister of Municipal Affairs and Greater Montréal may, with the authorization of the Government, require local municipalities to file with the Minister a joint application for amalgamation within the time prescribed by the Minister;

WHEREAS it is expedient to authorize the Minister to require Ville de Saint-Georges, Municipalité d'Aubert-Gallion, Paroisse de Saint-Jean-de-la-Lande and Paroisse de Saint-Georges-Est to file with the Minister a joint application for amalgamation;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Municipal Affairs and Greater Montréal:

THAT the Minister of Municipal Affairs and Greater Montréal be authorized to require Ville de Saint-Georges, Municipalité d'Aubert-Gallion, Paroisse de Saint-Jean-de-la-Lande and Paroisse de Saint-Georges-Est, in accordance with section 125.2 of the Act respecting municipal territorial organization, to file with the Minister a joint application for amalgamation.

JEAN ST-GELAIS,  
*Clerk of the Conseil exécutif*

4406

Gouvernement du Québec

## O.C. 841-2001, 27 June 2001

An Act respecting municipal territorial organization  
(R.S.Q., c. O-9)

Amalgamation of Ville de Chicoutimi, Ville de Jonquière, Ville de La Baie, Ville de Laterrière and the municipalities of Lac-Kénogami and Shipshaw

WHEREAS the Minister of Municipal Affairs and Greater Montréal published on 25 April 2000 the White Paper entitled *Municipal Reorganization: Changing Ours Ways to Better Serve the Public*;

WHEREAS municipal restructuring has started in the metropolitan regions of Montréal, Québec and the Outaouais with the passage of the Act to reform the municipal territorial organization of the metropolitan regions of Montréal, Québec and the Outaouais (2000, c. 56);

WHEREAS Ville de Chicoutimi, Ville de Jonquière, Ville de La Baie, Ville de Laterrière and the municipalities of Lac-Kénogami and Shipshaw form part of the Chicoutimi-Jonquière census metropolitan area;

WHEREAS Mtre Pierre Bergeron produced on 30 January 2001 a report on municipal reform in the Saguenay region as mandated by the Minister of Municipal Affairs and Greater Montréal;

WHEREAS, on 28 February 2001, the Minister required that these municipalities file a joint application for amalgamation at the latest on 15 April 2001 and appointed a conciliator, Bernard Angers, to assist them in this endeavour;

WHEREAS the Minister did not receive within the prescribed time limit the joint application for amalgamation;

WHEREAS the Minister received the conciliation report;

WHEREAS it is expedient to include part of the territory of Canton de Tremblay in the city;

WHEREAS, under section 125.11 of the Act respecting municipal territorial organization (R.S.Q., c. O-9), enacted by section 1 of chapter 27 of the Statutes of 2000, it is expedient to decree the constitution of a local municipality;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Municipal Affairs and Greater Montréal:

## CHAPTER I CONSTITUTION OF THE MUNICIPALITY

1. Local municipality shall be constituted on 18 February 2002 under the name “Ville de Saguenay”.

The Minister of Municipal Affairs and Greater Montréal may change the name of the city, upon application by the city council.

2. The description of the territory of the city is the description drawn up by the Minister of Natural Resources on 22 June 2001; that description is attached as Schedule A to this Order in Council.

The description includes part of the territory of Canton de Tremblay.

3. The city shall be governed by the Cities and Towns Act (R.S.Q., c. C-19).

4. In this Order in Council, the “municipalities subject to this amalgamation” are the cities of Chicoutimi, Jonquière, La Baie, Laterrière and the municipalities of Lac-Kénogami and Shipshaw. That expression also designates Canton de Tremblay, in respect of the part of its territory described in Schedule A, in the following provisions, adapted as required: paragraph *j* of section 101 and sections 103, 114, 120, 121, 123, 124, 126, 128, 147, 149, 150 to 152, 159 and 164.

## CHAPTER II ORGANIZATION OF THE MUNICIPALITY

### DIVISION I DIVISION OF THE TERRITORY

5. The territory of the city is, for the exercise of certain of its fields of jurisdiction, divided into three boroughs described in Schedule B.

### DIVISION II CITY COUNCIL AND BOROUGH COUNCILS

6. The affairs of the city shall be administered, in accordance with the apportionment of the powers and fields of jurisdiction provided by this Order in Council, by the city council or, as the case may be, by each borough council.

7. The borough council is, as regards the exercise of its fields of jurisdiction, subject to the rules provided for in the Cities and Towns Act, with respect to a municipal council, in particular, the rules pertaining to the public nature of the council’s meetings.

### §1. City council

8. The city council is composed of the mayor and 19 councillors.

9. The mayor is elected by the electors of all the boroughs.

10. The councillors are elected by the electors of the borough they represent. Each borough is represented on the city council by the number of city councillors prescribed by Schedule B in its regard.

### §2. Borough council

11. A borough council is made up of the councillors who represent the borough on the city council.

12. The borough council shall designate a chair of the borough from among its members.

13. If the members of the borough council are unable to designate the chair at the latest at the first regular meeting of the borough council following a general election, the city council shall make that designation at its next regular meeting. As long as the city council has not designated the chair of the borough, the members of the borough council may do so.

The person designated to act as the chair of the borough shall hold office until the end of the person's term of office as councillor in effect at the time of the designation.

14. The city council may, in a by-law, grant additional remuneration to the borough chair. The additional remuneration may be fixed according to the population of the borough, by classes established by the council or proportionally.

Section 2 of the Act respecting the remuneration of elected municipal officers (R.S.Q., c. T-11.001) is deemed to apply to the additional remuneration referred to in the first paragraph.

## DIVISION III EXECUTIVE COMMITTEE

15. The executive committee of the city is composed of the mayor and four council members designated by the mayor.

The mayor shall designate at least one member from each borough.

The mayor may replace a member of the executive committee at any time.

16. The mayor of the city is the chair of the executive committee. The mayor shall designate the vice-chair from among the members of the committee.

17. Any designated member of the executive committee may resign from the executive committee by sending a written notice to that effect, signed by the member, to the clerk. The resignation takes effect on the date the clerk receives the notice, or on any later date specified in the notice.

18. The regular meetings of the executive committee are held at the place, on the days and at the times fixed in the internal management by-laws adopted by the council.

The special meetings of the executive committee are held at the place, on the days and at the times fixed by the chair.

19. The chair of the executive committee shall convene and preside at meetings of the executive committee and ensure that they are properly conducted.

20. The vice-chair replaces the chair where the latter is unable to act or where the office of chair is vacant. The vice-chair may also preside at a meeting of the executive committee at the request of the chair.

21. Any member of the executive committee who is not present at the place where a meeting is held may take part in the meeting by means of electronic communications equipment.

However, the communications equipment must enable every person participating in or attending the meeting, whether by means of the equipment or in person, to hear clearly everything that is said by another person in an audible and intelligible voice.

Every member participating in such manner in a meeting is deemed to be present at the meeting.

22. The meetings of the executive committee are closed to the public.

However, the executive committee sits in public

(a) in the cases provided for in the internal management by-laws; and

(b) for all or part of a meeting if the executive committee so decides.

23. A majority of members constitutes a quorum at meetings of the executive committee.

24. Each member of the executive committee present at a meeting has one vote.

25. Each decision is made by a simple majority vote.

26. The executive committee exercises the responsibilities as provided in section 70.8 of the Cities and Towns Act and acts for the city in all cases in which a provision of the internal management by-laws assigns the power to perform the act to the executive committee. The executive committee may enter into any contract that does not involve an expenditure exceeding \$100,000.

The executive committee shall give the council its opinion on any matter, where required to do so under a provision of the by-laws, at the request of the council or on its own initiative.

The opinion of the executive committee does not bind the council. Failure to submit an opinion required under the internal management by-laws or requested by the council does not limit the council's power to consider and vote on the matter.

27. The council may, in internal management by-laws, determine any act within its jurisdiction which it has the power or the duty to perform, or which it delegates to the executive committee, and may prescribe the terms and conditions of the delegation.

However, the following powers may not be delegated :

(a) the power to adopt a budget, a three-year program of capital expenditures or a document required under the Act respecting land use planning and development (R.S.Q., c. A-19.1), Chapter IV of the Cultural Property Act (R.S.Q., c. B-4), the Act respecting municipal courts (R.S.Q., c. C-72.01), the Act respecting elections and referendums in municipalities (R.S.Q., c. E-2.2) or the Act respecting municipal territorial organization (R.S.Q., c. O-9);

(b) the power to designate a person to a position that may only be held by a member of the council ;

(c) the power to appoint the director general, the clerk, the treasurer and their assistants ;

(d) the power to create the various departments within the city, determine the scope of their activities and appoint the department heads and assistant heads ; and

(e) the power to dismiss, suspend without pay or reduce the salary of an officer or employee who is referred to in the second and third paragraphs of section 71 of the Cities and Towns Act.

The council may also, in internal management by-laws, determine any matter on which the executive committee must give its opinion to the council, and prescribe the terms and conditions of consultation. The internal management by-laws may also prescribe the manner in which a member of the council may request the executive committee to report to the council on any matter within the jurisdiction of the executive committee.

28. The executive committee may adopt an internal management by-law concerning its meetings and the conduct of its affairs. The by-law may also, if permitted by the internal management by-laws of the city, provide for the delegation of any power of the executive committee to any officer or employee of the city and determine the terms and conditions under which such power may be exercised.

29. A decision by the council to delegate a power to or withdraw a power from the executive committee must be supported by a majority of two-thirds of the votes of the members of the council.

#### **DIVISION IV PROVISIONS CONCERNING ELECTIONS**

30. Subject to this Order in Council, the Act respecting elections and referendums in municipalities, adapted as required, shall apply to the office and election of the mayor and any councillor of the city.

31. Every borough shall be divided into districts. There must be one district per councillor.

32. For the purposes of section 47 of the Act respecting elections and referendums in municipalities, the domicile of a person, the immovable of which the person is the owner or the business establishment of which the person is the occupant must be located within the territory of the borough where the person exercises his right to vote.

33. For the purposes of section 57 of the Act respecting elections and referendums in municipalities, the list formed by the lists of electors of all the boroughs constitutes the list of electors of the municipality.

34. A person is eligible for office as mayor or as a member of the city council if the person is entitled to have his or her name entered on the list of electors of any

borough and has resided continuously or not in the territory of the city for at least 12 months on 1 September of the calendar year in which a regular election is to be held.

#### **DIVISION V OFFICERS AND EMPLOYEES**

35. The city is the employer of all its officers and employees, whether they exercise their functions or perform work in connection with responsibilities under the authority of the city or in connection with responsibilities under the authority of a borough council, and decisions relating to their hiring and dismissal, and negotiation of their conditions of employment, are within the authority of the city council.

The city council shall determine the staff required for the management of each borough.

Subject to the fourth paragraph, the city council shall define the staffing methods used to fill positions and fix the procedures for the identification, placing on reserve and assignment of officers having permanent tenure who are surplus to the requirements of a borough.

Borough staffing and recall to work must be effected giving priority to the employees in the borough among those who meet the reassignment requirements or, as the case may be, the selection criteria negotiated and agreed upon by the parties to a collective agreement.

#### **DIVISION VI ARTS COUNCIL**

36. The city council may, in a by-law, establish an arts council.

37. The arts council has the following functions :

(a) to draw up and keep a permanent list of the associations, societies, organizations, groups or persons engaged in artistic and cultural activities in the territory of the city ;

(b) to harmonize, co-ordinate and promote artistic or cultural initiatives in the territory of the city ;

(c) within the limits of the funds available for that purpose, to designate the associations, societies, organizations, groups or persons and the artistic or cultural events worthy of receiving grants, fix the amount of any grant and recommend the payment of it by the city.

The city council may, in a by-law, confer any other power on the arts council or impose on it any other duty

it considers advisable to better enable it to reach its objectives.

38. The city council shall determine, by the by-law referred to in section 36, the number of members composing the arts council, the qualifications they must have, the duration of their terms and the time and method of their appointment and replacement, as well as the rules of internal management and operation of the arts council, and the rules of procedure for its meetings.

39. The members of the arts council must be domiciled in the territory of the city.

The members are appointed by the city council, which shall designate a chair and two vice-chairs from among the members.

40. The members of the arts council are not remunerated. However, they are entitled to reimbursement by the arts council for all expenses authorized by the arts council and incurred by the members in the exercise of their functions.

41. The members of the arts council may retain the services of the personnel they require, including a secretary, and fix their remuneration.

The employees of the arts council are not *ex officio* officers or employees of the city.

The treasurer of the city or such assistant as the treasurer may designate is *ex officio* the treasurer of the arts council.

42. The fiscal year of the arts council coincides with that of the city, and the city's auditor shall audit the financial statements of the arts council and, within 120 days following the end of the fiscal year, make a report of that audit to the city.

43. A special fund is established for the arts council and the treasurer of the arts council has custody of the fund.

44. The fund is constituted of

(a) the gifts, legacies and grants made to the arts council ;

(b) the sums voted annually for that purpose out of the city's budget ; and

(c) the sums put at the disposal of the arts council every year that have not been used before the end of the fiscal year.

The city council may, in a by-law, prescribe the minimum amount that must be allocated every year for the purposes of subparagraph *b* of the first paragraph. As long as the by-law remains in force, the treasurer of the city must include the amount so prescribed in the certificate the treasurer prepares in accordance with section 474 of the Cities and Towns Act.

45. The fund shall be used exclusively to pay grants, on the recommendation of the arts council, and to pay for the administrative costs of the arts council.

At the end of each fiscal year, the treasurer of the arts council shall render account to it of the sums paid under the first paragraph.

### CHAPTER III JURISDICTION

#### DIVISION I GENERAL

46. The city has jurisdiction in all matters within the jurisdiction of a local municipality, and shall exercise its powers and fulfil its obligations in respect thereof.

The city shall be considered a regional county municipality for the purposes of the following Acts, adapted as required:

- (a) the Fire Safety Act (2000, c. 20);
- (b) the Forest Act (R.S.Q., c. F-4.1);
- (c) the Act respecting the preservation of agricultural land and agricultural activities (R.S.Q., c. P-41.1);
- (d) the Environment Quality Act (R.S.Q., c. Q-2);
- (e) the Act respecting the lands in the domain of the State (R.S.Q., c. T-8.1).

The city shall act through its council if the apportionment of fields of jurisdiction provided for by this Order in Council does not implicitly or explicitly enable a determination to be made as to whether the power to act lies with the city council or with the borough council.

Only the city council may submit, within the scope of section 517 of the Act respecting elections and referendums in municipalities, any question within the jurisdiction of the city or of the borough to the qualified voters of the entire territory of the city or a part thereof.

47. The city council may, by a by-law adopted by two-thirds of the votes of its members, order that it has

jurisdiction in all or part of a field within the authority of the borough councils.

The city council may, by a by-law adopted by two-thirds of the votes of its members, delegate to the borough councils its jurisdiction in all or part of a field within its jurisdiction, except for the power to borrow and the power to levy taxes.

48. The city council may, subject to the conditions it determines, provide a borough council with a service related to a jurisdiction of the borough council; the resolution of the city council shall take effect on passage by the borough council of a resolution accepting the provision of services.

A borough council may, subject to the conditions it determines, provide the city council with a service related to a jurisdiction of the city council; the resolution of the borough council shall take effect on passage by the city council of a resolution accepting the provision of services.

Every decision under the first or second paragraph shall be made by a two-thirds majority of the votes cast.

49. In the event of incompatibility between a provision of a by-law of the city council and a provision of a by-law of the borough council, the former shall prevail.

#### DIVISION II SPECIAL FIELDS OF JURISDICTION OF THE CITY

##### §1. General provisions

50. The city has special jurisdiction, obligations and powers in the following fields:

- (a) land use planning and development;
- (b) community, economic, social and cultural development;
- (c) removal, recovery, recycling and elimination of waste;
- (d) culture, recreation and parks;
- (e) social housing;
- (f) the road network;
- (g) tourist promotion and hospitality;
- (h) the municipal court;



(i) the production and distribution of electricity;

(j) the powers conferred on Ville de Chicoutimi by the Act to amend the charter of the city of Chicoutimi (1978, c. 109);

(k) the powers conferred on Ville de Jonquière by the Act respecting the city of Jonquière (1989, c. 85) and the Act respecting Ville de Jonquière (1995, c. 78);

(l) the powers conferred on Ville de La Baie by the Act respecting Ville de La Baie (1995, c. 75).

## §2. *Land use planning and development*

51. For the purposes of paragraph 7 of section 119 of the Act respecting land use planning and development, the city shall assign to each borough an officer responsible for the issuing of permits and certificates.

The city shall be subject to both the provisions of that Act that concern regional county municipalities and the provisions concerning local municipalities, adapted as required. The powers and responsibilities conferred by that Act on the warden, the council and the secretary-treasurer of a regional county municipality shall be exercised, respectively, by the mayor, the city council and the clerk.

However, for the purposes of examining the conformity of the planning program or a planning by-law with the development plan, sections 59.5 to 59.9 and 137.10 to 137.14 of the said Act shall apply, adapted as required, as a substitute for sections 109.6 to 110 as regards the planning program and sections 137.2 to 137.8 as regards by-laws.

The development plan of the city shall be the part of the development plan of the regional county municipality of Fjord-du-Saguenay that is applicable to the city's territory and that is in force on 17 February 2002; the planning program and the planning by-laws of the city shall be the aggregate of the programs and by-laws in force on that date in the municipalities subject to this amalgamation and the part of the programs and by-laws in force in the applicable part of Canton de Tremblay.

## §3. *Community, economic, social and cultural development*

52. The city shall prepare a plan relating to the development of its territory.

The plan shall include the objectives pursued by the city as regards community, economic, social and cultural development and may provide for rules relating to

the financial support the city may grant to a body carrying on its activities in the borough and whose mission is local economic, community, social or cultural development.

53. The city may promote, particularly at the international level, activities that arise from the part of the development plan referred to in section 52 respecting economic development, particularly with respect to technology, tourism and industry.

## §4. *Recovery and recycling of waste materials*

54. The city may establish, own and operate waste materials disposal sites in or outside its territory and regulate their use.

55. The city may, in or outside its territory,

(a) establish, own and operate

i. a waste materials recovery and recycling establishment;

ii. premises for the disposal of waste from the operation of that establishment and waste owned by the city for purposes of recovery or recycling that cannot be used for such purposes;

iii. premises for the disposal of waste from the operation of a waste water treatment plant of the city;

iv. a site for burying sludge from septic installations;

(b) regulate the use of an establishment or premises referred to in paragraph a.

## §5. *Culture, recreation and parks*

56. The city shall, in a by-law, identify the parks and cultural or recreational facilities to be managed by the city council or by the borough council.

57. The city may, in a by-law, determine the location of a park, whether or not the city is the owner of the right-of-way of the park.

Such a by-law is without effect as regards third persons as long as the city is not the owner of the right-of-way or has not entered into an agreement allowing it to operate the park with the owner or, in the case of land in the domain of the State, with the person having authority over the land.

58. From the coming into force of the by-law provided for in section 57, the city may make an agreement

with any person holding the right of ownership or any other right in respect of an immovable located in the park in question.

Such an agreement may provide

(a) that the person retains the right for a certain period of time or with certain restrictions;

(b) that the person grants the city a right of pre-emption;

(c) that the person agrees not to make improvements or changes to the immovable except with the consent of the city; and

(d) that the person agrees, in case of total or partial expropriation of the right, not to claim any indemnity by reason of an increase in value of the immovable or right that could result from the establishment of the park or from improvements or changes made to the immovable.

The agreement may also contain any other condition relating to the use of the immovable or right.

59. The city may, in a by-law, in respect of a park

(a) establish rules governing the protection and preservation of the natural environment and its elements;

(b) determine the extent to which and the purposes for which the public is to be admitted;

(c) prescribe the conditions on which a person may stay, travel or engage in an activity in the park;

(d) prohibit or regulate the carrying and transport of firearms;

(e) prohibit or regulate the use or parking of vehicles;

(f) prohibit the transport and possession of animals or prescribe the conditions with which a person having custody of an animal must comply;

(g) prohibit or regulate posting;

(h) establish rules for maintaining order and for ensuring the cleanliness of the premises and the well-being and tranquillity of users;

(i) prohibit certain recreational activities or prescribe conditions governing participation in such activities;

(j) prohibit or regulate the operation of businesses;

(k) determine cases where a person may be kept out or expelled; and

(l) determine powers and obligations of employees.

60. The city may operate accommodation, restaurant or commercial establishments, or parking lots, for the benefit of users, or cause such establishments or lots to be operated.

61. The city, a regional county municipality or a local municipality may enter into an agreement with respect to parks in accordance with the provisions of Division XXV of Chapter II of Title XIV of the Municipal Code of Québec.

62. For the purposes of sections 57 to 61, a natural area or a corridor developed for recreational and sports activities is considered to be a park.

#### §6. Social housing

63. The city shall establish a social housing development fund.

The city shall pay into the fund annually an amount at least equal to the basic contribution required to build the housing allocated to its territory by the Société d'habitation du Québec.

The Société shall provide the city with the information necessary to determine the amount to be paid into the fund.

#### §7. Road networks

64. The city shall identify, from among the streets and roads under the management of the city pursuant to section 467.16 of the Cities and Towns Act, those that form its road network and those that form the network under the responsibility of the boroughs.

It shall also establish minimum standards for the management of those networks.

The city council shall, in respect of the city's road network, exercise the jurisdiction of the city as regards roadwork, traffic signs and signals and the control of traffic and parking; the city council may prescribe standards for the harmonization of the rules governing roadwork, traffic signs and signals and the control of traffic and parking in respect of all the networks referred to in the first paragraph.

### §8. *Tourist promotion and hospitality*

65. The city has jurisdiction to promote tourism and provide for tourist hospitality on its territory.

The city may enter into an agreement with any person or body pursuant to which it entrusts to or shares with such person or body the exercise of the field of jurisdiction provided for in the first paragraph or of any aspect thereof. Where the person or body has jurisdiction on a territory other than that of the city, the latter may, in carrying out the agreement, also promote tourism and provide for tourist hospitality on that other territory.

## **DIVISION III** **JURISDICTION OF THE BOROUGH COUNCIL**

### §1. *General provisions*

66. The borough council may submit opinions and make recommendations to the city council on the budget, the establishment of budgetary priorities, the preparation or amendment of the planning program, amendments to planning by-laws, or any other subject submitted to it by the city council.

67. The borough council may, subject to the conditions it determines, provide another borough council with a service related to a field of jurisdiction of the borough council. The resolution for the provision of service shall take effect on passage of a resolution accepting the provision of services.

Every decision under the first paragraph shall be made by a two-thirds majority of the votes cast.

68. The borough council has, for the borough, jurisdiction, powers and duties in the following fields:

- (a) urban planning;
- (b) the prevention aspect of fire safety;
- (c) removal of waste materials;
- (d) local economic, community, social and cultural development;
- (e) culture, recreation and borough parks; and
- (f) local roads.

The borough council has, in the exercise of such jurisdiction, and adapted as required, all the powers and is subject to all the obligations assigned to or imposed on a local municipality by the Cities and Towns Act or

any other Act, other than the power to borrow and the power to levy taxes.

The borough council may, in an internal management by-law, delegate to any officer or employee hired by the city for the borough any power related to the exercise of its jurisdiction in the approval of expenditures, the making of contracts and personnel management and may determine the terms and conditions of the exercise of the delegated power.

The borough council shall maintain a borough office, for the purposes of issuing permits and affording the population access to all information on matters within the authority of the city council or of the borough council.

### §2. *Urban planning*

69. For the purposes of sections 123 to 137 of the Act respecting land use planning and development,

(a) a public consultation meeting shall be held in each borough referred to in the draft by-law;

(b) the date, time and place of any meeting shall be fixed by the council of any borough in which a meeting is to be held under paragraph *a*;

(c) every public consultation meeting shall be presided by the chair of the borough council;

(d) the notice required by section 126 of that Act shall be posted not only at the office of the city but also at the office of each borough referred to in the draft by-law, and shall state that a copy of the draft by-law is available for consultation both at the office of the city and at the office of each such borough;

(e) the summary referred to in section 129 of that Act may be obtained at the office of the borough; and

(f) a notice under section 132 of that Act shall be issued separately for each borough and shall deal only with the provisions of the second draft by-law that affect the borough referred to in the notice.

70. The borough council may, in accordance with Chapter V of Title I of the Act respecting land use planning and development, adapted as required, establish an advisory land use planning committee.

71. A borough council having an advisory land use planning committee may adopt a by-law concerning minor exemptions from the planning by-laws of the city.

Division VI of Chapter IV of Title I of the Act respecting land use planning and development applies, adapted as required. In particular, the notice referred to in section 145.6 of that Act shall be published in accordance with the Cities and Towns Act and be posted at the office of the borough.

**§3. Prevention aspect of fire safety**

72. The borough council shall participate, by its recommendations, in the preparation of the city's fire safety plan and its amendments and revisions, and promote the implementation in the borough of the measures contained in it.

**§4. Removal of waste materials**

73. The borough council may make recommendations to the city council respecting the operation of the waste removal service on its territory and the appropriate fees to be charged for that service.

**§5. Local economic, community, social and cultural development**

74. Notwithstanding the Municipal Aid Prohibition Act (R.S.Q., c. I-15), the borough council may, in accordance with the rules established in the development plan prepared by the city pursuant to section 52, provide financial support to a body carrying on its activities in the borough and whose mission is local economic, community, social or cultural development.

**§6. Culture, recreation and borough parks**

75. The borough council exercises the city's powers in respect of the parks and the cultural and recreational facilities under its jurisdiction pursuant to the by-law under section 56, except for the power referred to in section 61.

The borough council is also responsible for the organization of recreational sports and sociocultural activities. It may, in particular, for that purpose provide financial support to bodies whose goal is to organize and foster physical or cultural activity.

**§7. Local roads**

76. The borough council exercises the city's jurisdiction over roadwork, traffic signs and signals and the control of traffic and parking, in respect of the streets and roads under its jurisdiction pursuant to the by-law adopted by the city council under section 64, in a manner consistent with the rules established under the second and third paragraphs of that section.

**CHAPTER IV  
SPECIAL FINANCIAL AND FISCAL PROVISIONS**

**DIVISION I  
FINANCIAL PROVISIONS**

77. The city shall determine the annual allotment to be made to each borough council according to a formula it determines that establishes, among other things, elements of equalization among the boroughs.

78. The borough council is responsible for the management of its budget.

It must, however, administer its allotment in conformity with the minimum standards fixed in a by-law of the city council regarding the level of services to be offered by each borough council.

79. The only mode of tariffing which may be used by the borough council to finance all or part of its property, services or activities is a tariff involving a fixed amount charged on an *ad hoc* basis, in the form of a subscription or under terms similar to those of a subscription, for the use of a property or service or in respect of a benefit derived from an activity.

No borough council may require the inhabitants and ratepayers of the other city boroughs to pay an amount greater than the amount required from the inhabitants and ratepayers of the borough.

Revenues generated by the application by the borough council of a mode of tariffing referred to in the first paragraph are for the exclusive use of the borough council.

80. The borough council may request the city to grant it an additional amount with a view to increasing the level of its services.

Where the city grants the borough council's request, the city shall, to finance such additional amount, either require compensation from the owners or occupants of immovables located in the borough, or levy a tax on all or part of the taxable immovables located in the borough.

81. Every agreement entailing commitment of the city's credit by a borough council for a period extending beyond the fiscal year in which the agreement is made must be authorized by the city council.

The city council may, in a by-law, provide for exceptions to the rule set out in the first paragraph.

82. A loan by-law need not be submitted for approval to the qualified voters if the subject of the by-law is the carrying out of permanent work on waste water treatment works, drinking water supply systems, underground conduits, road surfacing, curbs, sidewalks, lighting and traffic signs and signals, and the acquisition by mutual agreement or expropriation of land or servitudes required for the carrying out of such work.

## **DIVISION II** **FISCAL PROVISIONS**

### *§1. Interpretation and general provisions*

83. For the purposes of this Division, the territory of each municipality named in section 4 and of the part of Canton de Tremblay described in Schedule A shall constitute a distinct sector.

84. The city is subject to the rules provided for in the Act with respect to local municipalities, particularly the rules that prohibit the setting of different rates for the general property tax for different parts of the municipal territory and the rules that provide for the use of specific sources of revenue to finance debt-related expenses.

The city may derogate from these rules only if required to do so for the purposes of one of the provisions of this division or of section 152.

### *§2. Ceiling on any increase in the tax burden*

85. The city must avail itself of the power conferred on it under section 86 and, if it imposes a business tax, of the power conferred under section 87, or of the power conferred under section 92.

86. The city may, for a fiscal year, set any rate of the general property tax so that, with respect to the previous fiscal year, the increase in the tax burden for all the assessment units located in a sector to which part of the rate or the full rate applies, is limited to 5%.

The following shall constitute the tax burden :

(a) revenues from the general property tax as a result of applying the full rate or a part thereof;

(b) revenues from other taxes, including the taxes based on the rental value of immovables or compensation deemed to be taxes under the law, particularly those used to finance services such as drinking water supply, waste water treatment, snow removal, garbage removal and the recycling of waste materials ;

(c) revenues from sums payable in lieu of taxes for immovables, either by the Government, in accordance with the second paragraph of section 210 of the Act respecting municipal taxation (R.S.Q., c. F-2.1), or by the Government, in accordance with section 254 and the first paragraph of section 255 of the Act, or by the Crown in right of Canada or one of its mandataries ;

(d) revenues from which the city was deprived by granting a credit, with respect to any source of revenue referred to in subparagraphs a to c, for the purposes of applying section 147 concerning the use of a surplus.

However, the revenues referred to in the second paragraph used to finance debt-related expenses are not included in the tax burden.

87. The city may, for a fiscal year, set the business tax rate so that, with respect to the previous fiscal year, the increase in revenues arising from the tax for all the business establishments located in a sector is limited to 5%.

These revenues include any sums in lieu of the business tax payable by the Government, in accordance with the second paragraph of section 210 of the Act respecting municipal taxation, or the second paragraph of section 254 and the first paragraph of section 255 of the Act.

88. If the city avails itself of one of the powers provided for in sections 86 and 87, it may replace the maximum increase provided for in those sections by another, which must be the same for all the sectors in question and be less than 5%.

89. In the event that the increase referred to in section 86 or 87 does not result solely from the constitution of the city, the maximum shall apply only with respect to the portion of the increase that is a result of its constitution.

90. If the city avails itself of one of the powers provided for in section 86 or 87, it must, subject to any by-law made under the second paragraph, provide for the rules that will allow to determine whether the increase referred to in this section is a result solely of the constitution of the city, and, if not, to determine the portion of the increase that is a result thereof.

The Government, may, by regulation, provide for cases where the increase is not deemed a result of the constitution of the city.

If the city does not avail itself of the power provided for in section 244.29 of the Act respecting municipal taxation and imposes a surtax or a tax on non-residential immovables or the surtax on vacant land, it must, if it is to avail itself of the power provided for in section 86, provide for the necessary rules of concordance to obtain the same results, for the purposes of this section, as if the city were to impose a general property tax with rates specific to the categories that include the assessment units subject to each tax or surtax imposed.

91. For the purposes of determining the percentage of increase referred to in section 86 for the 2002 fiscal year, where the local municipality the territory of which constitutes the sector referred to has appropriated as revenue for the 2001 fiscal year all or a portion of the surplus from previous fiscal years, for an amount that exceeds the average amount so appropriated for the 1996 to 2000 fiscal years, shall be included in the fiscal burden of all the assessment units located in the sector, for the 2001 fiscal year, the difference obtained by subtracting from the excess amount the sum that the municipality did not have to pay as a result of the application of sections 90 to 96 of chapter 54 of the Statutes of 2000, for the special fund for the financing of local activities.

92. The city may establish the rules enabling it to grant an abatement for a given fiscal year, with respect to the previous fiscal year, in order to limit to 5% the increase in the tax burden for a unit of assessment or a business establishment.

The second and third paragraphs of section 86 and sections 87 to 91 shall apply, adapted as required, for the purposes of the increase ceiling provided for in the first paragraph.

If the city avails itself of the power provided for in this paragraph, it shall provide for rules enabling it to adapt to each individual unit of assessment or business establishment the provisions of the second paragraph, which take into account all the units or establishments.

### *§3. Ceiling on any reduction in the tax burden*

93. The city may, for a given fiscal year, set any rate for the general property tax so that, with respect to the previous fiscal year, the reduction in the tax burden for all the units of assessment located in a sector and to which all or a portion of the rate applies shall not exceed the percentage that the city shall set for all the sectors.

The second and third paragraphs of section 86, the third paragraph of section 90 and section 91 shall apply, adapted as required, for the purposes of the reduction ceiling provided for in the first paragraph.

94. The city may, for a given fiscal year, set the rate for the business tax so that, with respect to the previous fiscal year, the reduction in revenues from that tax for all the business establishments located in a sector shall not exceed the percentage that the city shall set for all the sectors.

These revenues include revenues from the sums payable in lieu of the business tax that shall be paid by the Government, in accordance with the second paragraph of section 210 of the Act respecting municipal taxation, or with section 254 and the first paragraph of section 255 of the Act.

95. If the city does not avail itself of the power provided for in section 93 or 94, it may provide for rules enabling it to require a supplement for a given fiscal year so that, with respect to the previous fiscal year, the reduction in the tax burden for a unit of assessment or business establishment does not exceed the percentage that the city shall set for the entire territory.

The second and third paragraphs of section 86, the third paragraph of section 90 and section 91 shall apply to a unit of assessment, and the second paragraph of section 94 to a business establishment, adapted as required, for the purposes of the reduction ceiling provided for in the first paragraph.

If the city avails itself of the power provided for in this paragraph, it shall provide for rules enabling it to adapt to each individual unit of assessment or business establishment the provisions of the second paragraph, which take into account all the units or establishments.

### *§4. Miscellaneous*

96. The city may avail itself of the powers provided for in Division III.1 of Chapter XVIII of the Act respecting municipal taxation with respect to one sector and not to another or vary their use in different sectors.

97. Where, for a fiscal year prior to the year in which the first assessment roll drawn up specifically for the city comes into force, the city sets, under section 244.29 of the Act respecting municipal taxation, a rate for the general property tax that is specific to one of the categories provided for in sections 244.34 and 244.35 of the Act, the coefficient referred to in sections 244.44 and 244.47 of the Act shall be the coefficient that is established on the basis of the comparison of the two last property assessment rolls of the municipalities subject to this amalgamation whose population in 2001 was the highest.

98. For the 2002 fiscal year, the city shall impose a business tax on the sector where the tax was imposed for the 2001 fiscal year and shall not impose it on any other sector.

For the following fiscal years, if the city does not impose the business tax on its entire territory, it may impose the tax on a sector where the tax was imposed for the 2001 and 2002 fiscal years.

For the purposes of the two first paragraphs, the roll of rental values in effect in the sector for the 2001 fiscal year shall continue to apply until the end of the first fiscal year for which it was drawn up. The city may, if required for these purposes, have a roll of rental values drawn up, in accordance with the Act respecting municipal taxation for one sector rather than the entire territory.

99. The city may establish a program under which it may grant, in the circumstances provided for in the second paragraph, a credit applicable to the amount of the general property tax that is imposed, for any fiscal year from the one referred to in paragraph *a* of this paragraph, on any unit of assessment that is located in a sector and belongs to the group provided for in section 244.31 of the Act respecting municipal taxation.

The credit may be granted where all the following conditions have been met:

(*a*) for a given fiscal year, the business tax is not imposed on the sector, neither distinctly nor within the entire territory of the city, or, if it is, the revenues provided for the sector are less than those of the previous fiscal year;

(*b*) the business tax has been imposed on the sector, for the fiscal year preceding that referred to in subparagraph *a*, without it having been imposed on the entire territory of the city;

(*c*) the revenues of the general property tax for the sector for the fiscal year referred to in subparagraph *a*, which are a product of the application in whole or in part of one of the specific rates for the categories specified in sections 244.33 and 244.34 of the Act respecting municipal taxation, exceed the revenues that would have been produced had there been no loss or reduction in revenues from the business tax.

The credit shall reduce the amount payable in general property tax imposed on any units of assessment referred to in the first paragraph and in respect of which applies in whole or in part the rate referred to in subparagraph *c* of the second paragraph. The amount of credit shall be determined according to the rules of the program.

The cost of the entire credits granted for the units of assessment located in the sector is payable by all the units located in that sector and that belong to the group referred to in the first paragraph.

If the city does not avail itself of the power provided for in section 244.29 of the Act respecting municipal taxation and imposes a surtax or a tax on non-residential immovables, it must, if it avails itself of the power provided for in the first paragraph, provide for the necessary rules of concordance to obtain the same results, for the purposes of the first four paragraphs, as if the city were to impose a general property tax with rates specific to the categories that include the assessment units subject to the surtax or tax imposed on non-residential immovables.

100. Where a local municipality subject to this amalgamation has availed itself, with respect to its assessment roll in effect on 1 January 2001, of the power provided for in section 253.27 of the Act respecting municipal taxation, the city may, no later than the date on which the budget for the 2002 fiscal year is adopted, provide that the averaging of the variation in the taxable values resulting from the coming into force of a roll be extended for that fiscal year and for the sector concerned.

## CHAPTER V EFFECTS OF AN AMALGAMATION ON LABOUR RELATIONS

101. Subject to this section, sections 176.1 to 176.22 of the Act respecting municipal territorial organization, the third paragraph of section 176.23, and sections 176.24 to 176.26 apply, adapted as required, to the amalgamations and transfers provided for in paragraph *a* in accordance with the rules set out in paragraphs *b* to *l*

(*a*) to the amalgamation provided for in this Act and to the transfer of employees and officers from any municipal or supramunicipal body to the city;

(*b*) for the purposes of sections 176.1, 176.2, 176.10, 176.25 and 176.26, the expression “a municipality that ceased to exist on amalgamation” means “a municipality that will cease to exist on the constitution of the city”;

(*c*) the agreement provided for in section 176.2 and the decision rendered by a labour commissioner under sections 176.5 and 176.9 shall not operate to define the bargaining units with reference to one or more boroughs;

(*d*) the labour commissioner’s decision must, in the cases provided for in sections 176.5 and 176.9, be rendered no later than 29 June 2002;

(e) the period for making an agreement under section 176.2 ends on 14 February 2002;

(f) the reference date for the purposes of the second paragraph of section 176.5 is 18 February 2002;

(g) the period for filing an application under sections 176.6 and 176.7 begins on 15 March 2002 and ends on 16 April 2002;

(h) the provisions of the first paragraph of section 176.10 become effective on 18 February 2002;

(i) the suspension of the application of paragraph *a* of section 22 of the Labour Code, provided for in subparagraph 3 of the first paragraph of section 176.10, begins on 18 February 2002 and terminates on 17 March 2002; as regards the suspension of the other provisions of section 22, the suspension begins on 18 February 2002 and terminates on 1 September 2003;

(j) the exercise of the right to strike of the employees of the municipalities subject to this amalgamation is suspended from 18 February 2002 to 30 April 2003;

(k) every collective agreement binding a municipality subject to this amalgamation expires on the date provided for its expiry or on 1 January 2003, whichever is earlier; and

(l) the notice of negotiation referred to in section 176.14 may not be given before 1 January 2003.

## CHAPTER VI TRANSITION COMMITTEE

### DIVISION I COMPOSITION AND ORGANIZATION OF THE TRANSITION COMMITTEE

102. A transition committee composed of the members designated by the Minister of Municipal Affairs and Greater Montréal is hereby constituted, effective on the date of coming into force of this Order in Council. The number of members of the committee shall not be fewer than three or more than seven.

The Minister shall designate a chair from among the committee members.

103. No person who is a member of the council of a municipality amalgamated under this amalgamation may sit as a member of the transition committee. In addition, a person who has acted as a member of the committee is ineligible for office as a member of the city council in the city's first general election; no such person may be

employed by the city to hold a position referred to in the second paragraph of section 71 of the Cities and Towns Act until the expiry of a period of two years from the end of the person's term as member of the committee.

104. The transition committee is a legal person and a mandatary of the State.

The property of the transition committee forms part of the domain of the State, but the execution of the obligations of the agency may be levied against its property.

The transition committee binds only itself when it acts in its own name.

The transition committee has its head office at the place determined by the Minister. Notice of the location and of any change of location of the head office must be published in the *Gazette officielle du Québec* and in a newspaper circulated in the territory described in section 2.

105. Every member of the transition committee shall be paid the remuneration and expense allowance determined by the Minister of Municipal Affairs and Greater Montréal. The Minister may determine any other condition of employment of a member, in particular with respect to the reimbursement of expenses in the performance of a member's duties.

106. No deed, document or writing binds the transition committee unless it is signed by the chair or, to the extent determined in an internal management by-law of the transition committee, by a member of the committee's personnel.

The committee may allow, subject to the conditions and on the documents it determines in an internal management by-law, that a signature be affixed by means of an automatic device or that a facsimile of a signature be engraved, lithographed or printed. The facsimile has the same force as the signature itself only if the document is countersigned by a person authorized by the chair.

107. The minutes of a meeting of the transition committee, approved by the committee and certified by the chair or any other member of the personnel so authorized by the internal management by-laws, are authentic, as are documents and copies emanating from the committee or forming part of its records if signed or certified by any such person.

108. The Minister of Municipal Affairs and Greater Montréal shall appoint the secretary of the transition committee and determine the secretary's remuneration and other conditions of employment.



The secretary shall attend the meetings of the committee. The secretary shall keep the registers and have custody of the records and documents of the committee.

The secretary shall exercise any other responsibility that the committee determines.

The secretary is responsible for access to the committee's documents.

If the secretary is unable to act, the committee may replace the secretary temporarily by appointing another person to that function. One of the members of the committee may also act in the place of the secretary if the secretary is unable to act.

109. The transition committee may hire the employees required for the exercise of its responsibilities, and determine their conditions of employment. The transition committee may also obtain the expert services it considers necessary.

110. No judicial proceedings may be brought against the members of the transition committee or the committee's employees and representatives by reason of an official act done in good faith in the discharge of their duties. Sections 604.6 to 604.10 of the Cities and Towns Act apply, adapted as required, in respect of the committee members and employees.

Any liability that may be connected with the protection of the members and employees of the committee under the first paragraph is assumed by the Government.

111. The Minister of Municipal Affairs and Greater Montréal may, under the conditions and on the terms it determines, grant the transition committee any sum it considers necessary for its operation.

The Minister of Municipal Affairs and Greater Montréal shall approve any decision to contract a loan taken by the transition committee. The loan shall be contracted, if applicable, at the rate of interest and on the other conditions set out in the approval.

112. The transition committee is a municipal body for the purposes of the Act respecting Access to documents held by public bodies and the Protection of personal information (R.S.Q., c. A-2.1).

113. Unless otherwise provided in an order of the Minister of Municipal Affairs and Greater Montréal, the mandate of the transition committee ends on the date of constitution of the city. The committee shall then be dissolved and its assets and liabilities transferred to the city.

## **DIVISION II**

### **MISSION OF THE TRANSITION COMMITTEE**

114. The mission of the transition committee is to participate, together with the administrators and employees of the municipalities subject to this amalgamation, and of any body thereof, in the establishment of the conditions most conducive to facilitating the transition, for the citizens of the city, from the existing administrations to the city.

## **DIVISION III**

### **OPERATION, POWERS AND RESPONSIBILITIES OF THE TRANSITION COMMITTEE**

#### *§1. Operation and powers of the committee*

115. The decisions of the transition committee shall be made at meetings of the committee.

The quorum at meetings of the committee is the majority of its members.

116. Subject to the second paragraph of section 122, the transition committee shall, during its term, provide the citizens of the municipalities subject to this amalgamation with any information it considers relevant to keep them informed on the carrying out of its mission.

The Minister may issue directives to the committee in that respect.

117. The transition committee may adopt internal management by-laws establishing its rules of operation.

118. The transition committee may form any sub-committee for the examination of particular matters, determine its mode of operation and designate the members, including the person who is to chair the sub-committee.

A person who is not a member of the committee may also be designated as a member of a sub-committee.

119. The chair of the transition committee may entrust to one or more members of the committee or, where applicable, of a sub-committee, the exercise of certain functions or the examination of any matter the chair indicates.

120. The transition committee may require any municipality subject to this amalgamation, or a body thereof to furnish information, records or documents belonging to the municipality or the body and which the transition committee considers necessary to consult.

The first paragraph also applies with respect to information, records or documents relating to the pension plan referred to in section 145, held by any administrator of such plan or any public body that holds such responsibility for such plan under the law.

121. The transition committee may require any municipality subject to this amalgamation or a body thereof to submit a report on a decision or matter relating to the municipality or the body and that is within and relevant to the committee's functions, concerning the financial situation of the municipality or body or the staff or any person in its employment.

122. Sections 120 and 121 apply notwithstanding the Act respecting Access to documents held by public bodies and the Protection of personal information.

The members of the transition committee or of any sub-committee and the committee employees are required to ensure the confidentiality of the information obtained under sections 120 and 121.

123. The transition committee may, where it considers it necessary for the exercise of its responsibilities, use the services of an officer or employee of a municipality subject to this amalgamation or a body thereof. The committee may designate the employee whose services are necessary. The committee and the employer shall agree on the amount to be paid by the committee for the use of the services. The employer shall make the designated employee available to the committee from the time indicated by the committee, despite the absence of an agreement relating to the cost of the services.

Failing an agreement, the Minister may designate a conciliator at the request of the committee or the employer to assist the parties in reaching an agreement. The conciliator shall act as if he or she were designated under section 468.53 of the Cities and Towns Act, and section 469 of that Act applies in that case, adapted as required.

The officers and employees seconded to the committee remain in the employment of the municipality or the body, as the case may be, are remunerated by their employer, and are governed by the same conditions of employment during the secondment.

124. Every member of the council and every officer or employee of a municipality subject to this amalgamation or a body thereof must cooperate with the transition committee members, employees and representatives acting in the performance of their duties.

## §2. *Responsibilities of the committee*

125. The transition committee shall, as soon as it is able to do so after the designation of all of its members, establish an advisory committee formed of the mayors from the municipalities subject to this amalgamation. The transition committee may submit to the advisory committee any matter on which it seeks the opinion of the mayors of the municipalities. The advisory committee may give the transition committee its opinion regarding any matter related to the mandate of the transition committee.

The transition committee shall hold at least one meeting every month with the advisory committee. A member of the advisory committee who is unable to act may be replaced by a member of the council of the municipality it designates.

The rules of operation of the advisory committee may be prescribed by the internal management by-laws of the transition committee.

126. Every decision by which a municipality subject to this amalgamation or a body thereof makes a financial commitment for a period extending beyond 17 February 2002 must be authorized by the transition committee if the decision is made on or after the date of coming into force of this Order in Council.

Every collective agreement or contract of employment entered into or amended after the coming into force of this Order in Council by a municipality subject to this amalgamation must be authorized by the transition committee if the effect of the agreement or contract is to increase the remuneration and fringe benefits of the officers and employees.

Until the transition committee is formed, an application must be made to the Minister of Municipal Affairs and Greater Montréal for every authorization required under this section.

The transition committee may, at any time, approve a decision, collective agreement or work contract for which authorization is required under the first, second or third paragraphs. The committee's approval is deemed to be appropriate authorization.

127. The transition committee shall hire and remunerate the election officers prescribed by the Act respecting elections and referendums in municipalities for the purposes of the city's first general election.

Subject to any other provision of this Order in Council, the transition committee shall in respect of the election exercise the powers and assume the responsibilities assigned to the council of a municipality by the Act respecting elections and referendums in municipalities.

The transition committee shall, for the purposes of the city's first general election and of any by-election held before the second general election, prepare a division of a borough into districts. The division shall comply with the distribution shown in Schedule D.

The transition committee shall, with the assistance of the chief electoral officer and using the information on the permanent list of electors, prepare a division of the territory of each borough into districts and a determination of their boundaries. The division of a borough into districts must result in there being only one councillor per district, and the determination must, as far as possible, respect the criteria set out in sections 11 and 12 of the Act respecting elections and referendums in municipalities.

The division prepared by the transition committee in collaboration with the chief electoral officer must be submitted to the Minister of Municipal Affairs and Greater Montréal by the transition committee, and has effect only if adopted by an order of the Government.

128. The transition committee may examine the circumstances of the hiring of officers and employees by a municipality subject to this amalgamation after the date of coming into force of this Order in Council and the situation of any intermunicipal board employee whose employment is not maintained under the intermunicipal agreement in one of the municipalities that is a party to the agreement when it expires.

The transition committee may make any recommendations to the Minister of Municipal Affairs and Greater Montréal in their regard.

129. The transition committee shall, on or before 30 September 2001, agree with all the certified associations within the meaning of the Labour Code (R.S.Q., c. C-27) representing the employees in the employment of the municipalities subject to this amalgamation on the procedure for the reassignment of those employees as members of the personnel of the city, and on the rights of and remedies available to an employee who believes he or she has been wronged as a consequence of the application of that procedure.

The parties may in addition agree on conditions of employment incidental to the reassignment of employees.

An agreement entered into under this section may not provide conditions of employment that entail higher costs than those entailed by the application of the applicable conditions of employment nor increase the staff.

The provisions concerning the application of the reassignment process provided for in the applicable conditions of employment, or, where there is no such process, the provisions that allow employees to be assigned a position or a place of employment, constitute the employee reassignment procedure.

130. If an agreement has not been reached on all the matters referred to in the first and second paragraphs of section 122 within the time prescribed by this section, the Minister of Municipal Affairs and Greater Montréal shall so inform the Minister of Labour, and sections 125.16 to 125.23 of the Act respecting municipal territorial organization shall apply, adapted as required.

However, the Minister of Labour may, if applicable and if deemed expedient, designate a mediator-arbitrator per dispute or group of disputes relating to the determination of the assignment procedure for a given employment category or group of employees.

131. The transition committee shall also prepare any plan for the reassignment of the officers and employees of the municipalities subject to this amalgamation who are not represented by a certified association, as well as the procedure relating to the rights of and remedies available to an employee who believes he or she has been wronged as a consequence of the application of the reassignment plan.

A plan prepared under the first paragraph applies to the city as of 17 February 2002.

Subject to the rules provided for in sections 137 and 138, the transition committee shall draw up the plan prescribed in the first paragraph with respect to the employees of *Municipalité régionale de comté du Fjord-du-Saguenay* who will be transferred to the city and, if applicable, those of *Canton de Tremblay*.

132. The transition committee shall appoint the director general, the clerk and the treasurer of the city for a term not to exceed five years.

It may create the various departments within the city, and determine the scope of their activities. The transition committee may appoint the department heads and assistant heads, as well as the other officers and employees not represented by a certified association, and define their functions.

133. The transition committee shall prepare the city's budget for the first fiscal year and determine a formula enabling it to fix the allotments of each of the borough councils, by establishing, among other things, elements of equalization among the boroughs and taking into account the services provided in 2001 by each of the municipalities subject to this amalgamation.

The transition committee shall prepare a draft with respect to any resolution, among those that the provisions of Division II of Chapter IV empowers it to adopt, on which the draft budget is based.

134. The transition committee shall, within the scope of its mandate, list the organizations involved in economic development that have their head office or a business establishment on the territory of the city.

The object of the study shall be the mission or mandate of such organizations. The committee may make recommendations to the Minister in their regard.

135. In accordance with the Act respecting the municipal and intermunicipal transit corporations (R.S.Q., c. S-30.1), the transition committee must undertake steps with the Minister of Transport to change the status of the Corporation intermunicipale de transport du Saguenay into a public transit operating authority.

136. In accordance with the Police Act (2000, c. 12), the transition committee shall pursue the steps undertaken with the Minister of Public Security with a view to setting up a unified city police force on 18 February 2002.

137. The transition committee shall conclude an agreement with Municipalité régionale de comté du Fjord-du-Saguenay on the conditions relating to the transfer of all or part of its officers and employees and part of its territory to Ville de Saguenay as well as the conditions pertaining to the apportionment of the assets and liabilities related to the transfers. The agreement must be entered into by 15 November 2001.

The agreement shall concern Route des Bâisseurs and the loan contracted by the regional county municipality under By-law 97-138 respecting the Fonds de développement des terres publiques intramunicipales, the transfer of its administrative building and the transfer to the city of the application of the intermunicipal agreement concerning the joint refuse disposal service authorized by Resolution C-97-313 adopted by the regional county municipality on 16 September 1997 and the transfer of property of which the regional county

municipality is the owner under that agreement. The agreement also concerns the exercise by the city of its jurisdiction acquired by the regional county municipality with respect to the collection and transport of household waste under resolution C-92-183 adopted on 9 September 1992.

The agreement may not however cause Ville de Saguenay to acquire a portion of the benefits that Municipalité régionale de comté du Fjord-du-Saguenay will be entitled to receive for its participation in the limited partnership referred to in the General Agreement entered into with Hydro-Québec on 27 September 1999 on the production of electrical power linked to the partial diversion of the rivers Boucher, Portneuf, Sault-aux-Cochons and Manouane.

The Minister of Municipal Affairs and Greater Montréal may appoint a conciliator to help the parties reach an agreement, which must be approved by the Government.

The Minister may grant a postponement upon request from the committee or a municipality referred to in the first paragraph.

Failing agreement, the Government shall impose the rules concerning those transfers and the ones governing the apportionment of the assets and liabilities related thereto.

138. The transition committee shall conclude an agreement with Canton de Tremblay and Municipalité de Saint-Honoré with respect to

(a) the transfer to Municipalité de Saint-Honoré et Ville de Saguenay of all or part of the personnel of Canton de Tremblay;

(b) integrating the part of Canton de Tremblay that is not included in Ville de Saguenay under section 2 of this Order in Council into the territory of Municipalité de Saint-Honoré;

(c) the conditions of the transfers referred to in subparagraphs *a* and *b* and the apportionment of the assets and liabilities related thereto.

The agreement shall be concluded by 15 November 2001.

The Minister of Municipal Affairs and Greater Montréal may appoint a conciliator to help the parties reach an agreement, which must be approved by the Government.

The Minister may grant a postponement upon request from the committee or a municipality referred to in the first paragraph.

Failing agreement, the Government shall impose the rules concerning those transfers and the ones regarding the apportionment of the assets and liabilities related thereto.

139. The transition committee shall examine any other matter or carry out any other mandate the Government may entrust to the committee in the pursuit of its mission.

140. The transition committee shall report to the Minister of Municipal Affairs and Greater Montréal on its activities at the end of its mandate or at any time at the request of the Minister.

In addition to the recommendations made pursuant to this Chapter, the committee's report may include any additional recommendation the committee considers necessary to bring to the attention of the Government.

141. The transition committee shall also provide the Minister of Municipal Affairs and Greater Montréal with any information the Minister may require on its activities.

## **CHAPTER VII SUCCESSION**

142. The city succeeds to the rights, obligations and charges of the municipalities subject to this amalgamation as they existed on 17 February 2002.

As provided for in the rules of transfer and apportionment of the assets and liabilities determined under sections 137 and 138, the city also succeeds to the rights, obligations and charges of *Municipalité régionale de comté du Fjord-du-Saguenay* and of *Canton de Tremblay*.

As provided for in the rules of transfer and apportionment of the assets and liabilities determined under section 138, *Municipalité de Saint-Honoré* succeeds to the rights, obligations and charges of *Canton de Tremblay* as it existed on 17 February 2002.

The city and *Municipalité de Saint-Honoré* become, without continuance of suit, a party to every suit, in the place of every municipality to which it succeeds.

143. The by-laws, resolutions, minutes, assessment rolls, collection rolls and other acts of each of the municipalities subject to this amalgamation and of *Municipalité régionale de comté du Fjord-du-Saguenay*

with respect to the territory of the city that are consistent with the provisions of this Order in Council shall remain in force in the territory for which they were made until their purposes are fulfilled or until they are replaced or repealed. They are deemed to be acts of the city or, according to the field of jurisdiction to which they relate, of the borough within which that territory is located.

144. The by-laws, resolutions, minutes, assessment rolls, collection rolls, and other acts adopted by *Canton de Tremblay* that are compatible with the provisions of this Order in Council shall continue to apply to the territory for which they were made until their purposes are fulfilled or until they are replaced or repealed.

145. The officers and employees of the municipalities subject to this amalgamation and those of *Municipalité régionale de comté du Fjord-du-Saguenay* and *Canton de Tremblay*, listed in the agreements referred to in sections 137 and 138, or if applicable, in the Order in Council made under those articles, shall become, without reduction in salary, officers and employees of the city, and shall retain their seniority and fringe benefits and, in particular, continue to be members of the pension plan of which they were members prior to the constitution of the city.

The officers and employees referred to in this section, other than the officers and employees whose employment with one of the municipalities begins after the date of coming into force of this Order in Council, may not be laid off or dismissed solely by reason of the constitution of the city.

146. The debts and any category of surplus of each of the municipalities subject to this amalgamation shall continue to burden or be credited to the immovables that were taxable in their respect on 17 February 2002 and are located in the part of the territory of the city that corresponds to the territory of that municipality.

The amounts required after 17 February 2002, with respect to the amount determined pursuant to subparagraph 4 of the second paragraph of section 137 of the *Supplemental Pension Plans Act* (R.S.Q., c. R-15.1) with respect to a pension plan of a municipality subject to this amalgamation or to the amortization of any unfunded actuarial liability of any such plan shall continue to burden the immovables located in the part of the territory of the city that corresponds to the territory of that municipality. The contributions paid after 17 February 2002, with respect to the commitments arising from a pension plan not subject to the *Supplemental Pension Plans Act* to which a municipality referred to in the first paragraph was a party, for the years of service before

18 February 2002 shall continue to burden the immovables located in the part of the territory of the city that corresponds to the territory of that municipality.

The date of determination of the amount pursuant to subparagraph 4 of the second paragraph of section 137 of the Supplemental Pension Plans Act or of the unfunded actuarial liability referred to in the second paragraph must be prior to 21 June 2001. Furthermore, with respect to an unfunded liability amendment, the amendment must have been made before 18 February 2002. However, if a pension plan has such an amount or unfunded actuarial liability outstanding on the date of its division, its merger or cancellation, the contributions paid by the city for that purpose after that date shall be deemed paid with respect to any amount or the amortization of any liability referred to in the second paragraph.

147. Any intermunicipal agreement that provides for the constitution of an intermunicipal board formed exclusively of municipalities subject to this amalgamation shall be terminated on 17 February 2002, notwithstanding any provision in the agreement that is inconsistent therewith.

Notwithstanding sections 468.48 and 468.49 of the Cities and Towns Act, the intermunicipal board referred to in the first paragraph shall cease its activities and be dissolved on the date provided for in that paragraph.

148. The city succeeds to the rights, obligations and charges of the board referred to in section 147. In that respect, the fourth paragraph of section 145 and sections 147 and 95 shall apply, adapted as required, and with respect to section 146, in regard to debts, the apportionment determined by the agreement constituting the board as regards capital expenditures.

149. With respect to an intermunicipal agreement providing for the constitution of an intermunicipal board formed in part of municipalities subject to this amalgamation, the city may request that the Minister of Municipal Affairs and Greater Montréal approve the termination of the agreement on a date other than that provided for by the agreement, so as to allow for the dissolution of the board. If the Minister approves the request, sections 468.48 and 468.49 of the Cities and Towns Act shall apply, adapted as required, from the date that a copy of the Minister's approval is sent to the intermunicipal board and to the member municipalities.

Section 146 shall apply to the debts arising from the agreement referred to in the first paragraph given the apportionment established in the agreement constituting the board with respect to capital expenditures.

150. An intermunicipal agreement providing for an operating procedure other than an intermunicipal board and concluded exclusively by the municipalities subject to this amalgamation shall be terminated on 17 February 2002. Any such agreement concluded by one of those municipalities and another municipality shall be terminated on 17 February 2002.

151. The sums of money derived from the operation or rental of an industrial immovable by the city, after deduction of the administration and maintenance costs related thereto, or from the alienation of such immovable shall be used to discharge the commitments made in respect of that immovable by any municipality subject to this amalgamation.

If the immovable referred to in the first paragraph was the object of an agreement under section 13.1 of the Act respecting municipal industrial immovables (R.S.Q., c. I-0.1), which provided for terms and conditions for the apportionment of expenses between the municipalities, the discharge of any commitments referred to in the first paragraph must comply with those terms and conditions for the taxable immovables located in any part of the territory of the city which corresponds to the territory of any such municipality.

152. The city may provide that the expenses related to debts incurred by any municipality subject to this amalgamation shall be financed, for one part, by the revenues derived exclusively from the territory of that municipality and for the other part, by the revenues derived from the entire territory of the city.

The following expenses may not be subject to any such decision and shall continue to be financed as in the 2001 fiscal year, subject to any other provision, provided that, for that fiscal year

(a) they were not charged to the ratepayers of the municipality, namely because they were financed by the contributions derived from other public bodies or by subsidies;

(b) they are financed by revenues derived from

i. a special tax imposed on the taxable immovables located in only one part of the territory of the municipality or imposed solely on the ratepayers of the territory to benefit from the work;

ii. a sum payable in lieu of taxes referred to in subparagraph *a* either by the Government, in accordance with the second paragraph of section 210 of the Act respecting municipal taxation, or in accordance with the first paragraph of sections 254 and 255 of the Act, or by the Crown in right of Canada or one of its mandataries;

iii. a source of revenue that, under section 244.9 of the Act respecting municipal taxation, will serve specifically for that purpose.

To determine which portion of the expenses subject to the decision provided for in the first paragraph must be financed in one of the ways provided for in the fourth paragraph, the total revenue referred to in subparagraphs *a* to *d* of the fifth paragraph shall be divided by the total revenue of the municipality for the 2001 fiscal year referred to in that paragraph.

The product obtained by multiplying the expenses by the quotient established above shall constitute the portion of expenses to be financed by the use of any source of revenue specified for that purpose imposed on the part of the territory that corresponds to that of the municipality. The balance shall constitute the part of the expenses referred to which may be financed by the use of any source of revenue specified for that purpose imposed on the entire territory of the city or of all other revenues derived from it and not reserved for other purposes.

The revenues that will serve for the purposes of the division provided for in the third paragraph are

(*a*) the revenues derived from the general property tax, except for those not taken into consideration when establishing the global taxation rate of the municipality and those that the latter would have made from the surtax on vacant lands if it had imposed it rather than setting a general property tax rate specific to the category provided for in section 244.36 of the Act respecting municipal taxation;

(*b*) the revenues derived from any special tax imposed, based on their taxable value, on all the immovables of the municipality;

(*c*) the revenues derived from any sum payable in lieu of a tax referred to in subparagraphs *a* and *b*, either by the Government, in accordance with the second paragraph of section 210 of the Act respecting municipal taxation, or in accordance with the first paragraph of sections 254 and 255 of the Act, or by the Crown in right of Canada or one of its mandataries, except for the revenues that would be exempted under subparagraph *a* if they arose from the tax, where the sum is payable in lieu of the general property tax;

(*d*) the revenues derived from the source provided for in section 244.1 of the Act respecting municipal taxation, except for those that, under section 244.9 of the Act, will serve specifically to finance the expenses related to debts;

(*e*) the revenues derived from the surtax on vacant lands, the surtax or the tax on non-residential immovables, the business tax and any other tax imposed according to the rental value of an immovable;

(*f*) the revenues subject to the exception provided for either in subparagraph *a* or *c*;

(*g*) the revenues derived from any sum payable in lieu of taxes, other than a sum referred to in subparagraph *c*, either by the Government, in accordance with the second paragraph of section 210 of the Act respecting municipal taxation, or in accordance with sections 254 and 255 of that Act, or by the Crown in right of Canada or one of its mandataries;

(*h*) the revenues derived from any unconditional government transfer.

153. The revenues or costs in relation to legal proceedings or a dispute to which such a municipality or, as the case may be, the city is a party in respect of an event prior to 18 February 2002 that concerns the municipality shall continue to be credited to or to burden the taxable immovables of the sector formed by the territory of that municipality.

154. Notwithstanding section 569.1 of the Cities and Towns Act, a working fund shall be constituted from 18 February 2002, the amount of which shall correspond to the amount that the municipalities subject to this amalgamation had borrowed from their respective working funds on 17 February 2002.

The sums of money that the municipalities had borrowed from their working fund shall be repaid by the city in accordance with the terms of the resolution authorizing the loan.

The sums of money that were available on 17 February 2002 in the working fund of each of the municipalities subject to this amalgamation shall be considered a surplus accrued on behalf of that municipality and shall be used for the benefit of the sector formed of the territory of that municipality.

155. The city of Ville de Saguenay shall succeed to the rights and obligations of Ville de Jonquière with respect to the Hydro-Jonquière hydroelectric plant.

However, any revenue in excess of the operating expenses and debts shall be used for the benefit of the taxable immovables of the sector formed of the territory of Ville de Jonquière as it existed on 17 February 2002 until the debt that that city contracted in regard to Hydro-Jonquière is discharged.

The value of Hydro-Jonquière at 17 February 2002 shall be determined by a certified assessor selected by the transition committee and the value of the long-term debt shall be confirmed by a certified accountant selected by the committee.

Should Hydro-Jonquière be sold before the long-term debt concerning it is repaid, the amount corresponding to the value determined in the third paragraph shall be used for the benefit of the taxable immovables of the sector formed of the territory of Ville de Jonquière as it existed on 17 February 2002.

From 18 February 2002, any investment in the distribution system or production of electrical power shall be charged to the city and the revenue in excess of the operating expenses for the new investments shall continue to be used for the benefit of the city.

156. A municipal housing bureau shall be incorporated under the name of "Office municipal d'habitation de la Ville de Saguenay." The name of the bureau may initially be changed by a simple resolution of the board of directors in the year following its constitution. A notice regarding the change of name shall be sent to the Société d'habitation du Québec and published in the *Gazette officielle du Québec*.

That municipal bureau shall succeed, on 18 February 2002, to the municipal housing bureaus of the former Ville de Chicoutimi, Ville de Jonquière, Ville de La Baie, Ville de Laterrière and Municipalité de Shipshaw, which are dissolved. The third and fourth paragraphs of section 58 of the Act respecting the Société d'habitation du Québec (R.S.Q., c. S-8) shall apply to the municipal housing bureau as though it had been incorporated by letters patent under section 57 of that Act.

The bureau shall be administered by a board of directors formed of five members. Three members shall be appointed by the council of Ville de Saguenay, two elected by all the lessees of the bureau, in accordance with the Act respecting the Société d'habitation du Québec and two shall be appointed by the Minister of Municipal Affairs and Greater Montréal, after consultation, from among the most typical socio-economic groups of the bureau's territory.

Until the city designates the first directors in accordance with the third paragraph, their duties shall be carried out by persons designated by the Minister of Municipal Affairs and Greater Montréal; should the city council fail to designate them as provided in third paragraph before 1 July 2002, their term shall end on that date.

The directors shall elect from among themselves a chair, vice-chair and any other officer they deem necessary to appoint.

The term of the board of directors is for three years and is renewable. Despite the expiry of their term, the board members shall remain in office until reappointed or replaced.

The quorum shall be the majority of the members in office.

The directors may, from the coming into force of this Order in Council

(a) secure loans on behalf of the bureau;

(b) issue debentures or other securities of the bureau and use them as a guarantee or dispose of them for the price and amount deemed appropriate;

(c) hypothecate or use as collateral the present or future immovables or movables of the bureau, to ensure the payment of such debentures or other securities, or give only part of the guarantees for those purposes;

(d) hypothecate the immovables and movables of the bureau or otherwise affect them, or give various types of surety, to ensure the payment of loans secured other than by the issue of debentures, as well as the payment or execution of other debts, contracts and commitments of the bureau;

(e) subject to the compliance with the Act respecting the Société d'habitation du Québec, the regulations made under that Act and the directives issued by the Société, pass any by-law deemed necessary or useful for the internal management of the bureau.

The employees of the bureaus that have been dissolved shall become without reduction in salary, employees of the bureau, and shall retain their seniority and fringe benefits.

Within fifteen days of their adoption, the bureau shall send to the Société d'habitation du Québec a certified true copy of the by-laws and resolutions appointing or dismissing a member or director.

The time limit provided for in section 137 of the Pay Equity Act (R.S.Q., c. E-12.001) shall no longer apply with respect to the bureaus constituted by the second paragraph. The time limit within which to comply with this section, for any succeeding bureau, shall be 36 months from the date of determination of the last bargaining unit.



## CHAPTER VIII FINAL PROVISIONS

157. The first general election shall be held on 25 November 2001. The second general election shall be held in 2005.

158. To determine whether a person is an eligible elector, candidate or a qualified voter at an election or referendum held on the territory of the city, any period during which the person, before the coming into force of section 1, resided continuously or not in the territory of one of the municipalities subject to this amalgamation or the part of the territory of Canton de Tremblay included in the city, or was the owner of an immovable or the occupant of a business establishment located within the territory is considered the same as if that time had been spent on the territory in which the person must be eligible.

159. At the first general election, a council member of one of the municipalities subject to this amalgamation may be a candidate, elected or appointed a member of the city council and hold both positions.

160. The officers or employees of the municipalities subject to this amalgamation and those of Canton de Tremblay and Municipalité régionale de comté du Fjord-du-Saguenay transferred to the city, except for those providing occasional fire-fighting services and are usually referred to as volunteer fire-fighters, and except for persons who are not considered under the Act to be officers or employees of those municipalities, are not eligible to hold office as a member of the city council or borough council.

An officer or employee referred to in the first paragraph, other than one who is not eligible under this paragraph, may not engage in partisan work with respect to the election of city council members or borough council members, as applicable.

That prohibition also covers any association representing the interests of these officer or employees.

161. In accordance with section 396 of the Act respecting elections and referendums in municipalities, any party may request an authorization upon the coming into force of this Order in Council.

162. Unless the leader requests its withdrawal, any authorization granted before the date of coming into force of this Order in Council by the chief electoral officer to a party carrying out its activities on the territory of one of the municipalities subject to this amalgamation shall be maintained and cover the entire territory

of the city constituted under section 1 of this Order in Council.

A party that wishes to change its name may have its leader make a written request to the chief electoral officer, to reserve a name for a period not exceeding six months. The second paragraph of section 398 of the Act respecting elections and referendums in municipalities shall apply, adapted as required, to the reservation.

163. For the purposes of the first general election, the chief electoral officer may authorize the merger of authorized parties that do not carry out their activities on the same territory provided that, except for the provisions of section 417 of the Act respecting elections and referendums in municipalities, they carry them out on the territory of a municipality to which the city will succeed and on the territory of the municipality where the merged party intends to carry out its activities and for which council that party will present candidates.

164. For the purposes of the provisions of the Act respecting elections and referendums in municipalities and of the first general election, which do not concern the elections, namely in matters of party financing, a "municipality" means all the municipalities subject to this amalgamation.

165. The returning officer for the first general election shall be Ms. Hélène Savard, clerk of Ville de Chicoutimi. She shall also carry out, for the purposes of Chapter XIII of Title I of the Act respecting elections and referendums in municipalities and until 17 February 2002, the duties of treasurer within the meaning of section 364 of that Act.

166. The Minister of Municipal Affairs and Greater Montréal shall determine the time, place and date for the first meeting of the city council. If the meeting is not held, the Minister shall set another date.

The meeting may be set for a date earlier than 18 February 2002.

167. At the first meeting, the council shall adopt, with or without amendments, the city's budget for the 2002 fiscal year as drawn up by the transition committee.

The city's budget shall be sent to the Minister of Municipal Affairs and Greater Montréal within 30 days of its adoption by the council.

If, on 18 February 2002, the budget has not been adopted, one quarter of each of the credits provided for in the budget drawn up by the transition committee shall

be deemed adopted. This shall also stand for 1 April, 1 July and 1 October, if on each of these dates, the budget has not been adopted.

168. The council of the city or of a borough, the mayor and the executive committee of the city may, from the time the majority of candidates elected at the first general election of 25 November 2001, to the office of councillor has taken the oath, take any decision, with respect to the organization and operation of the city, the borough or executive committee, to the sharing of powers by the city and the boroughs or to the delegation of any power to the executive committee or to officers, that comes under the responsibility or belongs to the field of jurisdiction of the council, mayor or executive committee, except for decisions, with respect to that responsibility or field of jurisdiction, that the law attributes to the transition committee, as of 18 February 2002.

Unless they deal with the designation of any borough chair or any member of the executive committee, as the case may be, the decisions referred to in the first paragraph shall take effect on 18 February 2002.

169. The city council may, by virtue of the first by-law on remuneration that it passes under the Act respecting the remuneration of elected municipal officers, fix the remuneration of the mayor, chairs of the boroughs, the other members of the city council and borough councils that the city shall pay for the duties they will have performed between the date of the beginning of their term and 17 February 2002. The method for fixing the remuneration may differ, with respect to that period, from that applicable from the date of the constitution of the city.

The remuneration paid to an elected officer under the first paragraph shall be reduced by an amount equal to that of any remuneration received from another local municipality during the same period of time. For the purposes of the pension plan established under the Act respecting the Pension Plan of Elected Municipal Officers (R.S.Q., c. R-9.3), only the part of the remuneration received for that elected officer from the municipality that was party to the pension plan may be considered admissible earnings.

170. Any member of the council of one of the local municipalities subject to this amalgamation and Canton de Tremblay whose term ends for the sole reason that the municipality ceased to exist on 17 February 2002, may receive compensation and maintain participation in the pension plan for elected municipal officers in accordance with sections 171 to 175.

Any entitlement referred to in the first paragraph shall cease to apply to a person in a period in which, from 18 February 2002, that person held the office of member of the council of a municipality on the territory of Québec.

171. The amount of the compensation referred to in section 170 shall be based on the remuneration fixed on 15 November 2000 under the Act respecting the remuneration of elected municipal officers in respect of the position that the person referred to in the first paragraph of section 170 held on 17 February 2002 to which applies, if applicable, any indexing of the remuneration provided for by a by-law of the council of one of the municipalities subject to this amalgamation or Canton de Tremblay that came into force on or before 15 November 2000.

The amount of the compensation shall also be based on the remuneration that the person referred to in the first paragraph of section 170 received on 15 November 2000, directly from a mandatory body of the municipality or a supramunicipal body within the meaning of sections 18 and 19 of the Act respecting the Pension Plan of Elected Municipal Officers.

The compensation established in accordance with the first and second paragraphs, except for the part referred to in the fourth paragraph, may not exceed annually the maximum referred to in section 21 of the Act respecting the remuneration of elected municipal officers.

The compensation shall, if applicable, also include any amount corresponding to the provisional contribution provided for in section 26 of the Act respecting the Pension Plan of Elected Municipal Officers that the local municipality, mandatory body or supramunicipal body should have paid with respect to the remuneration provided for in the first and second paragraphs for the person referred to in the first paragraph of section 170.

172. The compensation shall be paid by the city by bi-monthly instalments during the period commencing on 18 February 2002 and ending on the date on which would have been held the first general election following the expiry of the term under way on 17 February 2002.

A person who is eligible for the compensation may enter into an agreement with the city on any other mode of payment of the compensation.

173. The Government shall participate in the financing of one-half of the expenses that the payment of the portion of the compensation referred to in section 171 represents, based on the basic remuneration, or as the

case may be, on the minimum annual remuneration, provided for by the Act respecting the remuneration of elected municipal officers, of the person eligible for the program and on the amount of the provisional contribution payable with respect to that part of the compensation.

The Government shall send the city, whose territory includes that of the former municipality of which the eligible person was a council member, any amount corresponding to the portion of the expenses to which it must contribute.

174. The balance of the expenses that the payment of compensation represents, including, if applicable, the provisional contribution, constitutes a debt charged to the taxable immovables located in the part of the territory of the city that corresponds to that of the municipality referred to in the first paragraph of section 170, and of which the eligible person was a council member.

175. Any person referred to in section 170, who, on 17 February 2002, was a member of the pension plan for elected officers established under the Act respecting the Pension Plan of Elected Municipal Officers shall continue to participate in the plan during the period referred to in the first paragraph of section 172. However, the participant may, before 15 April 2002, give notice to the city in which he states that he has decided to cease to participate in the plan. He must send, as soon as possible, to the Commission administrative des régimes de retraite et d'assurances a copy of that notice. The termination of membership in the plan shall take effect for that person on 18 February 2002.

The eligible earnings for the person who continues to participate in the plan in accordance with section 170 shall correspond to the amount of the compensation paid during the period referred to in the first paragraph of section 172, less the amount of the compensation payable as a provisional contribution. In that case, the provisional contribution shall be paid by the city to the Commission administrative des régimes de retraite et d'assurances at the same time as the member's contribution that the city must withhold on each compensation payment.

A person who elects to terminate his participation in the pension plan referred to in the first paragraph shall be entitled to receive the portion of the compensation that concerns the provisional contribution.

176. No municipality subject to this amalgamation nor Canton de Tremblay may pass a by-law provided for in section 31 of the Act respecting the remuneration of elected municipal officers.

177. Ville de Saguenay shall pay to the Zone d'appartenance touristique (ZAT) Société touristique du Fjord, for each of the 2002, 2003, 2004, 2005 and 2006 fiscal years, an annual subsidy of \$226 384.

The obligation referred to in the first paragraph shall be charged to the taxable immovables located in La Baie borough.

178. Sections 85 to 92 have effect until 31 December 2011.

179. Subject to paragraphs *j*, *k* and *l* of section 50, the specific provisions governing the municipalities subject to this amalgamation and Canton de Tremblay, except for any provision whose object is, with respect to any such municipality, to validate or ratify a document or an act or to clarify a title of ownership or to confirm or grant the power to acquire or alienate a particular immovable, are repealed from the date of the constitution of Ville de Saguenay.

## SCHEDULE A

### OFFICIAL DESCRIPTION OF THE LIMITS OF THE TERRITORY OF VILLE DE SAGUENAY, MUNICIPALITÉ RÉGIONALE DE COMTÉ DE SAGUENAY

The current territory of the municipalities of Lac Kénogami and Shipshaw and of Ville de Chicoutimi, Ville de Jonquière, Ville de La Baie and Ville de Laterrière and a part of Canton de Tremblay, in Municipalité régionale de comté du Fjord-du-Saguenay, comprising, in reference to the cadastres of the townships of Bagot, Chicoutimi, Ferland, Jonquière, Kénogami, Laterrière, Otis, Simard and Tremblay, Cité d'Arvida, the parishes of Chicoutimi, Saint-Alexis and Saint-Alphonse, the villages of Bagotville and Sainte-Anne-de-Chicoutimi and Ville de Chicoutimi and Ville de La Baie, the lots or parts of lots, the blocks or parts of blocks and their present and future subdivisions, as well as the roads, routes, streets, railway rights-of-way, islands, lakes, watercourses or parts thereof, the whole within the limits described hereafter, namely: starting from the meeting point of the northeasterly extension of the dividing line between the cadastres of Paroisse de Saint-Alexis and Canton d'Otis with the centre line of Rivière Saguenay; thence, successively, the following lines and demarcations: southwesterly, the said extension and part of the dividing line between the said cadastres to the southwestern limit of the right-of-way of a road shown on the original (Chemin de La Malbaie) bordering to the northwest Lot 1 of Rang A of the cadastre of Canton d'Otis; in reference to that cadastre, southeasterly, the southwestern limit of the right-of-way of the said road to the

southeastern line of Lot 9 of Rang A ; southwesterly, the southeastern line of the said lot and its extension in Lac Crève-Cheval and in a non-cadastré part of Canton de Ferland to its meeting point with the southeasterly extension of the southwestern line of Rang D of the cadastre of Canton de Ferland ; northwesterly, the said extension and the southwestern line of the said range ; southwesterly, part of the dividing line between the cadastres of Paroisse de Saint-Alexis and Canton de Ferland to the apex of the southern angle of Lot 228 of the former cadastre, that line crossing Rivière Ha! Ha! and Route 381 that it meets ; northwesterly, the southwestern line of the cadastres of the parishes of Saint-Alexis and Saint-Alphonse and the cadastre of Canton de Bagot to the southeastern line of the cadastre of Canton de Laterrière, that line crossing Rivière à Mars that it meets ; successively southwesterly and northwesterly, the southeastern line and the southwestern line of the cadastre of Canton de Laterrière crossing Rivière du Moulin in the first section and Lac Simoncouche, Route 175 and Rivière Cyriac in the second section ; northeasterly, part of the northwestern line of the cadastre of Canton de Laterrière to the centre line of Lac Kénogami, the former line crossing Rivière Cyriac that it meets ; in a general westerly direction, successively, the centre line of the said lake skirting to the south the islands that are part of the cadastre of Canton de Kénogami, the centre line of the river linking that lake to Lac Ouhiqui, then the centre line of the latter lake to its meeting point with the southerly extension of the dividing line between the cadastres of the townships of Kénogami and Labarre ; northerly, the said extension and part of the dividing line between the cadastres of the said townships to the dividing line between Rang 2 Nord Chemin Kénogami and Rang 3 Nord Chemin Kénogami of the cadastre of Canton de Kénogami ; in reference to that cadastre, easterly, part of the dividing line between the said ranges and its extension into Baie Cascouia to its meeting point with the southerly extension of the western line of Lot 50 of Rang 3 Nord Chemin Kénogami ; northerly, the said extension and the western line of the said lot ; easterly, part of the dividing line between Rang 3 Nord Chemin Kénogami and Rang 4 Nord Chemin Kénogami to its meeting point with the southerly extension of the eastern line of Lot 43 of Rang 6 ; northerly, successively, the said extension into Lot 25 of Rang 4 Nord Chemin Kénogami, then the broken line bordering to the east Lot 43 of Rang 6 and Lot 41 of Rang 5 ; easterly, part of the dividing line between Rang 5 and Rang 4 to the western line of Lot 13 of Rang 4 ; northerly, the western line of the said lot, that line extending across the railway right-of-way (Lot 78) and crossing Route 170 that it meets ; westerly, part of the dividing line between Rang 3 and Rang 4 to the western

line of Lot 45 of Rang 3 ; northerly, the western line of Lot 45 in Rang 3, Rang 2, Rang 1 and Rang A Nord, then its extension to the centre line of Rivière Saguenay ; easterly, the centre line of the said river downstream to its meeting point with the southerly extension of the dividing line between the cadastres of the townships of Simard and Bourget ; northerly, the said extension and part of the dividing line between the cadastres of the said townships to the dividing line between Rang 7 and Rang 8 of the cadastre of Canton de Simard, that first line crossing Route Saint-Léonard, Route Jean, Route des Bouleaux et Route de Portage-Lapointe that it meets ; in reference to that cadastre, easterly, part of the dividing line between the said ranges to the centre line of Rivière Shipshaw ; in a general southwesterly direction, the centre line of the said river downstream to the dividing line between Rang 6 and Rang 7 ; easterly, part of the dividing line between the said ranges to the centre line of Rivière aux Vases ; in a general southerly direction, the centre line of the said river skirting to the east the islands and islets found there to the dividing line between Rang 3 and Rang 4 ; easterly, successively, the dividing line between the said ranges, then part of the dividing line between Rang 3 and Rang 4 of the cadastre of Canton de Tremblay to the apex of the southwestern angle of Lot 31 of Rang 4 of the said cadastre ; in reference to that cadastre, northerly, the western line of Lot 31 in Rang 4 and Rang 5 ; easterly, part of the dividing line between Rang 5 and Rang 6 to the apex of the southwestern angle of Lot 21A of Rang 6 ; northerly, the western line of the said lot ; easterly, part of the dividing line between Rang 6 and Rang 7, then its extension to the centre line of Rivière Valin ; in a general southerly direction, successively, the centre line of the said river downstream to its mouth, then a line parallel to the dividing line between lots A and B of Rang 5 to the centre line of Rivière Saguenay ; finally, in a general southeasterly direction, the centre line of the said river downstream to the starting point.

The said limits define the territory of Ville de Saguenay, Municipalité régionale de comté de Saguenay.

Ministère des Ressources naturelles  
Direction de l'information foncière sur le territoire public  
Division de l'arpentage foncier

Charlesbourg, 22 June 2001

Prepared by: JEAN-FRANÇOIS BOUCHER,  
*Land surveyor*

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**SCHEDULE B****Chicoutimi borough**

Bordered on the south by the south boundary of Ville de Saguenay;

On the west, the west boundary of the former cities of Laterrière and Chicoutimi for the part south of Rivière Saguenay and the west boundary of Canton Tremblay for the part north of Rivière Saguenay;

On the north, the north boundaries of Ville de Saguenay;

On the east, the east boundary of Ville de Saguenay for the part north of Rivière Saguenay and the east boundary of the former cities of Chicoutimi and Laterrière for the part south of Rivière Saguenay;

**Jonquière borough**

Bordered on the south, west and north by the south, west and north boundaries of Ville de Saguenay;

On the east, the east boundary of the former Municipalité de Shipshaw for the part north of Rivière Saguenay, and the east boundary of the former Municipalité de Lac-Kénogami and the former Ville de Jonquière for the part south of Rivière Saguenay;

**La Baie borough**

Corresponds to the boundaries of the former Ville de La Baie

**SCHEDULE C****NUMBER OF COUNCILLORS FOR EACH BOROUGH**

Chicoutimi	8
Jonquière	8
La Baie	3

**SCHEDULE D****DISTRIBUTION OF COUNCILLORS IN EACH BOROUGH FOR THE PURPOSES OF THE FIRST GENERAL ELECTION**

	<b>Districts</b>
<b>Chicoutimi Borough</b>	
Chicoutimi	6
Laterrière	1
Tremblay	1
<b>Jonquière Borough</b>	
Jonquière	6
Shipshaw	1
Lac-Kénogami	1
<b>La Baie Borough</b>	3
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Abbreviations : **A**: Abrogated, **N**: New, **M**: Modified

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