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Part 2 Laws and Regulations

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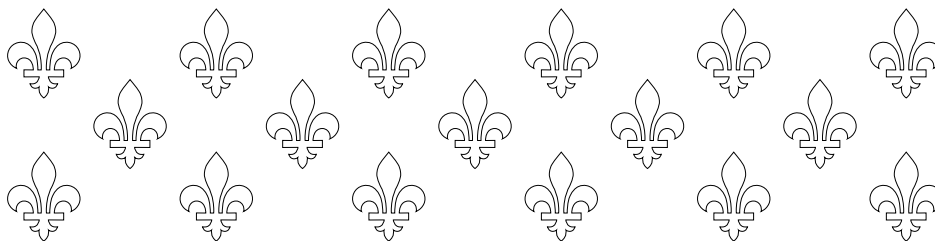
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NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-SIXTH LEGISLATURE

Bill 57
(2001, chapter 38)

An Act to amend the Securities Act

Introduced 12 May 1999
Passage in principle 26 May 1999
Passage 31 October 2001
Assented to 1 November 2001

Québec Official Publisher
2001

EXPLANATORY NOTES

The main object of the bill is to amend the provisions of the Securities Act that govern the Québec financial market, to allow it to adapt to the rapid emergence of new financial products and new market players in a context of market globalization, and to equip the Commission des valeurs mobilières with the tools it needs to ensure the protection of investors.

The bill provides for the establishment of a special disclosure scheme that prescribes the requirements for certain documents that must be filed with the Commission or sent to investors, and the conditions on which a document may stand in lieu of a prospectus. The bill also provides for the filing or transmission of documents by electronic means. The promoters of electronic trading systems will be required to register with the Commission, as will persons acting as securities dealers or advisers for sophisticated purchasers except, in the latter case, where such persons are already authorized to pursue similar activities outside Québec.

In addition, the bill empowers the Commission to impose administrative penalties on registrants who fail to comply with an obligation prescribed by the Act, and provides for the establishment of consultation mechanisms with bodies pursuing similar goals to those of the Commission. The rules of conduct applicable to registrants in their dealings with clients, and specific requirements designed to prevent situations of conflict of interest, are set out in the bill.

The bill details the Commission's regulatory powers, and provides for various measures to empower the Commission to intervene in situations where action is needed to protect investors.

Lastly, the bill harmonizes the vocabulary used in the Securities Act with that of the Civil Code, and contains consequential, corrective and technical amendments.

LEGISLATION AMENDED BY THIS BILL :

- Act respecting the distribution of financial products and services (R.S.Q., chapter D-9.2);
- Act respecting the disclosure of the compensation received by the executive officers of certain legal persons (R.S.Q., chapter I-8.01);
- Act respecting administrative justice (R.S.Q., chapter J-3);
- Securities Act (R.S.Q., chapter V-1.1).

Bill 57

AN ACT TO AMEND THE SECURITIES ACT

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS :

1. The Securities Act (R.S.Q., chapter V-1.1) is amended by replacing the heading of Title I by the following heading :

“GENERAL PROVISIONS”.

2. Section 1 of the said Act is amended by adding the words “of the Government” at the end of subparagraph 9 of the first paragraph.

3. Section 3 of the said Act is amended

(1) by striking out the words “common or” in the first line of paragraph 5.1 ;

(2) by replacing “to securities advisers or brokers” in subparagraph *c* of paragraph 12 by “to members”.

4. The said Act is amended by inserting, after section 4, the following section :

“4.1. Provisions of this Act or of regulations made under this Act in respect of the distribution of securities to the public, the right of a client to receive a prospectus, a confirmation slip and a statement of account, the right of a client to rescind a subscription, the voting rights attached to securities and the keeping of securities on deposit on behalf of a client apply, with the necessary modifications, to firms that pursue their activities through a securities representative governed by the Act respecting the distribution of financial products and services (chapter D-9.2).”

5. Section 5 of the said Act is amended

(1) by inserting the following definition after the definition of “distribution” :

““investment club” means a group of individuals who come together for educational purposes, for a limited time, in order to learn about the stock market and diversify their portfolio through the purchase of securities from more than one issuer, and whose regular and modest contributions as members of the club constitute its capital;” ;

(2) by striking out the definition of “legal person”;

(3) by adding the following paragraph at the end of the definition of “distribution”:

“(9) the disposal, by a shareholder who has the control of a company or a person holding more than a determined portion of the securities of a class or series of the securities of an issuer, of that portion of securities or another determined portion of the securities of that class or series in the manner determined by regulation;”.

6. Section 6 of the said Act is amended

(1) by replacing the words “civil partnership” in the first and second paragraphs by the word “partnership”;

(2) by adding, at the end of the second paragraph, the words “, except the special partners”.

7. The said Act is amended by inserting, after section 7, the following section:

“7.1. Notwithstanding the Act respecting trust companies and savings companies (chapter S-29.01), the Commission may authorize a legal person other than a trust company governed by the said Act to act as trustee of an unincorporated mutual fund in accordance with the Civil Code.”

8. The said Act is amended by inserting, after section 10.5, the following section:

“10.6. Documents required to be filed with or transmitted to the Commission under this Act must, where so determined by regulation of the Commission, be filed or transmitted in the medium or by the technological means indicated in the regulations of the Commission.”

9. Section 18 of the said Act is replaced by the following section:

“18. A distribution of securities may be made by way of a simplified prospectus if the reporting issuer meets the conditions fixed by regulation.”

10. The said Act is amended by striking out Division III.1 of Chapter I of Title II.

11. Section 33 of the said Act is amended by adding, at the end of the first paragraph, the words “, except in the cases for which a longer period is provided for by regulation”.

12. Section 40.1 of the said Act is amended by adding, at the end, the following paragraphs:

“In the case of an international distribution of the securities of a foreign issuer, the prospectus may, in the cases determined by regulation, be drawn up in a language other than French that is used in financial matters. The prospectus must, in such a case, include a summary in French containing the information and attestations prescribed by regulation and integrating, by means of references, all the information given in the prospectus.

The dealer may, in a case referred to in the second paragraph, transmit the summary rather than the prospectus to prospective subscribers, provided the dealer also sends them the prospectus on request. The dealer must also ensure that a registered representative, possessing sufficient knowledge of the language in which the prospectus is drawn up, is in a position to discharge, for the benefit of the clients, the obligations concerning the information and recommendations prescribed by the Act and the regulations.”

13. Section 45 of the said Act is amended by adding, at the end, the words “, the value of which is at least equal to the minimum amount fixed by regulation”.

14. Section 50 of the said Act is amended by replacing the words “merger or a reorganization of capital” in the second line by the words “consolidation or reorganization”.

15. Section 57 of the said Act is replaced by the following section :

“57. The securities that qualify as gilt-edged securities shall be determined by regulation.”

16. Section 58 of the said Act is amended by replacing the second paragraph by the following paragraph :

“The period referred to in the preceding paragraph is determined by regulation.”

17. Section 59 of the said Act is amended by replacing “then 12 months” in the second paragraph by “in that case determined by regulation”.

18. Section 60 of the said Act is amended

(1) by striking out “of the capital” in the third line ;

(2) by replacing “12 months” in the fourth line by “the period determined by regulation”.

19. Section 61 of the said Act is amended by replacing “more than 12 months” in the third line by “the period determined by regulation”.

20. Section 64 of the said Act is replaced by the following section :

“64. A securities distribution to which a special disclosure scheme established by regulation applies may be made by an issuer, provided that the issuer complies with the requirements of the special scheme concerning the information that must be contained in the documents to be filed with the Commission or sent to investors and with the conditions subject to which a document may stand in lieu of a prospectus.”

21. Section 68 of the said Act is amended by replacing the words “within the framework of a combination to which a reporting issuer was a party” in subparagraph 4 of the second paragraph by the words “following a consolidation or reorganization involving at least one reporting issuer”.

22. Section 73 of the said Act is amended by adding, at the end, the following paragraph:

“A statement of material change must also be filed with the Commission by the reporting issuer in the form and within the time fixed by regulation.”

23. Section 74 of the said Act is amended by inserting the words “or file a statement of material change” after the word “release” in the first paragraph.

24. Section 75 of the said Act is amended by replacing the words “140 days from the end of its financial year” by the words “the time fixed by regulation”.

25. Section 76 of the said Act is amended by replacing the words “60 days from the end of each of the first three quarters of its financial year” by the words “the time fixed by regulation”.

26. Section 77 of the said Act is amended by replacing the words “140 days from the end of its financial year” by the words “the time fixed by regulation”.

27. Section 78 of the said Act is replaced by the following section:

“78. Within the time fixed by regulation, every reporting issuer shall send to every registered holder of its securities, other than holders of debt securities, and to the Commission a quarterly report including the financial statements provided for in section 76 and the information required by regulation.”

28. Section 80 of the said Act is replaced by the following section:

“80. The financial statements and auditor’s report required under this Act or the regulations must be drawn up in accordance with the standards established by regulation.”

29. The said Act is amended by replacing the word “PERMANENT” in the title of Chapter III of Title III by the words “ANNUAL INFORMATION STATEMENT AND PERMANENT”.

30. Section 84 of the said Act is replaced by the following section :

“84. Every reporting issuer shall, within the time fixed by regulation, file an annual information statement with the Commission containing the information prescribed by regulation.”

31. Section 85 of the said Act is replaced by the following section :

“85. Every reporting issuer intending to avail itself of the simplified prospectus scheme shall file a permanent information record with the Commission.

The permanent information record shall contain

(1) the annual information statement ;

(2) the documents filed in accordance with Chapter II, namely the latest annual report and all other documents filed since the close of the financial year covered by the report.”

32. Section 86 of the said Act is repealed.

33. Section 87 of the said Act is amended by inserting the words “annual information statement or, where applicable,” after the words “a copy of its”.

34. Section 88 of the said Act is repealed.

35. Section 96 of the said Act is amended by replacing the words “within ten days thereafter and in the form” by the words “according to the terms and conditions, in the form and within the time”.

36. Section 98 of the said Act is amended by replacing the words “the first ten days of the month following the month in which he is so deemed” by the words “the time fixed by regulation”.

37. Section 103.1 of the said Act is replaced by the following section :

“103.1. The issuer of a security to which a special continuous disclosure scheme established by regulation applies is bound only by the obligations that are prescribed by regulation with respect to continuous disclosure concerning that security.”

38. Section 108 of the said Act is amended

(1) by replacing the words “prepare a simplified prospectus referred to in” by the words “avail itself of a special scheme under” ;

(2) by replacing “84 to 88” by “84, 85 and 87”.

39. Section 126 of the said Act is amended by replacing the words “price on that market on the day of the transaction” in the second paragraph by the words “reference price established in the manner prescribed by regulation”.

40. Section 128 of the said Act is amended by replacing the second paragraph by the following paragraph:

“The offeror shall file the documents referred to in the first paragraph with the Commission and send them to the offeree company not later than the day on which they are sent to the security holders or on which the advertisement provided for in section 129.1 is published.”

41. The said Act is amended by inserting, after section 129, the following section:

“129.1. The offeror may make or amend the take-over bid by way of a newspaper advertisement on the conditions and in the manner prescribed by regulation.

The documents shall be sent to the holders of securities of the offeree company within the time fixed by regulation.”

42. Section 130 of the said Act is amended by replacing the words “five days after the expiry of the bid” in the third paragraph by the words “the period fixed by regulation”.

43. Section 133 of the said Act is amended by adding, at the end of the second paragraph, the words “except in the case provided for in section 129.1, where they become effective on the day of publication”.

44. Section 134 of the said Act is amended by replacing the words “not later than ten days from the date the take-over bid is made” in the first paragraph by the words “within the time fixed by regulation”.

45. Section 136 of the said Act is amended by replacing the words “not later than seven days before the bid expires” in the second paragraph by the words “within the time fixed by regulation”.

46. Section 138 of the said Act is amended by replacing the words “five days after the notice” by the words “the time fixed by regulation”.

47. Section 147.3 of the said Act is amended by replacing the words “not be less than 21 days from the date thereof” by the words “be at least equal to the minimum period fixed by regulation”.

48. Section 147.4 of the said Act is amended by replacing the words “For 21 days from the date of the bid” by the words “During the period fixed by regulation”.

49. Section 147.5 of the said Act is replaced by the following section :

“147.5. Securities deposited in response to a bid may be withdrawn by giving notice in writing to the depositary on the conditions, in the manner and within the time fixed by regulation.”

50. Section 147.6 of the said Act is amended

(1) by replacing the words “10 days from the expiry of the bid” in the first paragraph by the words “the time fixed by regulation” ;

(2) by replacing the words “not more than three days after the taking up of the securities” in the second paragraph by the words “within the time fixed by regulation”.

51. Section 147.7 of the said Act is amended by replacing the words “10 days of their deposit” by the words “the time fixed by regulation”.

52. Section 147.8 of the said Act is amended by replacing the words “10 days after the notice of variation has been delivered” by the words “the expiry of the time fixed by regulation”.

53. Section 147.9 of the said Act is replaced by the following section :

“147.9. An offeror wishing to extend the period during which securities may be deposited pursuant to a bid all the terms of which have been complied with shall first take up all securities deposited thereunder.

However, where the offeror waives one term of the bid or varies the terms of the bid and extends the bid as provided in section 130, the offeror may not take up securities which may be withdrawn pursuant to section 147.5.”

54. Section 147.21 of the said Act is amended by adding the following paragraph :

“(3) the securities are purchased from current or former employees of the issuer or a company of the same group and, in the case of securities traded on an organized market, where

(a) the consideration offered does not exceed the average market price established in the manner prescribed by regulation ; and

(b) the securities acquired under this exemption over a twelve-month period do not represent more than 5% of the securities of the class that are outstanding at the commencement of the period.”

55. The said Act is amended by inserting, after section 148, the following section :

“148.1. The Commission may require that a candidate or a class of candidates it determines pursue their activities through a subsidiary as regards the field of securities for which registration is sought.”

56. Section 150 of the said Act is replaced by the following section :

“150. The categories of registration, the conditions to be met by candidates, the duration of registration and the rules governing the activities of registrants shall be established by regulation.”

57. Section 155.1 of the said Act is amended by striking out paragraph 3.

58. Section 157 of the said Act is replaced by the following section :

“157. A person authorized by a competent authority to act as a securities dealer or securities adviser outside Québec, and who has no establishment in Canada, is exempt from registration to the extent that the person’s operations in Québec

(1) concern only persons in respect of whom the prospectus exemptions provided for in section 43 apply ;

(2) involve securities of an issuer that has not made a distribution by way of a prospectus in Canada ; and

(3) are conducted without solicitation.”

59. Section 158 of the said Act is amended by replacing the words “fixed by the policy statements of the Commission” in the second paragraph by the words “prescribed by regulation”.

60. Section 160 of the said Act is replaced by the following section :

“160. All registrants are required to act in good faith and with honesty and loyalty in their dealings with clients.”

61. The said Act is amended by inserting, after section 160, the following section :

“160.1. In their dealings with clients and in the execution of the mandates entrusted to them by their clients, registrants are required to act with all the care that may be expected of a knowledgeable professional acting in the same circumstances.”

62. Section 165 of the said Act is amended by replacing the first paragraph by the following paragraph :

“165. A dealer or any other person holding the securities of a reporting issuer on behalf of clients shall forward to the owner of the securities all the

documents received concerning the securities at the expense of the person designated, at the rate fixed, in the circumstances and according to the other conditions prescribed by regulation.”

63. The said Act is amended by inserting, after section 165, the following section:

“165.1. A dealer or any other person holding the securities of a reporting issuer on behalf of clients is required to provide the issuer with a list of the names and addresses of those clients, where the issuer so requests in order to discharge its obligation to send documents to those clients, and to specify the number of securities held by each client and the preferred language of correspondence, except where a client has given written instructions that such information is not to be disclosed to the issuer.”

64. The said Act is amended by inserting, after section 168.1, the following chapter:

“CHAPTER V

“CONFLICTS OF INTEREST IN RELATION TO DISTRIBUTIONS

“168.2. A dealer that, as a member of an underwriting syndicate, best efforts underwriting syndicate or investment syndicate, participates in a distribution of the dealer’s own securities or of the securities of an issuer of which the dealer is not entirely independent, is required to act in the same manner as if acting at arm’s length.

The dealer and every other member of the underwriting syndicate or best efforts underwriting syndicate must be able, at all times, to provide the proof establishing that the distribution is being made under competitive terms.

“168.3. The dealer shall adopt control measures for the purposes of section 168.2 and see that they are implemented.

“168.4. The control measures taken pursuant to section 168.3 shall be disclosed in the manner prescribed by regulation.”

65. Section 170 of the said Act is amended by replacing “26 of section 331” in the second paragraph by “32 of section 331.1”.

66. The said Act is amended by inserting, after section 170.1, the following section:

“170.2. The Commission may require that the promoter of an electronic trading system be recognized as a self-regulatory organization or registered as a broker in order to carry on business in Québec. The Commission may, at the same time, define a special scheme with respect to the operation of the trading system.

For the purpose of making a decision under this section, the Commission shall determine the relevant connecting factors in order to ensure the protection of investors.”

67. Section 198 of the said Act is repealed.

68. Section 199 of the said Act is amended by adding the words “or if the declaration appears in a preliminary or final prospectus for which the Commission has issued a receipt” at the end of subparagraph 4 of the first paragraph.

69. Section 206 of the said Act is repealed.

70. The said Act is amended by inserting, after section 210, the following section:

“210.1. The fine imposed by a court belongs to the Commission where the Commission has taken charge of the prosecution.”

71. Section 239 of the said Act is replaced by the following section:

“239. The Commission may order an investigation

- (1) to ascertain whether the Act and the regulations are complied with;
- (2) to repress contraventions to the Act or the regulations;
- (3) to repress contraventions to the securities legislation of another legislative authority;
- (4) within the scope of an agreement entered into pursuant to section 295.1;
- (5) to ascertain whether it would be advisable to recommend that the Minister appoint a provisional administrator.”

72. The said Act is amended by inserting, after section 269.1, the following section:

“269.2. The Commission may, where it considers it to be in the public interest, apply to the court for a declaration to the effect that a person has failed to discharge an obligation under this Act or a regulation, and that the person be condemned to pay damages up to the amount of the damage caused to other persons.

The court may also impose punitive damages, or order the person to repay the profits derived as a result of the failure.

A motion by the Commission under this section shall be filed in the district in which the residence or principal establishment of the person concerned is

situated or, if the person has neither residence nor establishment in Québec, in the district of Montréal.”

73. The said Act is amended by inserting, after section 273, the following sections :

“273.1. Where the Commission becomes aware of facts establishing that a reporting issuer, an issuer having made a distribution pursuant to a prospectus exemption under sections 43 to 56, or a person registered pursuant to section 148 or 149, has failed to comply with a provision under this Act or a regulation made under its authority, the Commission may impose an administrative penalty on the offender and receive payment thereof.

The amount of the penalty may in no case exceed \$1,000,000.

The amounts collected under the first paragraph, if any, shall be paid into a fund established under section 276.4 and allocated to the education of investors or the promotion of their general interest.

“273.2. The Commission may impose on a person referred to in section 273.1, in addition to a penalty provided for therein, the obligation to repay the cost of any inspection or investigation that provided proof of the facts establishing the failure to comply with the provision concerned, according to the rate established by regulation.

“273.3. The Commission may prohibit a person from acting as a director or senior executive of an issuer on the grounds set out in article 329 of the Civil Code, or where a penalty has been imposed on the person under this Act.

The prohibition imposed by the Commission may not exceed five years.

The Commission may, at the request of the person concerned, lift the prohibition on such conditions as it considers appropriate.”

74. Section 274 of the said Act is amended by striking out the second paragraph.

75. Section 277 of the said Act is amended

(1) by replacing “seven” in the first paragraph by “nine”;

(2) by replacing “two” in the first and second paragraphs by “three”.

76. Section 281 of the said Act is repealed.

77. The said Act is amended by inserting, after section 281, the following section :

“281.1. No member of the personnel of the Commission may have a direct or indirect interest in an undertaking that may put the member’s personal interest in conflict with the member’s duties of office. Any interest that devolves by succession or gift must be renounced or disposed of with diligence.”

78. Section 283 of the said Act is replaced by the following section :

“283. No proceeding may be brought against the Commission, a member of the Commission or of its personnel, its appointed agent or any person exercising a delegated power, for official acts done in good faith in the exercise of their functions.”

79. The said Act is amended by inserting, after section 294, the following section :

“294.1. The Commission may allow a document or attestation required by the legislation of another legislative authority to be substituted for a document or attestation prescribed by this Act.

The Commission may also accept the substitution of other documents for such documents and attestations, provided that they contain equivalent information.”

80. The said Act is amended by inserting, after section 297, the following section :

“297.1. The Commission may communicate personal information, without the consent of the person concerned, to a person or organization responsible, by law, for the prevention, detection or repression of crime or statutory offences outside Québec, if the information relates to an offence under this Act or under securities legislation applicable outside Québec.

The Commission may also communicate personal information that relates to a person required to be registered under Title V, a senior executive, an insider, a promoter or a person having, even indirectly, significant influence on an issuer, a registrant, a self-regulatory organization or a company involved in a take-over bid or issuer bid or a merger or reorganization, without the consent of the person concerned, to a person or organization, even outside Québec, acting in the securities regulation or monitoring field.”

81. Section 300 of the said Act is repealed.

82. Section 301 of the said Act is replaced by the following section :

“301. The rules of ethics to which the members of the personnel of the Commission are subject, the applicable penalties, and the procedure to be followed in imposing such penalties, shall be determined by regulation.”

83. Section 307 of the said Act is amended by striking out the second paragraph.

84. Section 308 of the said Act is replaced by the following section :

“308. The Commission may not delegate the power to review its decisions, the power to order an investigation under section 239, the power to institute court proceedings under this Act in the name of the Commission, the power to render a decision pursuant to Title VI, the power to make a freeze order pursuant to Title IX, the power to recommend to the Minister the appointment of a provisional administrator, the liquidation of the property of a person or the liquidation of a partnership, the power to impose an administrative penalty under section 273.1, the power to make regulations and the power to establish policy statements. However, the Commission may delegate the power to order an investigation under section 239 to one of its members.”

85. The said Act is amended by inserting, after section 312, the following section :

“312.1. A member of the Commission who has examined a matter with a view to ordering an investigation under section 239 must refrain from attending the sitting during which the matter is to be discussed, unless the parties consent thereto.”

86. The said Act is amended by inserting, after section 314, the following section :

“314.1. By way of exception, the Commission may suspend the holding of a hearing until the applicant undertakes to pay the cost of the research work that the Commission considers necessary in order to rule on the issue submitted to it.

Similarly, the Commission may require one of the parties to pay the representation costs incurred by investors or, if it is in the public interest, it may pay such costs itself.”

87. The said Act is amended by inserting, after section 318, the following section :

“318.1. For the purpose of rendering a decision, the Commission or a person exercising a delegated power may, within the scope of a consultation mechanism established by regulation or an agreement under section 295.1, consider a factual analysis prepared by the personnel of an organization pursuing similar objects.”

88. Section 320.1 of the said Act is amended by replacing the first paragraph by the following paragraphs :

“320.1. The Commission may file an authentic copy of a decision it has rendered or rendered by a person exercising a delegated power at the office of the clerk of the Superior Court of the district in which the residence or domicile of the person concerned is situated or, if the person has neither residence nor domicile in Québec, at the office of the Superior Court in the district of Montréal.

The Commission may, in the same manner, file a copy of a decision rendered outside Québec by a similar organization, if it is of the opinion that the decision is consistent with the essential principles of procedure and that it is in the public interest to do so.”

89. The said Act is amended by inserting, after section 320.1, the following section:

“320.2. A decision containing a clerical error, a mistake in calculation or any other error of form may be rectified on the record by a member of the Commission having taken part in the decision.”

90. Section 324 of the said Act is amended

- (1) by inserting “final” before “decision”;
- (2) by striking out “three judges of”.

91. Section 331 of the said Act is replaced by the following section:

“331. The Commission may, by regulation,

(1) define the procedure to be followed in any matter relating to the application of this Act;

(2) establish the minimum amount of a portfolio to which section 45 applies;

(3) determine the stipulations that a contract referred to in section 47 must contain;

(4) fix the minimum amount of a subscription or acquisition for the purposes of section 51, and define the conditions applicable to an exemption under that section;

(5) determine the securities that qualify as gilt-edged securities for the purposes of section 57;

(6) establish the rescission rights and the commissions and other sales charges pertaining to a contractual plan for the acquisition of securities;

(7) define the conditions on which a dealer may use credit balances not given in guarantee;

(8) establish the special rules of ethics to which the members of the personnel of the Commission are subject, and the applicable penalties;

(9) prescribe the fees payable for any formality provided for in this Act or the regulations and for services rendered by the Commission, and the terms and conditions of payment;

(10) prescribe the fees payable by an investor for a securities transaction, and the procedure for collecting the fees and remitting them to the Commission;

(11) establish the rates referred to in sections 212, 273.2, 330.9 and 330.10.

A regulation made under this section shall be submitted to the Government for approval, with or without amendment.

The Government may make or amend a regulation under this section if the Commission does not do so within the time specified by the Government.”

92. Section 331.1 of the said Act is replaced by the following section:

“331.1. The Commission may, by regulation,

(1) determine the form and content of the documents, declarations, statements and attestations required under this Act or the regulations;

(2) determine, from among the documents required under this Act to be filed with or transmitted to it, those that must be filed or transmitted using the medium or technology it specifies in the regulation;

(3) fix various time limits and periods in accordance with the provisions of this Act;

(4) determine the percentages of securities of a class or series of the securities of an issuer and establish the terms and conditions for the purposes of paragraph 9 of the definition of “distribution” in section 5;

(5) determine the cases and prescribe the information and attestations to which the second paragraph of section 12 and section 40.1 apply;

(6) impose conditions or an undertaking for the issue by the Commission of a receipt in respect of a prospectus, and fix the conditions on which a security may be distributed by way of various types of prospectus;

(7) establish the rules governing the designation of securities and the changes made to their characteristics;

(8) prescribe the information concerning securities or securities transactions that must be transmitted to the Commission, self-regulatory organizations, security holders, investors, clients or the general public, and establish the

management rules to be complied with by a registrant in order to safeguard the interests of clients ;

(9) define accounting requirements for issuers, securities dealers and advisers and self-regulatory organizations, and the requirements relating to the books, registers and other documents they must keep and to the preparation and audit of their financial statements ;

(10) confer on some of the rules or standards established by a self-regulatory organization or professional association, and any amendments made thereto, the force and effect of a regulation made under this Act ;

(11) exempt a category of persons, securities or transactions from some or all of the requirements of this Act or the regulations, with or without conditions ;

(12) prohibit the use of advertising documents during a distribution ;

(13) define the cases in which the Commission may refuse to issue a receipt for a prospectus referred to in Title II ;

(14) establish special disclosure schemes for securities distributions based on the nature of the securities involved or the categories of issuers, fix the new conditions for the use of such schemes and prescribe the documents that may stand in lieu of a prospectus on the conditions determined by the Commission ;

(15) prohibit or impose conditions applicable to any operation designed to fix, stabilize or influence the quoted price of a security ;

(16) establish operating rules for the management, stewardship, safekeeping and composition of the assets of mutual funds and unincorporated mutual funds and prohibit certain transactions for the protection of the holders of securities ;

(17) prohibit or impose conditions applicable to securities transactions with and loans made to persons who are not entirely independent of a mutual fund or unincorporated mutual fund ;

(18) determine the conditions on which a body may qualify under section 67 of this Act ;

(19) establish rules concerning the financial statements and auditor's reports required under this Act or the regulations ;

(20) establish special continuous disclosure schemes for outstanding securities, based on the nature of the securities or the categories of issuers determined by the Commission ;

(21) establish any rule necessary for the implementation of Title IV as regards issuer bids and take-over bids ;

(22) fix the manner in which the average market price referred to in sections 123, 126 and 147.21 is established;

(23) establish the manner in which authorization is granted by the offeror for the purposes of section 129;

(24) prescribe measures to protect minority shareholders with respect to the transactions determined by the Commission that are carried out by issuers or other persons having access to the financial market and that are likely to give rise to situations of conflict of interest;

(25) determine the conditions subject to which a person resident outside Québec may apply for registration or hold an interest in the capital of a registrant;

(26) establish categories of registration, the conditions to be met by applicants, the duration of registration and the rules governing the activities of registrants;

(27) define, for the purposes of section 159, the changes that must be notified to the Commission and those for which approval must be obtained from the Commission;

(28) establish the obligations incumbent on registrants and self-regulatory organizations following a transaction in counterfeit, lost or stolen securities;

(29) determine the cases and circumstances in which a dealer must participate in a contingency fund;

(30) establish the rules and procedures that apply to the transmission of documents referred to in section 165;

(31) establish the rules that apply to the disclosure of the control measures implemented pursuant to section 168.4;

(32) establish the rules governing the over-the-counter market;

(33) establish a mechanism for consulting with an organization pursuing similar objects, concerning matters coming under the authority of this Act and of the legislation of the legislative authority having jurisdiction over such organization.”

93. The said Act is amended by inserting, after section 331.1, the following section:

“331.2. Every regulation made under section 331.1 must be approved, with or without amendment, by the Minister.

The Minister may make a regulation under this section if the Commission does not do so within the time specified by the Minister.

A draft regulation shall be published in the Bulletin of the Commission, accompanied with the notice required under section 10 of the Regulations Act (chapter R-18.1).

A draft regulation may not be submitted for approval or be made before 30 days have elapsed since its publication.

The regulation comes into force on the date of its publication in the *Gazette officielle du Québec* or on any later date specified in the regulation. It shall also be published in the Bulletin.

Sections 4 to 8, 11 and 17 to 19 of the Regulations Act do not apply to a regulation made under section 331.1.”

94. Section 332 of the said Act is replaced by the following section :

“332. The Government may, by regulation,

(1) determine the other forms of investment subject to this Act ;

(2) determine the remunerated business to which section 149 applies.”

95. Section 333 of the said Act is amended by replacing “or the Commission” by “, the Minister or the Commission”.

96. Section 335 of the said Act is amended by striking out the words “or 331.1”.

97. Section 9 of the Act respecting the distribution of financial products and services (R.S.Q., chapter D-9.2) is amended by replacing “a dealer governed by” in the first paragraph by “a person registered as a dealer acting as principal or as agent within the meaning of”.

98. Schedule IV to the Act respecting administrative justice (R.S.Q., chapter J-3) is amended by striking out paragraph 27.

99. Section 7 of the Act respecting the disclosure of the compensation received by the executive officers of certain legal persons (R.S.Q., chapter I-8.01) is amended by adding, at the end of the first paragraph, the words “It may, to that end, exercise the powers conferred on it by the Securities Act.”

100. The policy statements are deemed to be regulations to the extent that they concern matters for which the new Act provides regulatory powers and that they are consistent with the new Act and the regulations made under its authority.

101. The provisions of this Act come into force on 1 November 2001, except the provisions of paragraph 3 of section 5, sections 8 to 13, 15 to 17, paragraph 2 of section 18, sections 19, 20, 22 to 33, 35 to 52, 54, 58 to 60, 64, 82 and 100, which come into force on the date or dates to be fixed by the Government.

Regulations and other acts

Gouvernement du Québec

O.C. 1364-2001, 14 November 2001

Professionnal Code
(R.S.Q., c. C-26)

Office des professions du Québec — Amount of the contribution of each member for the 2002-2002 fiscal year

Amount of the contribution of each member of a professional order for the 2002-2003 fiscal year of the Office des professions du Québec

WHEREAS under section 196.2 of the Professional Code (R.S.Q., c. C-26), the expenditures incurred by the Office des professions du Québec in a fiscal year shall be payable by the members of the professional orders;

WHEREAS under section 196.3 of the Code, each member of a professional order is required to pay a contribution equal to the total of the expenditures incurred by the Office for a year of reference, divided by the total number of members entered on the rolls of all orders on the last day of the year of reference;

WHEREAS under section 196.5 of the Code, where, for a particular fiscal year, the total amount of the contributions paid under section 196.3 of the Code is less than or is more than the amount of the expenditures incurred by the Office, the contribution of each member, established in accordance with section 196.3 of the Code, shall be increased or reduced, as the case may be;

WHEREAS that increase or reduction shall be determined by establishing the difference between the expenditures incurred by the Office for that fiscal year and the total amount of contributions paid for the year of reference and dividing that difference by the total number of members entered on the roll of every order on the last day of that fiscal year; the charge payable pursuant to section 196.8 of the Code shall be deducted when the increase or reduction is determined;

WHEREAS for the purposes of section 196.5 of the Code, the year of reference used as the basis for computing the contribution extends from 1 April 1999 to 31 March 2000;

WHEREAS it is expedient to fix the amount of the contribution of each member of an order;

IT IS ORDERED, therefore, on the recommendation of the Minister responsible for the administration of legislation respecting the professions:

THAT \$17.45 be fixed as the amount of the contribution of each member of a professional order for the 2002-2003 fiscal year of the Office des professions du Québec.

JEAN ST-GELAIS,
Clerk of the Conseil exécutif

4680

Gouvernement du Québec

O.C. 1365-2001, 14 November 2001

Professional Code
(R.S.Q., c. C-26)

Nursing extern — Professional acts that may be performed on certain terms and conditions

Regulation to amend the Regulation respecting the professional acts that may be performed by a nursing extern on certain terms and conditions;

WHEREAS under paragraph *h* of section 94 of the Professional Code (R.S.Q., c. C-26), the Bureau of a professional order may, by regulation, determine among the professional acts that may be engaged in by members of the order, those that may be engaged in by the persons or categories of persons indicated in the regulation and the terms and conditions on which such persons may engage in such acts;

WHEREAS in accordance with that paragraph, the Bureau of the Ordre des infirmières et infirmiers du Québec adopted the Regulation to amend the Regulation respecting the professional acts that may be performed by a nursing extern on certain terms and conditions;

WHEREAS in accordance with section 95 of the Professional Code, the Office des professions du Québec made its recommendations;

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

WHEREAS under section 13 of that Act, the reasons justifying the absence of prior publication 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 of the regulation

— it is expedient to allow that externship periods in nursing may be extended as of 15 December 2001 in order to compensate for the serious lack of nursing staff forecasted in health institutions for the winter period

IT IS ORDERED, therefore, upon the recommendation of the Minister responsible for the administration of legislation respecting the professions :

THAT the Regulation to amend the Regulation respecting the professional acts that may be performed by a nursing extern on certain terms and conditions, attached to this Order in Council, be approved with amendments.

JEAN ST-GELAIS,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting the professional acts that may be performed by a nursing extern on certain terms and conditions*

Professional Code
(R.S.Q., c. C-26, s. 94, par. h)

1. The Regulation respecting the professional acts that may be performed by a nursing extern on certain terms and conditions is amended by adding the following paragraph at the end of section 5:

“The extern may extend the externship period from 15 December to 20 January next, on the same conditions and in the same health institution.”

2. This Regulation comes into force on 15 December 2001.

4681

* The Regulation respecting the professional acts that may be performed by a nursing extern on certain terms and conditions, approved by Order in Council 512-2000 dated 19 April 2000 (2000, *G.O.* 2, 2197) was amended once by the Regulation approved by Order in Council 432-2001 dated 11 April 2001 (2001, *G.O.* 2, 1949).

Notice

An Act respecting collective agreement decrees
(R.S.Q., c. D-2)

Regulation to amend the Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la région Saguenay–Lac St-Jean

The Minister of State for Labour, Employment and Social Solidarity and Minister of Labour, Mr. Jean Rochon, hereby gives notice, under section 19 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), that the “Regulation to amend the Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la région Saguenay–Lac St-Jean”, adopted by the Comité paritaire de l'industrie des services automobiles de la région Saguenay–Lac Saint-Jean at its meeting held on 19 June 2001, was approved with amendments, on his recommendation, by Order in Council No. 1368-2001 dated 14 November 2001.

Therefore, that Regulation comes into force on the date of its approval by the Government.

ROGER LECOURT,
Deputy Minister of Labour

Gouvernement du Québec

O.C. 1368-2001, 14 November 2001

An Act respecting collective agreement decrees
(R.S.Q., c. D-2)

Industrie de l'automobile – Saguenay–Lac Saint-Jean — Amendments

CONCERNING the Regulation to amend the Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la région Saguenay–Lac St-Jean

WHEREAS under section 16 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), the Comité paritaire de l'industrie des services automobiles de la région Saguenay–Lac Saint-Jean was formed to oversee and ascertain compliance with the Decree respecting the automotive services industry in Chapais, Chibougamau, Lac Saint-Jean and Saguenay (R.R.Q., 1981, c. D-2, r. 50);

WHEREAS under section 18 of that Act, the committee has adopted, for its internal management, the Regulation respecting the constitution of the the Comité paritaire de l'industrie de l'automobile de la région Saguenay-Lac St-Jean, approved by the Government under Order in Council No. 164-84 dated 18 January 1984;

WHEREAS the Comité paritaire de l'industrie des services automobiles de la région Saguenay-Lac Saint-Jean adopted the "Regulation to amend the Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la région Saguenay-Lac St-Jean" at its meeting held on 19 June 2001;

WHEREAS under section 19 of that Act, that Regulation must be approved, with or without amendment, by the Government;

WHEREAS it is expedient to approve that Regulation with amendments;

IT IS ORDERED, therefore, on the recommendation of the Minister of State for Labour, Employment and Social Solidarity and Minister of Labour:

THAT the Regulation to amend the Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la région Saguenay-Lac St-Jean, attached hereto, be approved.

JEAN ST-GELAIS,
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la région Saguenay-Lac St-Jean*

An Act respecting collective agreement decrees (R.S.Q., c. D-2, ss. 18 and 19)

1. The following is substituted for the title of the Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la région Saguenay-Lac St-Jean:

"Regulation respecting the constitution of the Comité paritaire de l'industrie des services automobiles de la région Saguenay-Lac Saint-Jean".

2. Section 4 is amended:

(1) by substituting, in the part preceding paragraph 1, the word "fourteen" for the word "twelve";

(2) by adding, at the end of paragraph 1, the following subparagraph:

"(f) a member by the M.C.Q. Mouvement Carrossiers Québec;"

(3) by substituting, in subparagraph *a* of paragraph 2, the word "six" for the word "five".

3. The following is substituted for section 17:

"17. Quorum

The quorum for a meeting of the committee is eight members, with at least four members constituting the employer group and four members constituting the union group."

4. This Regulation comes into force on the date of its approval by the Government.

4682

M.O., 2001

Order of the Minister of State for Labour, Employment and Social Solidarity and Minister of Labour dated 14 November 2001

Building Act
(R.S.Q., c. B-1.1)

RESPECTING the delegation agreements between the Régie du bâtiment du Québec, Ville de Pierrefonds and Ville de Verdun, respectively

THE MINISTER OF STATE FOR LABOUR, EMPLOYMENT AND SOCIAL SOLIDARITY AND MINISTER OF LABOUR,

* The Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la région Saguenay-Lac St-Jean, approved by Decree No. 164-84 dated 18 January 1984 (1984, *G.O.* 2, 453), was amended by the Regulations approved by Orders in Council No. 19-85 dated 9 January 1985 (1985, *G.O.* 2, 561), No. 179-90 dated 14 February 1990 and No. 607-2000 dated 17 May 2000 (2000, *G.O.* 2, 2318).

CONSIDERING the first paragraph of section 132 of the Building Act (R.S.Q., c. B-1.1) amended by section 37 of chapter 46 of the Statutes of 1998, which provides that the Régie du bâtiment du Québec may enter into a written agreement with a local municipality to delegate to it, within its territory and to the extent specified, its powers and duties pursuant to sections 14 to 19, 21, 22, 24 to 27, 32 to 37.2 and 37.4 to 39 of the Act in order to ensure the quality of construction work and public safety;

CONSIDERING section 136 of the Act, which provides that an agreement requires approval by the Minister of State for Labour, Employment and Social Solidarity and Minister of Labour and comes into force ten days following the date of publication in the *Gazette officielle du Québec* of a notice to that effect or on any later date fixed therein;

CONSIDERING the delegation agreement entered into on 4 July 2001 by the Régie du bâtiment du Québec and Ville de Pierrefonds, which was approved by the Minister's Order dated 11 July 2001 and is in force until 31 December 2001;

CONSIDERING the delegation agreement entered into on 9 November 2001 by the Régie du bâtiment du Québec and Ville de Pierrefonds, replacing the agreement dated 4 July 2001, which is in force until 31 December 2001 and may be renewed annually for a period of twelve months unless the new Ville de Montréal gives notice of its intention to terminate it;

CONSIDERING the delegation agreement entered into on 9 November 2001 by the Régie du bâtiment du Québec and Ville de Verdun, which is in force until 31 December 2001 and may be renewed annually for a period of twelve months unless the new Ville de Montréal gives notice of its intention to terminate it;

CONSIDERING that it is expedient to approve those agreements and to give effect to them 10 days after the date of the publication of this Minister's Order in the *Gazette officielle du Québec*;

ORDERS that

(1) The delegation agreements entered into on 9 November 2001 by the Régie du bâtiment du Québec and Ville de Pierrefonds and by the Régie du bâtiment du Québec and Ville de Verdun be approved;

(2) This Minister's Order be published in the *Gazette officielle du Québec*; and

(3) The date of taking of effect of the agreements be fixed at 8 December 2001.

Québec, 14 November 2001

JEAN ROCHON,
Minister of State for Labour, Employment and Social Solidarity and Minister of Labour

4679

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 that the Commission de la santé et de la sécurité du travail adopted the final text of the "Regulation respecting the table of gross annual income from suitable employments for 2002", the text of which appears below.

This Regulation was republished in accordance with the Regulations Act (R.S.Q., c. R-18.1) on page 3627 of the *Gazette officielle du Québec* of July 11, 2001 with a Notice that, upon the expiry of 45 days following that publication, the Commission de la santé et de la sécurité du travail could adopt the final text.

Pursuant to section 50 of the Act respecting industrial accidents and occupational diseases, the "Regulation respecting the table of gross annual income from suitable employments for 2002" has effect from 1 January 2002.

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
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*.

4684

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 that the Commission de la santé et de la sécurité du travail adopted the final text of the “Regulation respecting the table of income replacement indemnities for 2002”, the text of which appears below.

This Regulation was republished in accordance with the Regulations Act (R.S.Q., c. R-18.1) on page 3628 of the *Gazette officielle du Québec* of July 11, 2001 with a notice that, upon the expiry of 45 days following that publication, the Commission de la santé et de la sécurité du travail could adopt the final text.

Pursuant to section 63 of the Act respecting industrial accidents and occupational diseases, the “Regulation respecting the table of income replacement indemnities for 2002” has effect from 1 January 2002.

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 :
- (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 :
- (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. 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
3,300	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

Annual gross
incomeIncome replacement indemnities
(90% of weighted net income for 2002)
Single or single-parent family
Number of dependents

	0	1	2	3	4 or more
3,500	3,079.13	3,079.13	3,079.13	3,079.13	3,079.13
3,600	3,162.87	3,162.87	3,162.87	3,162.87	3,162.87
3,700	3,246.62	3,246.62	3,246.62	3,246.62	3,246.62
3,800	3,330.36	3,330.36	3,330.36	3,330.36	3,330.36
3,900	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
4,100	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
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
4,500	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
4,700	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
4,900	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
5,100	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
5,300	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
5,500	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
5,700	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
5,900	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
6,100	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
6,300	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
6,500	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
6,700	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
6,900	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
7,100	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
7,300	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
7,500	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
7,700	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
7,900	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
8,100	6,923.27	6,931.40	6,931.40	6,931.40	6,931.40
8,200	6,995.83	7,015.14	7,015.14	7,015.14	7,015.14
8,300	7,068.39	7,098.89	7,098.89	7,098.89	7,098.89
8,400	7,140.94	7,182.63	7,182.63	7,182.63	7,182.63

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
8,500	7,213.50	7,266.38	7,266.38	7,266.38	7,266.38
8,600	7,286.06	7,350.12	7,350.12	7,350.12	7,350.12
8,700	7,358.61	7,433.87	7,433.87	7,433.87	7,433.87
8,800	7,431.17	7,517.61	7,517.61	7,517.61	7,517.61
8,900	7,503.73	7,601.36	7,601.36	7,601.36	7,601.36
9,000	7,576.28	7,685.10	7,685.10	7,685.10	7,685.10
9,100	7,648.84	7,768.85	7,768.85	7,768.85	7,768.85
9,200	7,721.40	7,852.59	7,852.59	7,852.59	7,852.59
9,300	7,793.95	7,936.34	7,936.34	7,936.34	7,936.34
9,400	7,866.51	8,020.08	8,020.08	8,020.08	8,020.08
9,500	7,939.07	8,103.83	8,103.83	8,103.83	8,103.83
9,600	8,011.62	8,187.57	8,187.57	8,187.57	8,187.57
9,700	8,084.18	8,271.32	8,271.32	8,271.32	8,271.32
9,800	8,156.74	8,355.06	8,355.06	8,355.06	8,355.06
9,900	8,229.29	8,438.81	8,438.81	8,438.81	8,438.81
10,000	8,301.85	8,522.55	8,522.55	8,522.55	8,522.55
10,100	8,374.41	8,606.30	8,606.30	8,606.30	8,606.30
10,200	8,446.96	8,690.04	8,690.04	8,690.04	8,690.04
10,300	8,519.52	8,773.79	8,773.79	8,773.79	8,773.79
10,400	8,592.08	8,857.53	8,857.53	8,857.53	8,857.53
10,500	8,664.63	8,941.28	8,941.28	8,941.28	8,941.28
10,600	8,737.19	9,025.02	9,025.02	9,025.02	9,025.02
10,700	8,809.75	9,108.77	9,108.77	9,108.77	9,108.77
10,800	8,882.30	9,192.51	9,192.51	9,192.51	9,192.51
10,900	8,954.86	9,276.26	9,276.26	9,276.26	9,276.26
11,000	9,027.42	9,360.00	9,360.00	9,360.00	9,360.00
11,100	9,099.97	9,443.75	9,443.75	9,443.75	9,443.75
11,200	9,172.53	9,527.49	9,527.49	9,527.49	9,527.49
11,300	9,245.09	9,611.24	9,611.24	9,611.24	9,611.24
11,400	9,317.64	9,694.98	9,694.98	9,694.98	9,694.98
11,500	9,390.20	9,778.73	9,778.73	9,778.73	9,778.73
11,600	9,462.76	9,862.47	9,862.47	9,862.47	9,862.47
11,700	9,535.31	9,946.22	9,946.22	9,946.22	9,946.22
11,800	9,607.87	10,029.96	10,029.96	10,029.96	10,029.96
11,900	9,680.43	10,113.71	10,113.71	10,113.71	10,113.71
12,000	9,752.98	10,197.45	10,197.45	10,197.45	10,197.45
12,100	9,825.54	10,281.20	10,281.20	10,281.20	10,281.20
12,200	9,898.10	10,364.94	10,364.94	10,364.94	10,364.94
12,300	9,970.65	10,448.69	10,448.69	10,448.69	10,448.69
12,400	10,043.21	10,532.43	10,532.43	10,532.43	10,532.43
12,500	10,104.97	10,616.18	10,616.18	10,616.18	10,616.18
12,600	10,163.12	10,699.92	10,699.92	10,699.92	10,699.92
12,700	10,221.28	10,783.67	10,783.67	10,783.67	10,783.67
12,800	10,279.44	10,867.41	10,867.41	10,867.41	10,867.41
12,900	10,337.59	10,951.16	10,951.16	10,951.16	10,951.16
13,000	10,395.75	11,034.90	11,034.90	11,034.90	11,034.90
13,100	10,453.91	11,118.65	11,118.65	11,118.65	11,118.65
13,200	10,512.06	11,202.39	11,202.39	11,202.39	11,202.39
13,300	10,570.22	11,286.14	11,286.14	11,286.14	11,286.14
13,400	10,628.38	11,369.88	11,369.88	11,369.88	11,369.88

Annual gross
incomeIncome replacement indemnities
(90% of weighted net income for 2002)
Single or single-parent family
Number of dependents

	0	1	2	3	4 or more
13,500	10,686.53	11,453.63	11,453.63	11,453.63	11,453.63
13,600	10,744.69	11,537.37	11,537.37	11,537.37	11,537.37
13,700	10,802.85	11,621.12	11,621.12	11,621.12	11,621.12
13,800	10,861.00	11,704.86	11,704.86	11,704.86	11,704.86
13,900	10,919.16	11,788.61	11,788.61	11,788.61	11,788.61
14,000	10,977.32	11,872.35	11,872.35	11,872.35	11,872.35
14,100	11,035.47	11,956.10	11,956.10	11,956.10	11,956.10
14,200	11,093.63	12,039.84	12,039.84	12,039.84	12,039.84
14,300	11,151.79	12,123.59	12,123.59	12,123.59	12,123.59
14,400	11,209.94	12,207.33	12,207.33	12,207.33	12,207.33
14,500	11,268.10	12,291.08	12,291.08	12,291.08	12,291.08
14,600	11,326.26	12,374.82	12,374.82	12,374.82	12,374.82
14,700	11,384.41	12,458.57	12,458.57	12,458.57	12,458.57
14,800	11,442.57	12,542.31	12,542.31	12,542.31	12,542.31
14,900	11,500.73	12,626.06	12,626.06	12,626.06	12,626.06
15,000	11,558.88	12,709.20	12,709.20	12,709.20	12,709.20
15,100	11,617.04	12,781.76	12,781.76	12,781.76	12,781.76
15,200	11,675.20	12,854.31	12,854.31	12,854.31	12,854.31
15,300	11,733.35	12,926.87	12,926.87	12,926.87	12,926.87
15,400	11,791.51	12,999.43	12,999.43	12,999.43	12,999.43
15,500	11,849.67	13,071.98	13,071.98	13,071.98	13,071.98
15,600	11,907.82	13,144.54	13,144.54	13,144.54	13,144.54
15,700	11,965.98	13,217.10	13,217.10	13,217.10	13,217.10
15,800	12,024.14	13,289.65	13,289.65	13,289.65	13,289.65
15,900	12,082.29	13,362.21	13,362.21	13,362.21	13,362.21
16,000	12,140.45	13,434.77	13,434.77	13,434.77	13,434.77
16,100	12,198.61	13,507.32	13,507.32	13,507.32	13,507.32
16,200	12,256.76	13,579.88	13,579.88	13,579.88	13,579.88
16,300	12,314.92	13,652.44	13,652.44	13,652.44	13,652.44
16,400	12,373.08	13,724.99	13,724.99	13,724.99	13,724.99
16,500	12,431.23	13,797.55	13,797.55	13,797.55	13,797.55
16,600	12,489.39	13,870.11	13,870.11	13,870.11	13,870.11
16,700	12,547.55	13,942.66	13,942.66	13,942.66	13,942.66
16,800	12,605.70	14,015.22	14,015.22	14,015.22	14,015.22
16,900	12,663.86	14,087.78	14,087.78	14,087.78	14,087.78
17,000	12,722.02	14,160.33	14,160.33	14,160.33	14,160.33
17,100	12,780.17	14,232.89	14,232.89	14,232.89	14,232.89
17,200	12,838.33	14,305.45	14,305.45	14,305.45	14,305.45
17,300	12,896.49	14,378.00	14,378.00	14,378.00	14,378.00
17,400	12,954.64	14,450.56	14,450.56	14,450.56	14,450.56
17,500	13,012.80	14,523.12	14,523.12	14,523.12	14,523.12
17,600	13,070.96	14,595.67	14,595.67	14,595.67	14,595.67
17,700	13,129.11	14,668.23	14,668.23	14,668.23	14,668.23
17,800	13,187.27	14,740.79	14,740.79	14,740.79	14,740.79
17,900	13,245.43	14,813.34	14,813.34	14,813.34	14,813.34
18,000	13,303.58	14,885.90	14,885.90	14,885.90	14,885.90
18,100	13,361.74	14,958.46	14,958.46	14,958.46	14,958.46
18,200	13,419.90	15,031.01	15,031.01	15,031.01	15,031.01
18,300	13,478.05	15,103.57	15,103.57	15,103.57	15,103.57
18,400	13,536.21	15,176.13	15,176.13	15,176.13	15,176.13

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
18,500	13,594.37	15,248.68	15,248.68	15,248.68	15,248.68
18,600	13,652.52	15,321.24	15,321.24	15,321.24	15,321.24
18,700	13,710.68	15,393.80	15,393.80	15,393.80	15,393.80
18,800	13,768.84	15,466.35	15,466.35	15,466.35	15,466.35
18,900	13,826.99	15,538.91	15,538.91	15,538.91	15,538.91
19,000	13,885.15	15,611.47	15,611.47	15,611.47	15,611.47
19,100	13,943.31	15,684.02	15,684.02	15,684.02	15,684.02
19,200	14,001.46	15,756.58	15,756.58	15,756.58	15,756.58
19,300	14,059.62	15,829.14	15,829.14	15,829.14	15,829.14
19,400	14,117.78	15,901.69	15,901.69	15,901.69	15,901.69
19,500	14,175.93	15,974.25	15,974.25	15,974.25	15,974.25
19,600	14,234.09	16,046.81	16,046.81	16,046.81	16,046.81
19,700	14,292.25	16,119.36	16,119.36	16,119.36	16,119.36
19,800	14,350.40	16,191.92	16,191.92	16,191.92	16,191.92
19,900	14,408.56	16,264.48	16,264.48	16,264.48	16,264.48
20,000	14,466.72	16,337.03	16,337.03	16,337.03	16,337.03
20,100	14,524.87	16,409.59	16,409.59	16,409.59	16,409.59
20,200	14,583.03	16,482.15	16,482.15	16,482.15	16,482.15
20,300	14,641.19	16,554.70	16,554.70	16,554.70	16,554.70
20,400	14,699.34	16,627.26	16,627.26	16,627.26	16,627.26
20,500	14,757.50	16,699.82	16,699.82	16,699.82	16,699.82
20,600	14,815.66	16,772.37	16,772.37	16,772.37	16,772.37
20,700	14,873.81	16,844.93	16,844.93	16,844.93	16,844.93
20,800	14,931.97	16,917.49	16,917.49	16,917.49	16,917.49
20,900	14,990.13	16,990.04	16,990.04	16,990.04	16,990.04
21,000	15,048.28	17,062.60	17,062.60	17,062.60	17,062.60
21,100	15,106.44	17,135.16	17,135.16	17,135.16	17,135.16
21,200	15,164.60	17,207.71	17,207.71	17,207.71	17,207.71
21,300	15,222.75	17,280.27	17,280.27	17,280.27	17,280.27
21,400	15,280.91	17,352.83	17,352.83	17,352.83	17,352.83
21,500	15,339.07	17,425.38	17,425.38	17,425.38	17,425.38
21,600	15,397.22	17,497.94	17,497.94	17,497.94	17,497.94
21,700	15,455.38	17,570.50	17,570.50	17,570.50	17,570.50
21,800	15,513.54	17,643.05	17,643.05	17,643.05	17,643.05
21,900	15,571.69	17,715.61	17,715.61	17,715.61	17,715.61
22,000	15,629.85	17,788.17	17,788.17	17,788.17	17,788.17
22,100	15,688.01	17,860.72	17,860.72	17,860.72	17,860.72
22,200	15,746.16	17,933.28	17,933.28	17,933.28	17,933.28
22,300	15,804.32	18,005.84	18,005.84	18,005.84	18,005.84
22,400	15,862.48	18,078.39	18,078.39	18,078.39	18,078.39
22,500	15,920.63	18,150.95	18,150.95	18,150.95	18,150.95
22,600	15,978.79	18,223.51	18,223.51	18,223.51	18,223.51
22,700	16,036.95	18,296.06	18,296.06	18,296.06	18,296.06
22,800	16,095.10	18,368.62	18,368.62	18,368.62	18,368.62
22,900	16,153.26	18,441.18	18,441.18	18,441.18	18,441.18
23,000	16,211.42	18,513.73	18,513.73	18,513.73	18,513.73
23,100	16,269.57	18,586.29	18,586.29	18,586.29	18,586.29
23,200	16,327.73	18,658.85	18,658.85	18,658.85	18,658.85
23,300	16,385.89	18,731.40	18,731.40	18,731.40	18,731.40
23,400	16,444.04	18,803.96	18,803.96	18,803.96	18,803.96

Annual gross
incomeIncome replacement indemnities
(90% of weighted net income for 2002)
Single or single-parent family
Number of dependents

	0	1	2	3	4 or more
23,500	16,502.20	18,876.52	18,876.52	18,876.52	18,876.52
23,600	16,560.36	18,949.07	18,949.07	18,949.07	18,949.07
23,700	16,618.51	19,021.63	19,021.63	19,021.63	19,021.63
23,800	16,676.67	19,094.19	19,094.19	19,094.19	19,094.19
23,900	16,734.83	19,166.74	19,166.74	19,166.74	19,166.74
24,000	16,792.98	19,239.30	19,239.30	19,239.30	19,239.30
24,100	16,851.14	19,311.86	19,311.86	19,311.86	19,311.86
24,200	16,909.30	19,384.41	19,384.41	19,384.41	19,384.41
24,300	16,967.45	19,456.97	19,456.97	19,456.97	19,456.97
24,400	17,025.61	19,529.53	19,529.53	19,529.53	19,529.53
24,500	17,083.77	19,602.08	19,602.08	19,602.08	19,602.08
24,600	17,141.92	19,674.64	19,674.64	19,674.64	19,674.64
24,700	17,200.08	19,747.20	19,747.20	19,747.20	19,747.20
24,800	17,258.24	19,819.75	19,819.75	19,819.75	19,819.75
24,900	17,316.39	19,892.31	19,892.31	19,892.31	19,892.31
25,000	17,374.55	19,950.47	19,964.87	19,964.87	19,964.87
25,100	17,432.71	20,008.62	20,037.42	20,037.42	20,037.42
25,200	17,490.86	20,066.78	20,109.98	20,109.98	20,109.98
25,300	17,549.02	20,124.94	20,182.54	20,182.54	20,182.54
25,400	17,607.18	20,183.09	20,255.09	20,255.09	20,255.09
25,500	17,665.33	20,241.25	20,327.65	20,327.65	20,327.65
25,600	17,723.49	20,299.41	20,400.21	20,400.21	20,400.21
25,700	17,781.65	20,357.56	20,472.76	20,472.76	20,472.76
25,800	17,839.80	20,415.72	20,545.32	20,545.32	20,545.32
25,900	17,897.96	20,473.88	20,617.88	20,617.88	20,617.88
26,000	17,956.12	20,532.03	20,690.43	20,690.43	20,690.43
26,100	18,014.27	20,590.19	20,762.99	20,762.99	20,762.99
26,200	18,072.43	20,648.35	20,835.55	20,835.55	20,835.55
26,300	18,130.59	20,706.50	20,908.10	20,908.10	20,908.10
26,400	18,188.74	20,764.66	20,980.66	20,980.66	20,980.66
26,500	18,246.90	20,822.82	21,053.22	21,053.22	21,053.22
26,600	18,305.06	20,880.97	21,125.77	21,125.77	21,125.77
26,700	18,363.21	20,939.13	21,198.33	21,198.33	21,198.33
26,800	18,415.07	20,988.29	21,270.89	21,270.89	21,270.89
26,900	18,466.93	21,037.44	21,343.44	21,343.44	21,343.44
27,000	18,518.78	21,086.60	21,416.00	21,416.00	21,416.00
27,100	18,570.64	21,135.76	21,488.56	21,488.56	21,488.56
27,200	18,622.50	21,184.91	21,561.11	21,561.11	21,561.11
27,300	18,674.35	21,234.07	21,633.67	21,633.67	21,633.67
27,400	18,726.21	21,283.23	21,706.23	21,706.23	21,706.23
27,500	18,778.07	21,332.38	21,776.08	21,778.78	21,778.78
27,600	18,829.92	21,381.54	21,825.24	21,851.34	21,851.34
27,700	18,881.78	21,430.70	21,874.40	21,923.90	21,923.90
27,800	18,933.64	21,479.85	21,923.55	21,996.45	21,996.45
27,900	18,985.49	21,529.01	21,972.71	22,069.01	22,069.01
28,000	19,037.35	21,578.17	22,021.87	22,141.57	22,141.57
28,100	19,089.21	21,627.32	22,071.02	22,214.12	22,214.12
28,200	19,141.06	21,676.48	22,120.18	22,286.68	22,286.68
28,300	19,192.92	21,725.64	22,169.34	22,359.24	22,359.24
28,400	19,244.78	21,774.79	22,218.49	22,431.79	22,431.79

Annual gross
incomeIncome replacement indemnities
(90% of weighted net income for 2002)
Single or single-parent family

	Number of dependents				
	0	1	2	3	4 or more
28,500	19,296.63	21,823.95	22,267.65	22,504.35	22,504.35
28,600	19,348.49	21,873.11	22,316.81	22,576.91	22,576.91
28,700	19,400.35	21,922.26	22,365.96	22,649.46	22,649.46
28,800	19,452.20	21,971.42	22,415.12	22,722.02	22,722.02
28,900	19,504.06	22,020.58	22,464.28	22,794.58	22,794.58
29,000	19,555.92	22,069.73	22,513.43	22,867.13	22,867.13
29,100	19,607.77	22,118.89	22,562.59	22,939.69	22,939.69
29,200	19,659.63	22,168.05	22,611.75	23,012.25	23,012.25
29,300	19,711.49	22,217.20	22,660.90	23,084.80	23,084.80
29,400	19,763.34	22,266.36	22,710.06	23,153.76	23,153.76
29,500	19,815.20	22,315.52	22,759.22	23,202.92	23,229.92
29,600	19,867.06	22,364.67	22,808.37	23,252.07	23,302.47
29,700	19,918.91	22,413.83	22,857.53	23,301.23	23,375.03
29,800	19,970.77	22,462.99	22,906.69	23,350.39	23,447.59
29,900	20,022.63	22,512.14	22,955.84	23,399.54	23,520.14
30,000	20,074.48	22,561.30	23,005.00	23,448.70	23,592.70
30,100	20,126.34	22,610.46	23,054.16	23,497.86	23,665.26
30,200	20,178.20	22,659.61	23,103.31	23,547.01	23,737.81
30,300	20,230.05	22,708.77	23,152.47	23,596.17	23,810.37
30,400	20,281.91	22,757.93	23,201.63	23,645.33	23,882.93
30,500	20,333.77	22,807.08	23,250.78	23,694.48	23,955.48
30,600	20,385.62	22,856.24	23,299.94	23,743.64	24,028.04
30,700	20,437.48	22,905.40	23,349.10	23,792.80	24,100.60
30,800	20,489.34	22,954.55	23,398.25	23,841.95	24,173.15
30,900	20,541.19	23,003.71	23,447.41	23,891.11	24,245.71
31,000	20,593.05	23,052.87	23,496.57	23,940.27	24,318.27
31,100	20,644.91	23,102.02	23,545.72	23,989.42	24,390.82
31,200	20,696.76	23,151.18	23,594.88	24,038.58	24,463.38
31,300	20,748.62	23,200.34	23,644.04	24,087.74	24,531.44
31,400	20,800.48	23,249.49	23,693.19	24,136.89	24,580.59
31,500	20,852.33	23,298.65	23,742.35	24,186.05	24,629.75
31,600	20,904.19	23,347.81	23,791.51	24,235.21	24,678.91
31,700	20,955.01	23,395.93	23,839.63	24,283.33	24,727.03
31,800	21,002.36	23,440.57	23,884.27	24,327.97	24,771.67
31,900	21,049.70	23,485.22	23,928.92	24,372.62	24,816.32
32,000	21,097.05	23,529.87	23,973.57	24,417.27	24,860.97
32,100	21,144.40	23,574.52	24,018.22	24,461.92	24,905.62
32,200	21,191.75	23,619.16	24,062.86	24,506.56	24,950.26
32,300	21,239.10	23,663.81	24,107.51	24,551.21	24,994.91
32,400	21,286.44	23,708.46	24,152.16	24,595.86	25,039.56
32,500	21,333.79	23,753.11	24,196.81	24,640.51	25,084.21
32,600	21,381.14	23,797.75	24,241.45	24,685.15	25,128.85
32,700	21,428.49	23,842.40	24,286.10	24,729.80	25,173.50
32,800	21,475.83	23,887.05	24,330.75	24,774.45	25,218.15
32,900	21,523.18	23,931.70	24,375.40	24,819.10	25,262.80
33,000	21,570.53	23,976.34	24,420.04	24,863.74	25,307.44
33,100	21,617.88	24,020.99	24,464.69	24,908.39	25,352.09
33,200	21,665.22	24,065.64	24,509.34	24,953.04	25,396.74
33,300	21,712.57	24,110.29	24,553.99	24,997.69	25,441.39
33,400	21,759.92	24,154.94	24,598.64	25,042.34	25,486.04

Annual gross
incomeIncome replacement indemnities
(90% of weighted net income for 2002)
Single or single-parent family
Number of dependents

	0	1	2	3	4 or more
33,500	21,807.27	24,199.58	24,643.28	25,086.98	25,530.68
33,600	21,854.62	24,244.23	24,687.93	25,131.63	25,575.33
33,700	21,901.96	24,288.88	24,732.58	25,176.28	25,619.98
33,800	21,949.31	24,333.53	24,777.23	25,220.93	25,664.63
33,900	21,996.66	24,378.17	24,821.87	25,265.57	25,709.27
34,000	22,046.71	24,425.52	24,869.22	25,312.92	25,756.62
34,100	22,096.75	24,472.87	24,916.57	25,360.27	25,803.97
34,200	22,146.80	24,520.22	24,963.92	25,407.62	25,851.32
34,300	22,196.85	24,567.56	25,011.26	25,454.96	25,898.66
34,400	22,246.90	24,614.91	25,058.61	25,502.31	25,946.01
34,500	22,296.94	24,662.26	25,105.96	25,549.66	25,993.36
34,600	22,346.99	24,709.61	25,153.31	25,597.01	26,040.71
34,700	22,397.04	24,756.96	25,200.66	25,644.36	26,088.06
34,800	22,447.09	24,804.30	25,248.00	25,691.70	26,135.40
34,900	22,497.13	24,851.65	25,295.35	25,739.05	26,182.75
35,000	22,547.18	24,899.00	25,342.70	25,786.40	26,230.10
35,100	22,597.23	24,946.35	25,390.05	25,833.75	26,277.45
35,200	22,647.28	24,993.69	25,437.39	25,881.09	26,324.79
35,300	22,697.33	25,041.04	25,484.74	25,928.44	26,372.14
35,400	22,747.37	25,088.39	25,532.09	25,975.79	26,419.49
35,500	22,797.42	25,135.74	25,579.44	26,023.14	26,466.84
35,600	22,847.47	25,183.08	25,626.78	26,070.48	26,514.18
35,700	22,897.52	25,230.43	25,674.13	26,117.83	26,561.53
35,800	22,947.56	25,277.78	25,721.48	26,165.18	26,608.88
35,900	22,997.61	25,325.13	25,768.83	26,212.53	26,656.23
36,000	23,047.66	25,372.48	25,816.18	26,259.88	26,703.58
36,100	23,097.71	25,419.82	25,863.52	26,307.22	26,750.92
36,200	23,147.75	25,467.17	25,910.87	26,354.57	26,798.27
36,300	23,197.80	25,514.52	25,958.22	26,401.92	26,845.62
36,400	23,247.85	25,561.87	26,005.57	26,449.27	26,892.97
36,500	23,297.90	25,609.21	26,052.91	26,496.61	26,940.31
36,600	23,347.95	25,656.56	26,100.26	26,543.96	26,987.66
36,700	23,397.99	25,703.91	26,147.61	26,591.31	27,035.01
36,800	23,448.04	25,751.26	26,194.96	26,638.66	27,082.36
36,900	23,498.09	25,798.60	26,242.30	26,686.00	27,129.70
37,000	23,548.14	25,845.95	26,289.65	26,733.35	27,177.05
37,100	23,598.18	25,893.30	26,337.00	26,780.70	27,224.40
37,200	23,648.23	25,940.65	26,384.35	26,828.05	27,271.75
37,300	23,698.28	25,987.99	26,431.69	26,875.39	27,319.09
37,400	23,748.33	26,035.34	26,479.04	26,922.74	27,366.44
37,500	23,798.37	26,082.69	26,526.39	26,970.09	27,413.79
37,600	23,848.42	26,130.04	26,573.74	27,017.44	27,461.14
37,700	23,898.47	26,177.39	26,621.09	27,064.79	27,508.49
37,800	23,948.52	26,224.73	26,668.43	27,112.13	27,555.83
37,900	23,998.56	26,272.08	26,715.78	27,159.48	27,603.18
38,000	24,048.61	26,319.43	26,763.13	27,206.83	27,650.53
38,100	24,098.66	26,366.78	26,810.48	27,254.18	27,697.88
38,200	24,148.71	26,414.12	26,857.82	27,301.52	27,745.22
38,300	24,198.76	26,461.47	26,905.17	27,348.87	27,792.57
38,400	24,248.80	26,508.82	26,952.52	27,396.22	27,839.92

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
38,500	24,298.85	26,556.17	26,999.87	27,443.57	27,887.27
38,600	24,348.90	26,603.51	27,047.21	27,490.91	27,934.61
38,700	24,398.95	26,650.86	27,094.56	27,538.26	27,981.96
38,800	24,448.99	26,698.21	27,141.91	27,585.61	28,029.31
38,900	24,499.04	26,745.56	27,189.26	27,632.96	28,076.66
39,000	24,549.09	26,792.91	27,236.61	27,680.31	28,124.01
39,100	24,600.89	26,842.01	27,285.71	27,729.41	28,173.11
39,200	24,656.36	26,894.77	27,338.47	27,782.17	28,225.87
39,300	24,711.83	26,947.54	27,391.24	27,834.94	28,278.64
39,400	24,767.29	27,000.31	27,444.01	27,887.71	28,331.41
39,500	24,822.76	27,053.08	27,496.78	27,940.48	28,384.18
39,600	24,878.23	27,105.84	27,549.54	27,993.24	28,436.94
39,700	24,933.69	27,158.61	27,602.31	28,046.01	28,489.71
39,800	24,989.16	27,211.38	27,655.08	28,098.78	28,542.48
39,900	25,044.63	27,264.14	27,707.84	28,151.54	28,595.24
40,000	25,100.09	27,316.91	27,760.61	28,204.31	28,648.01
40,100	25,155.56	27,369.68	27,813.38	28,257.08	28,700.78
40,200	25,211.03	27,422.44	27,866.14	28,309.84	28,753.54
40,300	25,266.50	27,475.21	27,918.91	28,362.61	28,806.31
40,400	25,321.96	27,527.98	27,971.68	28,415.38	28,859.08
40,500	25,377.43	27,580.75	28,024.45	28,468.15	28,911.85
40,600	25,432.90	27,633.51	28,077.21	28,520.91	28,964.61
40,700	25,488.36	27,686.28	28,129.98	28,573.68	29,017.38
40,800	25,543.83	27,739.05	28,182.75	28,626.45	29,070.15
40,900	25,599.30	27,791.81	28,235.51	28,679.21	29,122.91
41,000	25,654.76	27,844.58	28,288.28	28,731.98	29,175.68
41,100	25,710.23	27,897.35	28,341.05	28,784.75	29,228.45
41,200	25,765.70	27,950.11	28,393.81	28,837.51	29,281.21
41,300	25,821.17	28,002.88	28,446.58	28,890.28	29,333.98
41,400	25,876.63	28,055.65	28,499.35	28,943.05	29,386.75
41,500	25,932.10	28,108.42	28,552.12	28,995.82	29,439.52
41,600	25,987.57	28,161.18	28,604.88	29,048.58	29,492.28
41,700	26,043.03	28,213.95	28,657.65	29,101.35	29,545.05
41,800	26,098.50	28,266.72	28,710.42	29,154.12	29,597.82
41,900	26,153.97	28,319.48	28,763.18	29,206.88	29,650.58
42,000	26,209.43	28,372.25	28,815.95	29,259.65	29,703.35
42,100	26,264.90	28,425.02	28,868.72	29,312.42	29,756.12
42,200	26,320.37	28,477.78	28,921.48	29,365.18	29,808.88
42,300	26,375.84	28,530.55	28,974.25	29,417.95	29,861.65
42,400	26,431.30	28,583.32	29,027.02	29,470.72	29,914.42
42,500	26,486.77	28,636.09	29,079.79	29,523.49	29,967.19
42,600	26,542.24	28,688.85	29,132.55	29,576.25	30,019.95
42,700	26,597.70	28,741.62	29,185.32	29,629.02	30,072.72
42,800	26,653.17	28,794.39	29,238.09	29,681.79	30,125.49
42,900	26,708.64	28,847.15	29,290.85	29,734.55	30,178.25
43,000	26,764.10	28,899.92	29,343.62	29,787.32	30,231.02
43,100	26,819.57	28,952.69	29,396.39	29,840.09	30,283.79
43,200	26,875.04	29,005.45	29,449.15	29,892.85	30,336.55
43,300	26,930.51	29,058.22	29,501.92	29,945.62	30,389.32
43,400	26,985.97	29,110.99	29,554.69	29,998.39	30,442.09

Annual gross
incomeIncome replacement indemnities
(90% of weighted net income for 2002)
Single or single-parent family
Number of dependents

	0	1	2	3	4 or more
43,500	27,041.44	29,163.76	29,607.46	30,051.16	30,494.86
43,600	27,096.91	29,216.52	29,660.22	30,103.92	30,547.62
43,700	27,152.37	29,269.29	29,712.99	30,156.69	30,600.39
43,800	27,207.84	29,322.06	29,765.76	30,209.46	30,653.16
43,900	27,263.31	29,374.82	29,818.52	30,262.22	30,705.92
44,000	27,318.77	29,427.59	29,871.29	30,314.99	30,758.69
44,100	27,374.24	29,480.36	29,924.06	30,367.76	30,811.46
44,200	27,429.71	29,533.12	29,976.82	30,420.52	30,864.22
44,300	27,485.18	29,585.89	30,029.59	30,473.29	30,916.99
44,400	27,540.64	29,638.66	30,082.36	30,526.06	30,969.76
44,500	27,596.11	29,691.43	30,135.13	30,578.83	31,022.53
44,600	27,651.58	29,744.19	30,187.89	30,631.59	31,075.29
44,700	27,707.04	29,796.96	30,240.66	30,684.36	31,128.06
44,800	27,762.51	29,849.73	30,293.43	30,737.13	31,180.83
44,900	27,817.98	29,902.49	30,346.19	30,789.89	31,233.59
45,000	27,873.44	29,955.26	30,398.96	30,842.66	31,286.36
45,100	27,928.91	30,008.03	30,451.73	30,895.43	31,339.13
45,200	27,984.38	30,060.79	30,504.49	30,948.19	31,391.89
45,300	28,039.85	30,113.56	30,557.26	31,000.96	31,444.66
45,400	28,095.31	30,166.33	30,610.03	31,053.73	31,497.43
45,500	28,150.78	30,219.10	30,662.80	31,106.50	31,550.20
45,600	28,206.25	30,271.86	30,715.56	31,159.26	31,602.96
45,700	28,261.71	30,324.63	30,768.33	31,212.03	31,655.73
45,800	28,317.18	30,377.40	30,821.10	31,264.80	31,708.50
45,900	28,372.65	30,430.16	30,873.86	31,317.56	31,761.26
46,000	28,428.11	30,482.93	30,926.63	31,370.33	31,814.03
46,100	28,483.58	30,535.70	30,979.40	31,423.10	31,866.80
46,200	28,539.05	30,588.46	31,032.16	31,475.86	31,919.56
46,300	28,594.52	30,641.23	31,084.93	31,528.63	31,972.33
46,400	28,649.98	30,694.00	31,137.70	31,581.40	32,025.10
46,500	28,705.45	30,746.77	31,190.47	31,634.17	32,077.87
46,600	28,760.92	30,799.53	31,243.23	31,686.93	32,130.63
46,700	28,816.38	30,852.30	31,296.00	31,739.70	32,183.40
46,800	28,871.85	30,905.07	31,348.77	31,792.47	32,236.17
46,900	28,927.32	30,957.83	31,401.53	31,845.23	32,288.93
47,000	28,982.78	31,010.60	31,454.30	31,898.00	32,341.70
47,100	29,038.25	31,063.37	31,507.07	31,950.77	32,394.47
47,200	29,093.72	31,116.13	31,559.83	32,003.53	32,447.23
47,300	29,149.19	31,168.90	31,612.60	32,056.30	32,500.00
47,400	29,204.65	31,221.67	31,665.37	32,109.07	32,552.77
47,500	29,260.12	31,274.44	31,718.14	32,161.84	32,605.54
47,600	29,315.59	31,327.20	31,770.90	32,214.60	32,658.30
47,700	29,371.05	31,379.97	31,823.67	32,267.37	32,711.07
47,800	29,426.52	31,432.74	31,876.44	32,320.14	32,763.84
47,900	29,481.99	31,485.50	31,929.20	32,372.90	32,816.60
48,000	29,537.45	31,538.27	31,981.97	32,425.67	32,869.37
48,100	29,592.92	31,591.04	32,034.74	32,478.44	32,922.14
48,200	29,648.39	31,643.80	32,087.50	32,531.20	32,974.90
48,300	29,703.86	31,696.57	32,140.27	32,583.97	33,027.67
48,400	29,759.32	31,749.34	32,193.04	32,636.74	33,080.44

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
48,500	29,814.79	31,802.11	32,245.81	32,689.51	33,133.21
48,600	29,870.26	31,854.87	32,298.57	32,742.27	33,185.97
48,700	29,925.72	31,907.64	32,351.34	32,795.04	33,238.74
48,800	29,981.19	31,960.41	32,404.11	32,847.81	33,291.51
48,900	30,036.66	32,013.17	32,456.87	32,900.57	33,344.27
49,000	30,092.12	32,065.94	32,509.64	32,953.34	33,397.04
49,100	30,147.59	32,118.71	32,562.41	33,006.11	33,449.81
49,200	30,203.06	32,171.47	32,615.17	33,058.87	33,502.57
49,300	30,258.53	32,224.24	32,667.94	33,111.64	33,555.34
49,400	30,313.99	32,277.01	32,720.71	33,164.41	33,608.11
49,500	30,369.46	32,329.78	32,773.48	33,217.18	33,660.88
49,600	30,424.93	32,382.54	32,826.24	33,269.94	33,713.64
49,700	30,480.39	32,435.31	32,879.01	33,322.71	33,766.41
49,800	30,535.86	32,488.08	32,931.78	33,375.48	33,819.18
49,900	30,591.33	32,540.84	32,984.54	33,428.24	33,871.94
50,000	30,646.79	32,593.61	33,037.31	33,481.01	33,924.71
50,100	30,702.26	32,646.38	33,090.08	33,533.78	33,977.48
50,200	30,757.73	32,699.14	33,142.84	33,586.54	34,030.24
50,300	30,813.20	32,751.91	33,195.61	33,639.31	34,083.01
50,400	30,868.66	32,804.68	33,248.38	33,692.08	34,135.78
50,500	30,924.13	32,857.45	33,301.15	33,744.85	34,188.55
50,600	30,979.60	32,910.21	33,353.91	33,797.61	34,241.31
50,700	31,035.06	32,962.98	33,406.68	33,850.38	34,294.08
50,800	31,090.53	33,015.75	33,459.45	33,903.15	34,346.85
50,900	31,146.00	33,068.51	33,512.21	33,955.91	34,399.61
51,000	31,201.46	33,121.28	33,564.98	34,008.68	34,452.38
51,100	31,256.93	33,174.05	33,617.75	34,061.45	34,505.15
51,200	31,312.40	33,226.81	33,670.51	34,114.21	34,557.91
51,300	31,367.87	33,279.58	33,723.28	34,166.98	34,610.68
51,400	31,423.33	33,332.35	33,776.05	34,219.75	34,663.45
51,500	31,478.80	33,385.12	33,828.82	34,272.52	34,716.22
51,600	31,534.27	33,437.88	33,881.58	34,325.28	34,768.98
51,700	31,589.73	33,490.65	33,934.35	34,378.05	34,821.75
51,800	31,645.20	33,543.42	33,987.12	34,430.82	34,874.52
51,900	31,700.67	33,596.18	34,039.88	34,483.58	34,927.28
52,000	31,756.13	33,648.95	34,092.65	34,536.35	34,980.05
52,100	31,811.60	33,701.72	34,145.42	34,589.12	35,032.82
52,200	31,867.07	33,754.48	34,198.18	34,641.88	35,085.58
52,300	31,922.54	33,807.25	34,250.95	34,694.65	35,138.35
52,400	31,978.00	33,860.02	34,303.72	34,747.42	35,191.12
52,500	32,033.47	33,912.79	34,356.49	34,800.19	35,243.89

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
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

Annual gross
IncomeIncome 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
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
3,300	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
3,500	3,079.13	3,079.13	3,079.13	3,079.13	3,079.13
3,600	3,162.87	3,162.87	3,162.87	3,162.87	3,162.87
3,700	3,246.62	3,246.62	3,246.62	3,246.62	3,246.62
3,800	3,330.36	3,330.36	3,330.36	3,330.36	3,330.36
3,900	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
4,100	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
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
4,500	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
4,700	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
4,900	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
5,100	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
5,300	4,586.54	4,586.54	4,586.54	4,586.54	4,586.54

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
5,400	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
5,600	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
5,800	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
6,000	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
6,200	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
6,400	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
6,600	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
6,800	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
7,000	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
7,200	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
7,400	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
7,600	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
7,800	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
8,000	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
8,200	7,015.14	7,015.14	7,015.14	7,015.14	7,015.14
8,300	7,098.89	7,098.89	7,098.89	7,098.89	7,098.89
8,400	7,182.63	7,182.63	7,182.63	7,182.63	7,182.63
8,500	7,266.38	7,266.38	7,266.38	7,266.38	7,266.38
8,600	7,350.12	7,350.12	7,350.12	7,350.12	7,350.12
8,700	7,433.87	7,433.87	7,433.87	7,433.87	7,433.87
8,800	7,517.61	7,517.61	7,517.61	7,517.61	7,517.61
8,900	7,601.36	7,601.36	7,601.36	7,601.36	7,601.36
9,000	7,685.10	7,685.10	7,685.10	7,685.10	7,685.10
9,100	7,768.85	7,768.85	7,768.85	7,768.85	7,768.85
9,200	7,852.59	7,852.59	7,852.59	7,852.59	7,852.59
9,300	7,936.34	7,936.34	7,936.34	7,936.34	7,936.34
9,400	8,020.08	8,020.08	8,020.08	8,020.08	8,020.08
9,500	8,103.83	8,103.83	8,103.83	8,103.83	8,103.83
9,600	8,187.57	8,187.57	8,187.57	8,187.57	8,187.57
9,700	8,271.32	8,271.32	8,271.32	8,271.32	8,271.32
9,800	8,355.06	8,355.06	8,355.06	8,355.06	8,355.06
9,900	8,438.81	8,438.81	8,438.81	8,438.81	8,438.81
10,000	8,522.55	8,522.55	8,522.55	8,522.55	8,522.55
10,100	8,606.30	8,606.30	8,606.30	8,606.30	8,606.30
10,200	8,690.04	8,690.04	8,690.04	8,690.04	8,690.04
10,300	8,773.79	8,773.79	8,773.79	8,773.79	8,773.79

**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
10,400	8,857.53	8,857.53	8,857.53	8,857.53	8,857.53
10,500	8,941.28	8,941.28	8,941.28	8,941.28	8,941.28
10,600	9,025.02	9,025.02	9,025.02	9,025.02	9,025.02
10,700	9,108.77	9,108.77	9,108.77	9,108.77	9,108.77
10,800	9,192.51	9,192.51	9,192.51	9,192.51	9,192.51
10,900	9,276.26	9,276.26	9,276.26	9,276.26	9,276.26
11,000	9,360.00	9,360.00	9,360.00	9,360.00	9,360.00
11,100	9,443.75	9,443.75	9,443.75	9,443.75	9,443.75
11,200	9,527.49	9,527.49	9,527.49	9,527.49	9,527.49
11,300	9,611.24	9,611.24	9,611.24	9,611.24	9,611.24
11,400	9,694.98	9,694.98	9,694.98	9,694.98	9,694.98
11,500	9,778.73	9,778.73	9,778.73	9,778.73	9,778.73
11,600	9,862.47	9,862.47	9,862.47	9,862.47	9,862.47
11,700	9,946.22	9,946.22	9,946.22	9,946.22	9,946.22
11,800	10,029.96	10,029.96	10,029.96	10,029.96	10,029.96
11,900	10,113.71	10,113.71	10,113.71	10,113.71	10,113.71
12,000	10,197.45	10,197.45	10,197.45	10,197.45	10,197.45
12,100	10,281.20	10,281.20	10,281.20	10,281.20	10,281.20
12,200	10,364.94	10,364.94	10,364.94	10,364.94	10,364.94
12,300	10,448.69	10,448.69	10,448.69	10,448.69	10,448.69
12,400	10,532.43	10,532.43	10,532.43	10,532.43	10,532.43
12,500	10,616.18	10,616.18	10,616.18	10,616.18	10,616.18
12,600	10,699.92	10,699.92	10,699.92	10,699.92	10,699.92
12,700	10,783.67	10,783.67	10,783.67	10,783.67	10,783.67
12,800	10,867.41	10,867.41	10,867.41	10,867.41	10,867.41
12,900	10,951.16	10,951.16	10,951.16	10,951.16	10,951.16
13,000	11,034.90	11,034.90	11,034.90	11,034.90	11,034.90
13,100	11,118.65	11,118.65	11,118.65	11,118.65	11,118.65
13,200	11,202.39	11,202.39	11,202.39	11,202.39	11,202.39
13,300	11,286.14	11,286.14	11,286.14	11,286.14	11,286.14
13,400	11,369.88	11,369.88	11,369.88	11,369.88	11,369.88
13,500	11,453.63	11,453.63	11,453.63	11,453.63	11,453.63
13,600	11,537.37	11,537.37	11,537.37	11,537.37	11,537.37
13,700	11,621.12	11,621.12	11,621.12	11,621.12	11,621.12
13,800	11,704.86	11,704.86	11,704.86	11,704.86	11,704.86
13,900	11,788.61	11,788.61	11,788.61	11,788.61	11,788.61
14,000	11,872.35	11,872.35	11,872.35	11,872.35	11,872.35
14,100	11,956.10	11,956.10	11,956.10	11,956.10	11,956.10
14,200	12,039.84	12,039.84	12,039.84	12,039.84	12,039.84
14,300	12,123.59	12,123.59	12,123.59	12,123.59	12,123.59
14,400	12,207.33	12,207.33	12,207.33	12,207.33	12,207.33
14,500	12,291.08	12,291.08	12,291.08	12,291.08	12,291.08
14,600	12,374.82	12,374.82	12,374.82	12,374.82	12,374.82
14,700	12,458.57	12,458.57	12,458.57	12,458.57	12,458.57
14,800	12,542.31	12,542.31	12,542.31	12,542.31	12,542.31
14,900	12,626.06	12,626.06	12,626.06	12,626.06	12,626.06
15,000	12,709.20	12,709.20	12,709.20	12,709.20	12,709.20
15,100	12,781.76	12,781.76	12,781.76	12,781.76	12,781.76
15,200	12,854.31	12,854.31	12,854.31	12,854.31	12,854.31
15,300	12,926.87	12,926.87	12,926.87	12,926.87	12,926.87

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
15,400	12,999.43	12,999.43	12,999.43	12,999.43	12,999.43
15,500	13,071.98	13,071.98	13,071.98	13,071.98	13,071.98
15,600	13,144.54	13,144.54	13,144.54	13,144.54	13,144.54
15,700	13,217.10	13,217.10	13,217.10	13,217.10	13,217.10
15,800	13,289.65	13,289.65	13,289.65	13,289.65	13,289.65
15,900	13,362.21	13,362.21	13,362.21	13,362.21	13,362.21
16,000	13,434.77	13,434.77	13,434.77	13,434.77	13,434.77
16,100	13,507.32	13,507.32	13,507.32	13,507.32	13,507.32
16,200	13,579.88	13,579.88	13,579.88	13,579.88	13,579.88
16,300	13,652.44	13,652.44	13,652.44	13,652.44	13,652.44
16,400	13,724.99	13,724.99	13,724.99	13,724.99	13,724.99
16,500	13,797.55	13,797.55	13,797.55	13,797.55	13,797.55
16,600	13,870.11	13,870.11	13,870.11	13,870.11	13,870.11
16,700	13,942.66	13,942.66	13,942.66	13,942.66	13,942.66
16,800	14,015.22	14,015.22	14,015.22	14,015.22	14,015.22
16,900	14,087.78	14,087.78	14,087.78	14,087.78	14,087.78
17,000	14,160.33	14,160.33	14,160.33	14,160.33	14,160.33
17,100	14,232.89	14,232.89	14,232.89	14,232.89	14,232.89
17,200	14,305.45	14,305.45	14,305.45	14,305.45	14,305.45
17,300	14,378.00	14,378.00	14,378.00	14,378.00	14,378.00
17,400	14,450.56	14,450.56	14,450.56	14,450.56	14,450.56
17,500	14,523.12	14,523.12	14,523.12	14,523.12	14,523.12
17,600	14,595.67	14,595.67	14,595.67	14,595.67	14,595.67
17,700	14,668.23	14,668.23	14,668.23	14,668.23	14,668.23
17,800	14,740.79	14,740.79	14,740.79	14,740.79	14,740.79
17,900	14,813.34	14,813.34	14,813.34	14,813.34	14,813.34
18,000	14,885.90	14,885.90	14,885.90	14,885.90	14,885.90
18,100	14,958.46	14,958.46	14,958.46	14,958.46	14,958.46
18,200	15,031.01	15,031.01	15,031.01	15,031.01	15,031.01
18,300	15,103.57	15,103.57	15,103.57	15,103.57	15,103.57
18,400	15,176.13	15,176.13	15,176.13	15,176.13	15,176.13
18,500	15,248.68	15,248.68	15,248.68	15,248.68	15,248.68
18,600	15,321.24	15,321.24	15,321.24	15,321.24	15,321.24
18,700	15,393.80	15,393.80	15,393.80	15,393.80	15,393.80
18,800	15,466.35	15,466.35	15,466.35	15,466.35	15,466.35
18,900	15,538.91	15,538.91	15,538.91	15,538.91	15,538.91
19,000	15,611.47	15,611.47	15,611.47	15,611.47	15,611.47
19,100	15,684.02	15,684.02	15,684.02	15,684.02	15,684.02
19,200	15,756.58	15,756.58	15,756.58	15,756.58	15,756.58
19,300	15,829.14	15,829.14	15,829.14	15,829.14	15,829.14
19,400	15,901.69	15,901.69	15,901.69	15,901.69	15,901.69
19,500	15,974.25	15,974.25	15,974.25	15,974.25	15,974.25
19,600	16,046.81	16,046.81	16,046.81	16,046.81	16,046.81
19,700	16,119.36	16,119.36	16,119.36	16,119.36	16,119.36
19,800	16,191.92	16,191.92	16,191.92	16,191.92	16,191.92
19,900	16,264.48	16,264.48	16,264.48	16,264.48	16,264.48
20,000	16,337.03	16,337.03	16,337.03	16,337.03	16,337.03
20,100	16,409.59	16,409.59	16,409.59	16,409.59	16,409.59
20,200	16,482.15	16,482.15	16,482.15	16,482.15	16,482.15
20,300	16,554.70	16,554.70	16,554.70	16,554.70	16,554.70

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
20,400	16,627.26	16,627.26	16,627.26	16,627.26	16,627.26
20,500	16,699.82	16,699.82	16,699.82	16,699.82	16,699.82
20,600	16,772.37	16,772.37	16,772.37	16,772.37	16,772.37
20,700	16,844.93	16,844.93	16,844.93	16,844.93	16,844.93
20,800	16,917.49	16,917.49	16,917.49	16,917.49	16,917.49
20,900	16,990.04	16,990.04	16,990.04	16,990.04	16,990.04
21,000	17,062.60	17,062.60	17,062.60	17,062.60	17,062.60
21,100	17,135.16	17,135.16	17,135.16	17,135.16	17,135.16
21,200	17,207.71	17,207.71	17,207.71	17,207.71	17,207.71
21,300	17,280.27	17,280.27	17,280.27	17,280.27	17,280.27
21,400	17,352.83	17,352.83	17,352.83	17,352.83	17,352.83
21,500	17,425.38	17,425.38	17,425.38	17,425.38	17,425.38
21,600	17,497.94	17,497.94	17,497.94	17,497.94	17,497.94
21,700	17,570.50	17,570.50	17,570.50	17,570.50	17,570.50
21,800	17,643.05	17,643.05	17,643.05	17,643.05	17,643.05
21,900	17,715.61	17,715.61	17,715.61	17,715.61	17,715.61
22,000	17,788.17	17,788.17	17,788.17	17,788.17	17,788.17
22,100	17,860.72	17,860.72	17,860.72	17,860.72	17,860.72
22,200	17,926.08	17,933.28	17,933.28	17,933.28	17,933.28
22,300	17,984.24	18,005.84	18,005.84	18,005.84	18,005.84
22,400	18,042.39	18,078.39	18,078.39	18,078.39	18,078.39
22,500	18,100.55	18,150.95	18,150.95	18,150.95	18,150.95
22,600	18,158.71	18,223.51	18,223.51	18,223.51	18,223.51
22,700	18,216.86	18,296.06	18,296.06	18,296.06	18,296.06
22,800	18,275.02	18,368.62	18,368.62	18,368.62	18,368.62
22,900	18,333.18	18,441.18	18,441.18	18,441.18	18,441.18
23,000	18,391.33	18,513.73	18,513.73	18,513.73	18,513.73
23,100	18,449.49	18,586.29	18,586.29	18,586.29	18,586.29
23,200	18,507.65	18,658.85	18,658.85	18,658.85	18,658.85
23,300	18,565.80	18,731.40	18,731.40	18,731.40	18,731.40
23,400	18,623.96	18,803.96	18,803.96	18,803.96	18,803.96
23,500	18,682.12	18,876.52	18,876.52	18,876.52	18,876.52
23,600	18,740.27	18,949.07	18,949.07	18,949.07	18,949.07
23,700	18,798.43	19,021.63	19,021.63	19,021.63	19,021.63
23,800	18,856.59	19,094.19	19,094.19	19,094.19	19,094.19
23,900	18,914.74	19,166.74	19,166.74	19,166.74	19,166.74
24,000	18,972.90	19,239.30	19,239.30	19,239.30	19,239.30
24,100	19,031.06	19,311.86	19,311.86	19,311.86	19,311.86
24,200	19,089.21	19,384.41	19,384.41	19,384.41	19,384.41
24,300	19,147.37	19,456.97	19,456.97	19,456.97	19,456.97
24,400	19,205.53	19,529.53	19,529.53	19,529.53	19,529.53
24,500	19,263.68	19,602.08	19,602.08	19,602.08	19,602.08
24,600	19,321.84	19,674.64	19,674.64	19,674.64	19,674.64
24,700	19,380.00	19,747.20	19,747.20	19,747.20	19,747.20
24,800	19,438.15	19,819.75	19,819.75	19,819.75	19,819.75
24,900	19,496.31	19,892.31	19,892.31	19,892.31	19,892.31
25,000	19,554.47	19,964.87	19,964.87	19,964.87	19,964.87
25,100	19,612.62	20,037.42	20,037.42	20,037.42	20,037.42
25,200	19,670.78	20,109.98	20,109.98	20,109.98	20,109.98
25,300	19,728.94	20,182.54	20,182.54	20,182.54	20,182.54

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
25,400	19,787.09	20,255.09	20,255.09	20,255.09	20,255.09
25,500	19,845.25	20,327.65	20,327.65	20,327.65	20,327.65
25,600	19,903.41	20,400.21	20,400.21	20,400.21	20,400.21
25,700	19,961.56	20,472.76	20,472.76	20,472.76	20,472.76
25,800	20,019.72	20,545.32	20,545.32	20,545.32	20,545.32
25,900	20,077.88	20,617.88	20,617.88	20,617.88	20,617.88
26,000	20,136.03	20,690.43	20,690.43	20,690.43	20,690.43
26,100	20,194.19	20,762.99	20,762.99	20,762.99	20,762.99
26,200	20,252.35	20,835.55	20,835.55	20,835.55	20,835.55
26,300	20,310.50	20,908.10	20,908.10	20,908.10	20,908.10
26,400	20,368.66	20,980.66	20,980.66	20,980.66	20,980.66
26,500	20,426.82	21,053.22	21,053.22	21,053.22	21,053.22
26,600	20,484.97	21,125.77	21,125.77	21,125.77	21,125.77
26,700	20,543.13	21,198.33	21,198.33	21,198.33	21,198.33
26,800	20,597.69	21,270.89	21,270.89	21,270.89	21,270.89
26,900	20,652.24	21,343.44	21,343.44	21,343.44	21,343.44
27,000	20,706.80	21,416.00	21,416.00	21,416.00	21,416.00
27,100	20,761.36	21,488.56	21,488.56	21,488.56	21,488.56
27,200	20,815.91	21,561.11	21,561.11	21,561.11	21,561.11
27,300	20,870.47	21,633.67	21,633.67	21,633.67	21,633.67
27,400	20,925.03	21,706.23	21,706.23	21,706.23	21,706.23
27,500	20,979.58	21,778.78	21,778.78	21,778.78	21,778.78
27,600	21,034.14	21,851.34	21,851.34	21,851.34	21,851.34
27,700	21,088.70	21,923.90	21,923.90	21,923.90	21,923.90
27,800	21,143.25	21,996.45	21,996.45	21,996.45	21,996.45
27,900	21,197.81	22,069.01	22,069.01	22,069.01	22,069.01
28,000	21,252.37	22,141.57	22,141.57	22,141.57	22,141.57
28,100	21,306.92	22,214.12	22,214.12	22,214.12	22,214.12
28,200	21,361.48	22,286.68	22,286.68	22,286.68	22,286.68
28,300	21,416.04	22,359.24	22,359.24	22,359.24	22,359.24
28,400	21,470.59	22,431.79	22,431.79	22,431.79	22,431.79
28,500	21,525.15	22,504.35	22,504.35	22,504.35	22,504.35
28,600	21,579.71	22,576.91	22,576.91	22,576.91	22,576.91
28,700	21,634.26	22,649.46	22,649.46	22,649.46	22,649.46
28,800	21,688.82	22,722.02	22,722.02	22,722.02	22,722.02
28,900	21,743.38	22,794.58	22,794.58	22,794.58	22,794.58
29,000	21,797.93	22,867.13	22,867.13	22,867.13	22,867.13
29,100	21,852.49	22,939.69	22,939.69	22,939.69	22,939.69
29,200	21,907.05	23,012.25	23,012.25	23,012.25	23,012.25
29,300	21,961.60	23,084.80	23,084.80	23,084.80	23,084.80
29,400	22,016.16	23,157.36	23,157.36	23,157.36	23,157.36
29,500	22,070.72	23,229.92	23,229.92	23,229.92	23,229.92
29,600	22,125.27	23,302.47	23,302.47	23,302.47	23,302.47
29,700	22,179.83	23,375.03	23,375.03	23,375.03	23,375.03
29,800	22,234.39	23,447.59	23,447.59	23,447.59	23,447.59
29,900	22,288.94	23,520.14	23,520.14	23,520.14	23,520.14
30,000	22,343.50	23,592.70	23,592.70	23,592.70	23,592.70
30,100	22,398.06	23,665.26	23,665.26	23,665.26	23,665.26
30,200	22,452.61	23,737.81	23,737.81	23,737.81	23,737.81
30,300	22,507.17	23,810.37	23,810.37	23,810.37	23,810.37

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
30,400	22,561.73	23,882.93	23,882.93	23,882.93	23,882.93
30,500	22,616.28	23,955.48	23,955.48	23,955.48	23,955.48
30,600	22,670.84	24,028.04	24,028.04	24,028.04	24,028.04
30,700	22,725.40	24,100.60	24,100.60	24,100.60	24,100.60
30,800	22,779.95	24,173.15	24,173.15	24,173.15	24,173.15
30,900	22,834.51	24,245.71	24,245.71	24,245.71	24,245.71
31,000	22,889.07	24,318.27	24,318.27	24,318.27	24,318.27
31,100	22,943.62	24,390.82	24,390.82	24,390.82	24,390.82
31,200	22,998.18	24,463.38	24,463.38	24,463.38	24,463.38
31,300	23,052.74	24,535.94	24,535.94	24,535.94	24,535.94
31,400	23,107.29	24,608.49	24,608.49	24,608.49	24,608.49
31,500	23,161.85	24,681.05	24,681.05	24,681.05	24,681.05
31,600	23,216.41	24,753.61	24,753.61	24,753.61	24,753.61
31,700	23,269.93	24,825.13	24,825.13	24,825.13	24,825.13
31,800	23,319.97	24,893.17	24,893.17	24,893.17	24,893.17
31,900	23,370.02	24,961.22	24,961.22	24,961.22	24,961.22
32,000	23,420.07	25,029.27	25,029.27	25,029.27	25,029.27
32,100	23,470.12	25,097.32	25,097.32	25,097.32	25,097.32
32,200	23,520.16	25,165.36	25,165.36	25,165.36	25,165.36
32,300	23,570.21	25,233.41	25,233.41	25,233.41	25,233.41
32,400	23,620.26	25,296.96	25,301.46	25,301.46	25,301.46
32,500	23,670.31	25,344.31	25,369.51	25,369.51	25,369.51
32,600	23,720.35	25,391.65	25,437.55	25,437.55	25,437.55
32,700	23,770.40	25,439.00	25,505.60	25,505.60	25,505.60
32,800	23,820.45	25,486.35	25,573.65	25,573.65	25,573.65
32,900	23,870.50	25,533.70	25,641.70	25,641.70	25,641.70
33,000	23,920.54	25,581.04	25,709.74	25,709.74	25,709.74
33,100	23,970.59	25,628.39	25,777.79	25,777.79	25,777.79
33,200	24,020.64	25,675.74	25,845.84	25,845.84	25,845.84
33,300	24,070.69	25,723.09	25,913.89	25,913.89	25,913.89
33,400	24,120.74	25,770.44	25,981.94	25,981.94	25,981.94
33,500	24,170.78	25,817.78	26,049.98	26,049.98	26,049.98
33,600	24,220.83	25,865.13	26,118.03	26,118.03	26,118.03
33,700	24,270.88	25,912.48	26,186.08	26,186.08	26,186.08
33,800	24,320.93	25,959.83	26,254.13	26,254.13	26,254.13
33,900	24,370.97	26,007.17	26,322.17	26,322.17	26,322.17
34,000	24,421.02	26,054.52	26,390.22	26,390.22	26,390.22
34,100	24,471.07	26,101.87	26,458.27	26,458.27	26,458.27
34,200	24,521.12	26,149.22	26,526.32	26,526.32	26,526.32
34,300	24,571.16	26,196.56	26,594.36	26,594.36	26,594.36
34,400	24,621.21	26,243.91	26,662.41	26,662.41	26,662.41
34,500	24,671.26	26,291.26	26,730.46	26,730.46	26,730.46
34,600	24,721.31	26,338.61	26,782.31	26,798.51	26,798.51
34,700	24,771.36	26,385.96	26,829.66	26,866.56	26,866.56
34,800	24,821.40	26,433.30	26,877.00	26,934.60	26,934.60
34,900	24,871.45	26,480.65	26,924.35	27,002.65	27,002.65
35,000	24,921.50	26,528.00	26,971.70	27,070.70	27,070.70
35,100	24,971.55	26,575.35	27,019.05	27,138.75	27,138.75
35,200	25,021.59	26,622.69	27,066.39	27,206.79	27,206.79
35,300	25,071.64	26,670.04	27,113.74	27,274.84	27,274.84

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
35,400	25,121.69	26,717.39	27,161.09	27,342.89	27,342.89
35,500	25,171.74	26,764.74	27,208.44	27,410.94	27,410.94
35,600	25,221.78	26,812.08	27,255.78	27,478.98	27,478.98
35,700	25,271.83	26,859.43	27,303.13	27,547.03	27,547.03
35,800	25,321.88	26,906.78	27,350.48	27,615.08	27,615.08
35,900	25,371.93	26,954.13	27,397.83	27,683.13	27,683.13
36,000	25,421.98	27,001.48	27,445.18	27,751.18	27,751.18
36,100	25,472.02	27,048.82	27,492.52	27,819.22	27,819.22
36,200	25,522.07	27,096.17	27,539.87	27,887.27	27,887.27
36,300	25,572.12	27,143.52	27,587.22	27,955.32	27,955.32
36,400	25,622.17	27,190.87	27,634.57	28,023.37	28,023.37
36,500	25,672.21	27,238.21	27,681.91	28,091.41	28,091.41
36,600	25,722.26	27,285.56	27,729.26	28,159.46	28,159.46
36,700	25,772.31	27,332.91	27,776.61	28,220.31	28,227.51
36,800	25,822.36	27,380.26	27,823.96	28,267.66	28,295.56
36,900	25,872.40	27,427.60	27,871.30	28,315.00	28,363.60
37,000	25,922.45	27,474.95	27,918.65	28,362.35	28,431.65
37,100	25,972.50	27,522.30	27,966.00	28,409.70	28,499.70
37,200	26,022.55	27,569.65	28,013.35	28,457.05	28,567.75
37,300	26,072.59	27,616.99	28,060.69	28,504.39	28,635.79
37,400	26,122.64	27,664.34	28,108.04	28,551.74	28,703.84
37,500	26,172.69	27,711.69	28,155.39	28,599.09	28,771.89
37,600	26,222.74	27,759.04	28,202.74	28,646.44	28,839.94
37,700	26,272.79	27,806.39	28,250.09	28,693.79	28,907.99
37,800	26,322.83	27,853.73	28,297.43	28,741.13	28,976.03
37,900	26,372.88	27,901.08	28,344.78	28,788.48	29,044.08
38,000	26,422.93	27,948.43	28,392.13	28,835.83	29,112.13
38,100	26,472.98	27,995.78	28,439.48	28,883.18	29,180.18
38,200	26,523.02	28,043.12	28,486.82	28,930.52	29,248.22
38,300	26,573.07	28,090.47	28,534.17	28,977.87	29,316.27
38,400	26,623.12	28,137.82	28,581.52	29,025.22	29,384.32
38,500	26,673.17	28,185.17	28,628.87	29,072.57	29,452.37
38,600	26,723.21	28,232.51	28,676.21	29,119.91	29,520.41
38,700	26,773.26	28,279.86	28,723.56	29,167.26	29,588.46
38,800	26,823.31	28,327.21	28,770.91	29,214.61	29,656.51
38,900	26,873.36	28,374.56	28,818.26	29,261.96	29,705.66
39,000	26,923.41	28,421.91	28,865.61	29,309.31	29,753.01
39,100	26,973.46	28,469.26	28,913.06	29,356.66	29,800.36
39,200	27,023.51	28,516.61	28,960.41	29,404.01	29,847.71
39,300	27,073.56	28,563.96	29,007.76	29,451.36	29,895.06
39,400	27,123.61	28,611.31	29,055.11	29,498.71	29,942.41
39,500	27,173.66	28,658.66	29,102.46	29,546.06	29,989.76
39,600	27,223.71	28,706.01	29,149.81	29,593.41	30,037.11
39,700	27,273.76	28,753.36	29,197.16	29,640.76	30,084.46
39,800	27,323.81	28,800.71	29,244.51	29,688.11	30,131.81
39,900	27,373.86	28,848.06	29,291.86	29,735.46	30,179.16
40,000	27,423.91	28,895.41	29,339.21	29,782.81	30,226.51
40,100	27,473.96	28,942.76	29,386.56	29,830.16	30,273.86
40,200	27,524.01	28,990.11	29,433.91	29,877.51	30,321.21
40,300	27,574.06	29,037.46	29,481.26	29,924.86	30,368.56

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
40,400	27,696.28	29,156.98	29,600.68	30,044.38	30,488.08
40,500	27,751.75	29,209.75	29,653.45	30,097.15	30,540.85
40,600	27,807.21	29,262.51	29,706.21	30,149.91	30,593.61
40,700	27,862.68	29,315.28	29,758.98	30,202.68	30,646.38
40,800	27,918.15	29,368.05	29,811.75	30,255.45	30,699.15
40,900	27,973.61	29,420.81	29,864.51	30,308.21	30,751.91
41,000	28,029.08	29,473.58	29,917.28	30,360.98	30,804.68
41,100	28,084.55	29,526.35	29,970.05	30,413.75	30,857.45
41,200	28,140.01	29,579.11	30,022.81	30,466.51	30,910.21
41,300	28,195.48	29,631.88	30,075.58	30,519.28	30,962.98
41,400	28,250.95	29,684.65	30,128.35	30,572.05	31,015.75
41,500	28,306.42	29,737.42	30,181.12	30,624.82	31,068.52
41,600	28,361.88	29,790.18	30,233.88	30,677.58	31,121.28
41,700	28,417.35	29,842.95	30,286.65	30,730.35	31,174.05
41,800	28,472.82	29,895.72	30,339.42	30,783.12	31,226.82
41,900	28,528.28	29,948.48	30,392.18	30,835.88	31,279.58
42,000	28,583.75	30,001.25	30,444.95	30,888.65	31,332.35
42,100	28,639.22	30,054.02	30,497.72	30,941.42	31,385.12
42,200	28,694.68	30,106.78	30,550.48	30,994.18	31,437.88
42,300	28,750.15	30,159.55	30,603.25	31,046.95	31,490.65
42,400	28,805.62	30,212.32	30,656.02	31,099.72	31,543.42
42,500	28,861.09	30,265.09	30,708.79	31,152.49	31,596.19
42,600	28,916.55	30,317.85	30,761.55	31,205.25	31,648.95
42,700	28,972.02	30,370.62	30,814.32	31,258.02	31,701.72
42,800	29,027.49	30,423.39	30,867.09	31,310.79	31,754.49
42,900	29,082.95	30,476.15	30,919.85	31,363.55	31,807.25
43,000	29,138.42	30,528.92	30,972.62	31,416.32	31,860.02
43,100	29,193.89	30,581.69	31,025.39	31,469.09	31,912.79
43,200	29,249.35	30,634.45	31,078.15	31,521.85	31,965.55
43,300	29,304.82	30,687.22	31,130.92	31,574.62	32,018.32
43,400	29,360.29	30,739.99	31,183.69	31,627.39	32,071.09
43,500	29,415.76	30,792.76	31,236.46	31,680.16	32,123.86
43,600	29,471.22	30,845.52	31,289.22	31,732.92	32,176.62
43,700	29,526.69	30,898.29	31,341.99	31,785.69	32,229.39
43,800	29,582.16	30,951.06	31,394.76	31,838.46	32,282.16
43,900	29,637.62	31,003.82	31,447.52	31,891.22	32,334.92
44,000	29,693.09	31,056.59	31,500.29	31,943.99	32,387.69
44,100	29,748.56	31,109.36	31,553.06	31,996.76	32,440.46
44,200	29,804.02	31,162.12	31,605.82	32,049.52	32,493.22
44,300	29,859.49	31,214.89	31,658.59	32,102.29	32,545.99
44,400	29,914.96	31,267.66	31,711.36	32,155.06	32,598.76
44,500	29,970.43	31,320.43	31,764.13	32,207.83	32,651.53
44,600	30,025.89	31,373.19	31,816.89	32,260.59	32,704.29
44,700	30,081.36	31,425.96	31,869.66	32,313.36	32,757.06
44,800	30,136.83	31,478.73	31,922.43	32,366.13	32,809.83
44,900	30,192.29	31,531.49	31,975.19	32,418.89	32,862.59
45,000	30,247.76	31,584.26	32,027.96	32,471.66	32,915.36
45,100	30,303.23	31,637.03	32,080.73	32,524.43	32,968.13
45,200	30,358.69	31,689.79	32,133.49	32,577.19	33,020.89
45,300	30,414.16	31,742.56	32,186.26	32,629.96	33,073.66

**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
45,400	30,469.63	31,795.33	32,239.03	32,682.73	33,126.43
45,500	30,525.10	31,848.10	32,291.80	32,735.50	33,179.20
45,600	30,580.56	31,900.86	32,344.56	32,788.26	33,231.96
45,700	30,636.03	31,953.63	32,397.33	32,841.03	33,284.73
45,800	30,691.50	32,006.40	32,450.10	32,893.80	33,337.50
45,900	30,746.96	32,059.16	32,502.86	32,946.56	33,390.26
46,000	30,802.43	32,111.93	32,555.63	32,999.33	33,443.03
46,100	30,857.90	32,164.70	32,608.40	33,052.10	33,495.80
46,200	30,913.36	32,217.46	32,661.16	33,104.86	33,548.56
46,300	30,968.83	32,270.23	32,713.93	33,157.63	33,601.33
46,400	31,024.30	32,323.00	32,766.70	33,210.40	33,654.10
46,500	31,079.77	32,375.77	32,819.47	33,263.17	33,706.87
46,600	31,135.23	32,428.53	32,872.23	33,315.93	33,759.63
46,700	31,190.70	32,481.30	32,925.00	33,368.70	33,812.40
46,800	31,246.17	32,534.07	32,977.77	33,421.47	33,865.17
46,900	31,301.63	32,586.83	33,030.53	33,474.23	33,917.93
47,000	31,357.10	32,639.60	33,083.30	33,527.00	33,970.70
47,100	31,412.57	32,692.37	33,136.07	33,579.77	34,023.47
47,200	31,468.03	32,745.13	33,188.83	33,632.53	34,076.23
47,300	31,523.50	32,797.90	33,241.60	33,685.30	34,129.00
47,400	31,578.97	32,850.67	33,294.37	33,738.07	34,181.77
47,500	31,634.44	32,903.44	33,347.14	33,790.84	34,234.54
47,600	31,689.90	32,956.20	33,399.90	33,843.60	34,287.30
47,700	31,745.37	33,008.97	33,452.67	33,896.37	34,340.07
47,800	31,800.84	33,061.74	33,505.44	33,949.14	34,392.84
47,900	31,856.30	33,114.50	33,558.20	34,001.90	34,445.60
48,000	31,911.77	33,167.27	33,610.97	34,054.67	34,498.37
48,100	31,967.24	33,220.04	33,663.74	34,107.44	34,551.14
48,200	32,022.70	33,272.80	33,716.50	34,160.20	34,603.90
48,300	32,078.17	33,325.57	33,769.27	34,212.97	34,656.67
48,400	32,133.64	33,378.34	33,822.04	34,265.74	34,709.44
48,500	32,189.11	33,431.11	33,874.81	34,318.51	34,762.21
48,600	32,244.57	33,483.87	33,927.57	34,371.27	34,814.97
48,700	32,300.04	33,536.64	33,980.34	34,424.04	34,867.74
48,800	32,355.51	33,589.41	34,033.11	34,476.81	34,920.51
48,900	32,410.97	33,642.17	34,085.87	34,529.57	34,973.27
49,000	32,466.44	33,694.94	34,138.64	34,582.34	35,026.04
49,100	32,521.91	33,747.71	34,191.41	34,635.11	35,078.81
49,200	32,577.37	33,800.47	34,244.17	34,687.87	35,131.57
49,300	32,632.84	33,853.24	34,296.94	34,740.64	35,184.34
49,400	32,688.31	33,906.01	34,349.71	34,793.41	35,237.11
49,500	32,743.78	33,958.78	34,402.48	34,846.18	35,289.88
49,600	32,799.24	34,011.54	34,455.24	34,898.94	35,342.64
49,700	32,854.71	34,064.31	34,508.01	34,951.71	35,395.41
49,800	32,910.18	34,117.08	34,560.78	35,004.48	35,448.18
49,900	32,965.64	34,169.84	34,613.54	35,057.24	35,500.94
50,000	33,021.11	34,222.61	34,666.31	35,110.01	35,553.71
50,100	33,076.58	34,275.38	34,719.08	35,162.78	35,606.48
50,200	33,132.04	34,328.14	34,771.84	35,215.54	35,659.24
50,300	33,187.51	34,380.91	34,824.61	35,268.31	35,712.01

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
50,400	33,242.98	34,433.68	34,877.38	35,321.08	35,764.78
50,500	33,298.45	34,486.45	34,930.15	35,373.85	35,817.55
50,600	33,353.91	34,539.21	34,982.91	35,426.61	35,870.31
50,700	33,409.38	34,591.98	35,035.68	35,479.38	35,923.08
50,800	33,464.85	34,644.75	35,088.45	35,532.15	35,975.85
50,900	33,520.31	34,697.51	35,141.21	35,584.91	36,028.61
51,000	33,575.78	34,750.28	35,193.98	35,637.68	36,081.38
51,100	33,631.25	34,803.05	35,246.75	35,690.45	36,134.15
51,200	33,686.71	34,855.81	35,299.51	35,743.21	36,186.91
51,300	33,742.18	34,908.58	35,352.28	35,795.98	36,239.68
51,400	33,797.65	34,961.35	35,405.05	35,848.75	36,292.45
51,500	33,853.12	35,014.12	35,457.82	35,901.52	36,345.22
51,600	33,908.58	35,066.88	35,510.58	35,954.28	36,397.98
51,700	33,964.05	35,119.65	35,563.35	36,007.05	36,450.75
51,800	34,019.52	35,172.42	35,616.12	36,059.82	36,503.52
51,900	34,074.98	35,225.18	35,668.88	36,112.58	36,556.28
52,000	34,130.45	35,277.95	35,721.65	36,165.35	36,609.05
52,100	34,185.92	35,330.72	35,774.42	36,218.12	36,661.82
52,200	34,241.38	35,383.48	35,827.18	36,270.88	36,714.58
52,300	34,296.85	35,436.25	35,879.95	36,323.65	36,767.35
52,400	34,352.32	35,489.02	35,932.72	36,376.42	36,820.12
52,500	34,407.79	35,541.79	35,985.49	36,429.19	36,872.89

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	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

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
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
3,300	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
3,500	3,079.13	3,079.13	3,079.13	3,079.13	3,079.13
3,600	3,162.87	3,162.87	3,162.87	3,162.87	3,162.87
3,700	3,246.62	3,246.62	3,246.62	3,246.62	3,246.62
3,800	3,330.36	3,330.36	3,330.36	3,330.36	3,330.36
3,900	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
4,100	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
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
4,500	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
4,700	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
4,900	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
5,100	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
5,300	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
5,500	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
5,700	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
5,900	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
6,100	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
6,300	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
6,500	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
6,700	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
6,900	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
7,100	6,093.95	6,093.95	6,093.95	6,093.95	6,093.95

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
7,200	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
7,400	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
7,600	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
7,800	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
8,000	6,847.65	6,847.65	6,847.65	6,847.65	6,847.65
8,100	6,923.27	6,923.27	6,923.27	6,923.27	6,923.27
8,200	6,995.83	6,995.83	6,995.83	6,995.83	6,995.83
8,300	7,068.39	7,068.39	7,068.39	7,068.39	7,068.39
8,400	7,140.94	7,140.94	7,140.94	7,140.94	7,140.94
8,500	7,213.50	7,213.50	7,213.50	7,213.50	7,213.50
8,600	7,286.06	7,286.06	7,286.06	7,286.06	7,286.06
8,700	7,358.61	7,358.61	7,358.61	7,358.61	7,358.61
8,800	7,431.17	7,431.17	7,431.17	7,431.17	7,431.17
8,900	7,503.73	7,503.73	7,503.73	7,503.73	7,503.73
9,000	7,576.28	7,576.28	7,576.28	7,576.28	7,576.28
9,100	7,648.84	7,648.84	7,648.84	7,648.84	7,648.84
9,200	7,721.40	7,721.40	7,721.40	7,721.40	7,721.40
9,300	7,793.95	7,793.95	7,793.95	7,793.95	7,793.95
9,400	7,866.51	7,866.51	7,866.51	7,866.51	7,866.51
9,500	7,939.07	7,939.07	7,939.07	7,939.07	7,939.07
9,600	8,011.62	8,011.62	8,011.62	8,011.62	8,011.62
9,700	8,084.18	8,084.18	8,084.18	8,084.18	8,084.18
9,800	8,156.74	8,156.74	8,156.74	8,156.74	8,156.74
9,900	8,229.29	8,229.29	8,229.29	8,229.29	8,229.29
10,000	8,301.85	8,301.85	8,301.85	8,301.85	8,301.85
10,100	8,374.41	8,374.41	8,374.41	8,374.41	8,374.41
10,200	8,446.96	8,446.96	8,446.96	8,446.96	8,446.96
10,300	8,519.52	8,519.52	8,519.52	8,519.52	8,519.52
10,400	8,592.08	8,592.08	8,592.08	8,592.08	8,592.08
10,500	8,664.63	8,664.63	8,664.63	8,664.63	8,664.63
10,600	8,737.19	8,737.19	8,737.19	8,737.19	8,737.19
10,700	8,809.75	8,809.75	8,809.75	8,809.75	8,809.75
10,800	8,882.30	8,882.30	8,882.30	8,882.30	8,882.30
10,900	8,954.86	8,954.86	8,954.86	8,954.86	8,954.86
11,000	9,027.42	9,027.42	9,027.42	9,027.42	9,027.42
11,100	9,096.37	9,099.97	9,099.97	9,099.97	9,099.97
11,200	9,154.53	9,172.53	9,172.53	9,172.53	9,172.53
11,300	9,212.69	9,245.09	9,245.09	9,245.09	9,245.09
11,400	9,270.84	9,317.64	9,317.64	9,317.64	9,317.64
11,500	9,329.00	9,390.20	9,390.20	9,390.20	9,390.20
11,600	9,387.16	9,462.76	9,462.76	9,462.76	9,462.76
11,700	9,445.31	9,535.31	9,535.31	9,535.31	9,535.31
11,800	9,503.47	9,607.87	9,607.87	9,607.87	9,607.87
11,900	9,561.63	9,680.43	9,680.43	9,680.43	9,680.43
12,000	9,619.78	9,752.98	9,752.98	9,752.98	9,752.98
12,100	9,677.94	9,825.54	9,825.54	9,825.54	9,825.54

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
12,200	9,736.10	9,898.10	9,898.10	9,898.10	9,898.10
12,300	9,794.25	9,970.65	9,970.65	9,970.65	9,970.65
12,400	9,852.41	10,043.21	10,043.21	10,043.21	10,043.21
12,500	9,910.57	10,115.77	10,115.77	10,115.77	10,115.77
12,600	9,968.72	10,188.32	10,188.32	10,188.32	10,188.32
12,700	10,026.88	10,260.88	10,260.88	10,260.88	10,260.88
12,800	10,085.04	10,333.44	10,333.44	10,333.44	10,333.44
12,900	10,143.19	10,405.99	10,405.99	10,405.99	10,405.99
13,000	10,201.35	10,478.55	10,478.55	10,478.55	10,478.55
13,100	10,259.51	10,551.11	10,551.11	10,551.11	10,551.11
13,200	10,317.66	10,623.66	10,623.66	10,623.66	10,623.66
13,300	10,375.82	10,696.22	10,696.22	10,696.22	10,696.22
13,400	10,433.98	10,768.78	10,768.78	10,768.78	10,768.78
13,500	10,492.13	10,841.33	10,841.33	10,841.33	10,841.33
13,600	10,550.29	10,913.89	10,913.89	10,913.89	10,913.89
13,700	10,608.45	10,986.45	10,986.45	10,986.45	10,986.45
13,800	10,666.60	11,059.00	11,059.00	11,059.00	11,059.00
13,900	10,724.76	11,131.56	11,131.56	11,131.56	11,131.56
14,000	10,782.92	11,204.12	11,204.12	11,204.12	11,204.12
14,100	10,841.07	11,276.67	11,276.67	11,276.67	11,276.67
14,200	10,899.23	11,349.23	11,349.23	11,349.23	11,349.23
14,300	10,957.39	11,421.79	11,421.79	11,421.79	11,421.79
14,400	11,015.54	11,494.34	11,494.34	11,494.34	11,494.34
14,500	11,073.70	11,566.90	11,566.90	11,566.90	11,566.90
14,600	11,131.86	11,639.46	11,639.46	11,639.46	11,639.46
14,700	11,190.01	11,712.01	11,712.01	11,712.01	11,712.01
14,800	11,248.17	11,784.57	11,784.57	11,784.57	11,784.57
14,900	11,306.33	11,857.13	11,857.13	11,857.13	11,857.13
15,000	11,364.48	11,929.68	11,929.68	11,929.68	11,929.68
15,100	11,422.64	12,002.24	12,002.24	12,002.24	12,002.24
15,200	11,480.80	12,074.80	12,074.80	12,074.80	12,074.80
15,300	11,538.95	12,147.35	12,147.35	12,147.35	12,147.35
15,400	11,597.11	12,219.91	12,219.91	12,219.91	12,219.91
15,500	11,655.27	12,292.47	12,292.47	12,292.47	12,292.47
15,600	11,713.42	12,365.02	12,365.02	12,365.02	12,365.02
15,700	11,771.58	12,437.58	12,437.58	12,437.58	12,437.58
15,800	11,829.74	12,510.14	12,510.14	12,510.14	12,510.14
15,900	11,887.89	12,582.69	12,582.69	12,582.69	12,582.69
16,000	11,946.05	12,655.25	12,655.25	12,655.25	12,655.25
16,100	12,004.21	12,727.81	12,727.81	12,727.81	12,727.81
16,200	12,062.36	12,800.36	12,800.36	12,800.36	12,800.36
16,300	12,120.52	12,872.92	12,872.92	12,872.92	12,872.92
16,400	12,178.68	12,945.48	12,945.48	12,945.48	12,945.48
16,500	12,236.83	13,018.03	13,018.03	13,018.03	13,018.03
16,600	12,294.99	13,090.59	13,090.59	13,090.59	13,090.59
16,700	12,353.15	13,163.15	13,163.15	13,163.15	13,163.15
16,800	12,411.30	13,235.70	13,235.70	13,235.70	13,235.70
16,900	12,469.46	13,308.26	13,308.26	13,308.26	13,308.26
17,000	12,527.62	13,380.82	13,380.82	13,380.82	13,380.82
17,100	12,585.77	13,453.37	13,453.37	13,453.37	13,453.37

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
17,200	12,643.93	13,525.93	13,525.93	13,525.93	13,525.93
17,300	12,702.09	13,598.49	13,598.49	13,598.49	13,598.49
17,400	12,760.24	13,671.04	13,671.04	13,671.04	13,671.04
17,500	12,818.40	13,743.60	13,743.60	13,743.60	13,743.60
17,600	12,876.56	13,816.16	13,816.16	13,816.16	13,816.16
17,700	12,934.71	13,888.71	13,888.71	13,888.71	13,888.71
17,800	12,992.87	13,961.27	13,961.27	13,961.27	13,961.27
17,900	13,051.03	14,033.83	14,033.83	14,033.83	14,033.83
18,000	13,109.18	14,106.38	14,106.38	14,106.38	14,106.38
18,100	13,167.34	14,178.94	14,178.94	14,178.94	14,178.94
18,200	13,225.50	14,250.15	14,251.50	14,251.50	14,251.50
18,300	13,283.65	14,305.60	14,324.05	14,324.05	14,324.05
18,400	13,341.81	14,361.06	14,396.61	14,396.61	14,396.61
18,500	13,399.97	14,416.52	14,469.17	14,469.17	14,469.17
18,600	13,458.12	14,471.97	14,541.72	14,541.72	14,541.72
18,700	13,516.28	14,527.43	14,614.28	14,614.28	14,614.28
18,800	13,574.44	14,582.89	14,686.84	14,686.84	14,686.84
18,900	13,632.59	14,638.34	14,759.39	14,759.39	14,759.39
19,000	13,690.75	14,693.80	14,831.95	14,831.95	14,831.95
19,100	13,748.91	14,749.26	14,904.51	14,904.51	14,904.51
19,200	13,807.06	14,804.71	14,977.06	14,977.06	14,977.06
19,300	13,865.22	14,860.17	15,049.62	15,049.62	15,049.62
19,400	13,923.38	14,915.63	15,122.18	15,122.18	15,122.18
19,500	13,981.53	14,971.08	15,194.73	15,194.73	15,194.73
19,600	14,039.69	15,026.54	15,267.29	15,267.29	15,267.29
19,700	14,097.85	15,082.00	15,339.85	15,339.85	15,339.85
19,800	14,156.00	15,137.45	15,412.40	15,412.40	15,412.40
19,900	14,214.16	15,192.91	15,484.96	15,484.96	15,484.96
20,000	14,272.32	15,248.37	15,557.52	15,557.52	15,557.52
20,100	14,330.47	15,303.82	15,630.07	15,630.07	15,630.07
20,200	14,388.63	15,359.28	15,702.63	15,702.63	15,702.63
20,300	14,446.79	15,414.74	15,775.19	15,775.19	15,775.19
20,400	14,504.94	15,470.19	15,847.74	15,847.74	15,847.74
20,500	14,563.10	15,525.65	15,920.30	15,920.30	15,920.30
20,600	14,621.26	15,581.11	15,992.86	15,992.86	15,992.86
20,700	14,679.41	15,636.56	16,065.41	16,065.41	16,065.41
20,800	14,737.57	15,692.02	16,135.72	16,137.97	16,137.97
20,900	14,795.73	15,747.48	16,191.18	16,210.53	16,210.53
21,000	14,853.88	15,802.93	16,246.63	16,283.08	16,283.08
21,100	14,912.04	15,858.39	16,302.09	16,355.64	16,355.64
21,200	14,970.20	15,913.85	16,357.55	16,428.20	16,428.20
21,300	15,028.35	15,969.30	16,413.00	16,500.75	16,500.75
21,400	15,086.51	16,024.76	16,468.46	16,573.31	16,573.31
21,500	15,144.67	16,080.22	16,523.92	16,645.87	16,645.87
21,600	15,202.82	16,135.67	16,579.37	16,718.42	16,718.42
21,700	15,260.98	16,191.13	16,634.83	16,790.98	16,790.98
21,800	15,319.14	16,246.59	16,690.29	16,863.54	16,863.54
21,900	15,377.29	16,302.04	16,745.74	16,936.09	16,936.09
22,000	15,435.45	16,357.50	16,801.20	17,008.65	17,008.65
22,100	15,493.61	16,412.96	16,856.66	17,081.21	17,081.21

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
22,200	15,551.76	16,468.41	16,912.11	17,153.76	17,153.76
22,300	15,609.92	16,523.87	16,967.57	17,226.32	17,226.32
22,400	15,668.08	16,579.33	17,023.03	17,298.88	17,298.88
22,500	15,726.23	16,634.78	17,078.48	17,371.43	17,371.43
22,600	15,784.39	16,690.24	17,133.94	17,443.99	17,443.99
22,700	15,842.55	16,745.70	17,189.40	17,516.55	17,516.55
22,800	15,900.70	16,801.15	17,244.85	17,589.10	17,589.10
22,900	15,958.86	16,856.61	17,300.31	17,661.66	17,661.66
23,000	16,017.02	16,912.07	17,355.77	17,734.22	17,734.22
23,100	16,075.17	16,967.52	17,411.22	17,806.77	17,806.77
23,200	16,133.33	17,022.98	17,466.68	17,879.33	17,879.33
23,300	16,191.49	17,078.44	17,522.14	17,951.89	17,951.89
23,400	16,249.64	17,133.89	17,577.59	18,021.29	18,024.44
23,500	16,307.80	17,189.35	17,633.05	18,076.75	18,097.00
23,600	16,365.96	17,244.81	17,688.51	18,132.21	18,169.56
23,700	16,424.11	17,300.26	17,743.96	18,187.66	18,242.11
23,800	16,482.27	17,355.72	17,799.42	18,243.12	18,314.67
23,900	16,540.43	17,411.18	17,854.88	18,298.58	18,387.23
24,000	16,598.58	17,466.63	17,910.33	18,354.03	18,459.78
24,100	16,656.74	17,522.09	17,965.79	18,409.49	18,532.34
24,200	16,714.90	17,577.55	18,021.25	18,464.95	18,604.90
24,300	16,773.05	17,633.00	18,076.70	18,520.40	18,677.45
24,400	16,831.21	17,688.46	18,132.16	18,575.86	18,750.01
24,500	16,889.37	17,743.92	18,187.62	18,631.32	18,822.57
24,600	16,947.52	17,799.37	18,243.07	18,686.77	18,895.12
24,700	17,005.68	17,854.83	18,298.53	18,742.23	18,967.68
24,800	17,063.84	17,910.29	18,353.99	18,797.69	19,040.24
24,900	17,121.99	17,965.74	18,409.44	18,853.14	19,112.79
25,000	17,180.15	18,021.20	18,464.90	18,908.60	19,185.35
25,100	17,238.31	18,076.66	18,520.36	18,964.06	19,257.91
25,200	17,296.46	18,132.11	18,575.81	19,019.51	19,330.46
25,300	17,354.62	18,187.57	18,631.27	19,074.97	19,403.02
25,400	17,412.78	18,243.03	18,686.73	19,130.43	19,475.58
25,500	17,470.93	18,298.48	18,742.18	19,185.88	19,548.13
25,600	17,529.09	18,353.94	18,797.64	19,241.34	19,620.69
25,700	17,587.25	18,409.40	18,853.10	19,296.80	19,693.25
25,800	17,645.40	18,464.85	18,908.55	19,352.25	19,765.80
25,900	17,703.56	18,520.31	18,964.01	19,407.71	19,838.36
26,000	17,761.72	18,575.77	19,019.47	19,463.17	19,906.87
26,100	17,819.87	18,631.22	19,074.92	19,518.62	19,962.32
26,200	17,878.03	18,686.68	19,130.38	19,574.08	20,017.78
26,300	17,936.19	18,742.14	19,185.84	19,629.54	20,073.24
26,400	17,994.34	18,797.59	19,241.29	19,684.99	20,128.69
26,500	18,052.50	18,853.05	19,296.75	19,740.45	20,184.15
26,600	18,110.66	18,908.51	19,352.21	19,795.91	20,239.61
26,700	18,168.81	18,963.96	19,407.66	19,851.36	20,295.06
26,800	18,223.37	19,015.82	19,459.52	19,903.22	20,346.92
26,900	18,277.93	19,067.68	19,511.38	19,955.08	20,398.78
27,000	18,332.48	19,119.53	19,563.23	20,006.93	20,450.63
27,100	18,387.04	19,171.39	19,615.09	20,058.79	20,502.49

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
27,200	18,441.60	19,223.25	19,666.95	20,110.65	20,554.35
27,300	18,496.15	19,275.10	19,718.80	20,162.50	20,606.20
27,400	18,550.71	19,326.96	19,770.66	20,214.36	20,658.06
27,500	18,605.27	19,378.82	19,822.52	20,266.22	20,709.92
27,600	18,659.82	19,430.67	19,874.37	20,318.07	20,761.77
27,700	18,714.38	19,482.53	19,926.23	20,369.93	20,813.63
27,800	18,768.94	19,534.39	19,978.09	20,421.79	20,865.49
27,900	18,823.49	19,586.24	20,029.94	20,473.64	20,917.34
28,000	18,878.05	19,638.10	20,081.80	20,525.50	20,969.20
28,100	18,932.61	19,689.96	20,133.66	20,577.36	21,021.06
28,200	18,987.16	19,741.81	20,185.51	20,629.21	21,072.91
28,300	19,041.72	19,793.67	20,237.37	20,681.07	21,124.77
28,400	19,096.28	19,845.53	20,289.23	20,732.93	21,176.63
28,500	19,150.83	19,897.38	20,341.08	20,784.78	21,228.48
28,600	19,205.39	19,949.24	20,392.94	20,836.64	21,280.34
28,700	19,259.95	20,001.10	20,444.80	20,888.50	21,332.20
28,800	19,314.50	20,052.95	20,496.65	20,940.35	21,384.05
28,900	19,369.06	20,104.81	20,548.51	20,992.21	21,435.91
29,000	19,423.62	20,156.67	20,600.37	21,044.07	21,487.77
29,100	19,478.17	20,208.52	20,652.22	21,095.92	21,539.62
29,200	19,532.73	20,260.38	20,704.08	21,147.78	21,591.48
29,300	19,587.29	20,312.24	20,755.94	21,199.64	21,643.34
29,400	19,641.84	20,364.09	20,807.79	21,251.49	21,695.19
29,500	19,696.40	20,415.95	20,859.65	21,303.35	21,747.05
29,600	19,750.96	20,467.81	20,911.51	21,355.21	21,798.91
29,700	19,805.51	20,519.66	20,963.36	21,407.06	21,850.76
29,800	19,860.07	20,571.52	21,015.22	21,458.92	21,902.62
29,900	19,914.63	20,623.38	21,067.08	21,510.78	21,954.48
30,000	19,969.18	20,675.23	21,118.93	21,562.63	22,006.33
30,100	20,023.74	20,727.09	21,170.79	21,614.49	22,058.19
30,200	20,078.30	20,778.95	21,222.65	21,666.35	22,110.05
30,300	20,132.85	20,830.80	21,274.50	21,718.20	22,161.90
30,400	20,187.41	20,882.66	21,326.36	21,770.06	22,213.76
30,500	20,241.97	20,934.52	21,378.22	21,821.92	22,265.62
30,600	20,296.52	20,986.37	21,430.07	21,873.77	22,317.47
30,700	20,351.08	21,038.23	21,481.93	21,925.63	22,369.33
30,800	20,405.64	21,090.09	21,533.79	21,977.49	22,421.19
30,900	20,460.19	21,141.94	21,585.64	22,029.34	22,473.04
31,000	20,514.75	21,193.80	21,637.50	22,081.20	22,524.90
31,100	20,569.31	21,245.66	21,689.36	22,133.06	22,576.76
31,200	20,623.86	21,297.51	21,741.21	22,184.91	22,628.61
31,300	20,678.42	21,349.37	21,793.07	22,236.77	22,680.47
31,400	20,732.98	21,401.23	21,844.93	22,288.63	22,732.33
31,500	20,787.53	21,453.08	21,896.78	22,340.48	22,784.18
31,600	20,842.09	21,504.94	21,948.64	22,392.34	22,836.04
31,700	20,895.61	21,555.76	21,999.46	22,443.16	22,886.86
31,800	20,945.66	21,603.11	22,046.81	22,490.51	22,934.21
31,900	20,995.70	21,650.45	22,094.15	22,537.85	22,981.55
32,000	21,045.75	21,697.80	22,141.50	22,585.20	23,028.90
32,100	21,095.80	21,745.15	22,188.85	22,632.55	23,076.25

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
32,200	21,145.85	21,792.50	22,236.20	22,679.90	23,123.60
32,300	21,195.90	21,839.85	22,283.55	22,727.25	23,170.95
32,400	21,245.94	21,887.19	22,330.89	22,774.59	23,218.29
32,500	21,295.99	21,934.54	22,378.24	22,821.94	23,265.64
32,600	21,346.04	21,981.89	22,425.59	22,869.29	23,312.99
32,700	21,396.09	22,029.24	22,472.94	22,916.64	23,360.34
32,800	21,446.13	22,076.58	22,520.28	22,963.98	23,407.68
32,900	21,496.18	22,123.93	22,567.63	23,011.33	23,455.03
33,000	21,546.23	22,171.28	22,614.98	23,058.68	23,502.38
33,100	21,596.28	22,218.63	22,662.33	23,106.03	23,549.73
33,200	21,646.32	22,265.97	22,709.67	23,153.37	23,597.07
33,300	21,696.37	22,313.32	22,757.02	23,200.72	23,644.42
33,400	21,746.42	22,360.67	22,804.37	23,248.07	23,691.77
33,500	21,796.47	22,408.02	22,851.72	23,295.42	23,739.12
33,600	21,846.52	22,455.37	22,899.07	23,342.77	23,786.47
33,700	21,896.56	22,502.71	22,946.41	23,390.11	23,833.81
33,800	21,946.61	22,550.06	22,993.76	23,437.46	23,881.16
33,900	21,996.66	22,597.41	23,041.11	23,484.81	23,928.51
34,000	22,046.71	22,644.76	23,088.46	23,532.16	23,975.86
34,100	22,096.75	22,692.10	23,135.80	23,579.50	24,023.20
34,200	22,146.80	22,739.45	23,183.15	23,626.85	24,070.55
34,300	22,196.85	22,786.80	23,230.50	23,674.20	24,117.90
34,400	22,246.90	22,834.15	23,277.85	23,721.55	24,165.25
34,500	22,296.94	22,881.49	23,325.19	23,768.89	24,212.59
34,600	22,346.99	22,928.84	23,372.54	23,816.24	24,259.94
34,700	22,397.04	22,976.19	23,419.89	23,863.59	24,307.29
34,800	22,447.09	23,023.54	23,467.24	23,910.94	24,354.64
34,900	22,497.13	23,070.88	23,514.58	23,958.28	24,401.98
35,000	22,547.18	23,118.23	23,561.93	24,005.63	24,449.33
35,100	22,597.23	23,165.58	23,609.28	24,052.98	24,496.68
35,200	22,647.28	23,212.93	23,656.63	24,100.33	24,544.03
35,300	22,697.33	23,260.28	23,703.98	24,147.68	24,591.38
35,400	22,747.37	23,307.62	23,751.32	24,195.02	24,638.72
35,500	22,797.42	23,354.97	23,798.67	24,242.37	24,686.07
35,600	22,847.47	23,402.32	23,846.02	24,289.72	24,733.42
35,700	22,897.52	23,449.67	23,893.37	24,337.07	24,780.77
35,800	22,947.56	23,497.01	23,940.71	24,384.41	24,828.11
35,900	22,997.61	23,544.36	23,988.06	24,431.76	24,875.46
36,000	23,047.66	23,591.71	24,035.41	24,479.11	24,922.81
36,100	23,097.71	23,639.06	24,082.76	24,526.46	24,970.16
36,200	23,147.75	23,686.40	24,130.10	24,573.80	25,017.50
36,300	23,197.80	23,733.75	24,177.45	24,621.15	25,064.85
36,400	23,247.85	23,781.10	24,224.80	24,668.50	25,112.20
36,500	23,297.90	23,828.45	24,272.15	24,715.85	25,159.55
36,600	23,347.95	23,875.80	24,319.50	24,763.20	25,206.90
36,700	23,397.99	23,923.14	24,366.84	24,810.54	25,254.24
36,800	23,448.04	23,970.49	24,414.19	24,857.89	25,301.59
36,900	23,498.09	24,017.84	24,461.54	24,905.24	25,348.94
37,000	23,548.14	24,065.19	24,508.89	24,952.59	25,396.29
37,100	23,598.18	24,112.53	24,556.23	24,999.93	25,443.63

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
37,200	23,648.23	24,159.88	24,603.58	25,047.28	25,490.98
37,300	23,698.28	24,207.23	24,650.93	25,094.63	25,538.33
37,400	23,748.33	24,254.58	24,698.28	25,141.98	25,585.68
37,500	23,798.37	24,301.92	24,745.62	25,189.32	25,633.02
37,600	23,848.42	24,349.27	24,792.97	25,236.67	25,680.37
37,700	23,898.47	24,396.62	24,840.32	25,284.02	25,727.72
37,800	23,948.52	24,443.97	24,887.67	25,331.37	25,775.07
37,900	23,998.56	24,491.31	24,935.01	25,378.71	25,822.41
38,000	24,048.61	24,538.66	24,982.36	25,426.06	25,869.76
38,100	24,098.66	24,586.01	25,029.71	25,473.41	25,917.11
38,200	24,148.71	24,633.36	25,077.06	25,520.76	25,964.46
38,300	24,198.76	24,680.71	25,124.41	25,568.11	26,011.81
38,400	24,248.80	24,729.40	25,173.10	25,616.80	26,060.50
38,500	24,298.85	24,779.45	25,223.15	25,666.85	26,110.55
38,600	24,348.90	24,829.50	25,273.20	25,716.90	26,160.60
38,700	24,398.95	24,879.55	25,323.25	25,766.95	26,210.65
38,800	24,448.99	24,929.59	25,373.29	25,816.99	26,260.69
38,900	24,499.04	24,979.64	25,423.34	25,867.04	26,310.74
39,000	24,549.09	25,029.69	25,473.39	25,917.09	26,360.79
39,100	24,600.89	25,081.49	25,525.19	25,968.89	26,412.59
39,200	24,656.36	25,136.96	25,580.66	26,024.36	26,468.06
39,300	24,711.83	25,192.43	25,636.13	26,079.83	26,523.53
39,400	24,767.29	25,247.89	25,691.59	26,135.29	26,578.99
39,500	24,822.76	25,303.36	25,747.06	26,190.76	26,634.46
39,600	24,878.23	25,358.83	25,802.53	26,246.23	26,689.93
39,700	24,933.69	25,414.29	25,857.99	26,301.69	26,745.39
39,800	24,989.16	25,469.76	25,913.46	26,357.16	26,800.86
39,900	25,044.63	25,525.23	25,968.93	26,412.63	26,856.33
40,000	25,100.09	25,580.69	26,024.39	26,468.09	26,911.79
40,100	25,155.56	25,636.16	26,079.86	26,523.56	26,967.26
40,200	25,211.03	25,691.63	26,135.33	26,579.03	27,022.73
40,300	25,266.50	25,747.10	26,190.80	26,634.50	27,078.20
40,400	25,321.96	25,802.56	26,246.26	26,689.96	27,133.66
40,500	25,377.43	25,858.03	26,301.73	26,745.43	27,189.13
40,600	25,432.90	25,913.50	26,357.20	26,800.90	27,244.60
40,700	25,488.36	25,968.96	26,412.66	26,856.36	27,300.06
40,800	25,543.83	26,024.43	26,468.13	26,911.83	27,355.53
40,900	25,599.30	26,079.90	26,523.60	26,967.30	27,411.00
41,000	25,654.76	26,135.36	26,579.06	27,022.76	27,466.46
41,100	25,710.23	26,190.83	26,634.53	27,078.23	27,521.93
41,200	25,765.70	26,246.30	26,690.00	27,133.70	27,577.40
41,300	25,821.17	26,301.77	26,745.47	27,189.17	27,632.87
41,400	25,876.63	26,357.23	26,800.93	27,244.63	27,688.33
41,500	25,932.10	26,412.70	26,856.40	27,300.10	27,743.80
41,600	25,987.57	26,468.17	26,911.87	27,355.57	27,799.27
41,700	26,043.03	26,523.63	26,967.33	27,411.03	27,854.73
41,800	26,098.50	26,579.10	27,022.80	27,466.50	27,910.20
41,900	26,153.97	26,634.57	27,078.27	27,521.97	27,965.67
42,000	26,209.43	26,690.03	27,133.73	27,577.43	28,021.13
42,100	26,264.90	26,745.50	27,189.20	27,632.90	28,076.60

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
42,200	26,320.37	26,800.97	27,244.67	27,688.37	28,132.07
42,300	26,375.84	26,856.44	27,300.14	27,743.84	28,187.54
42,400	26,431.30	26,911.90	27,355.60	27,799.30	28,243.00
42,500	26,486.77	26,967.37	27,411.07	27,854.77	28,298.47
42,600	26,542.24	27,022.84	27,466.54	27,910.24	28,353.94
42,700	26,597.70	27,078.30	27,522.00	27,965.70	28,409.40
42,800	26,653.17	27,133.77	27,577.47	28,021.17	28,464.87
42,900	26,708.64	27,189.24	27,632.94	28,076.64	28,520.34
43,000	26,764.10	27,244.70	27,688.40	28,132.10	28,575.80
43,100	26,819.57	27,300.17	27,743.87	28,187.57	28,631.27
43,200	26,875.04	27,355.64	27,799.34	28,243.04	28,686.74
43,300	26,930.51	27,411.11	27,854.81	28,298.51	28,742.21
43,400	26,985.97	27,466.57	27,910.27	28,353.97	28,797.67
43,500	27,041.44	27,522.04	27,965.74	28,409.44	28,853.14
43,600	27,096.91	27,577.51	28,021.21	28,464.91	28,908.61
43,700	27,152.37	27,632.97	28,076.67	28,520.37	28,964.07
43,800	27,207.84	27,688.44	28,132.14	28,575.84	29,019.54
43,900	27,263.31	27,743.91	28,187.61	28,631.31	29,075.01
44,000	27,318.77	27,799.37	28,243.07	28,686.77	29,130.47
44,100	27,374.24	27,854.84	28,298.54	28,742.24	29,185.94
44,200	27,429.71	27,910.31	28,354.01	28,797.71	29,241.41
44,300	27,485.18	27,965.78	28,409.48	28,853.18	29,296.88
44,400	27,540.64	28,021.24	28,464.94	28,908.64	29,352.34
44,500	27,596.11	28,076.71	28,520.41	28,964.11	29,407.81
44,600	27,651.58	28,132.18	28,575.88	29,019.58	29,463.28
44,700	27,707.04	28,187.64	28,631.34	29,075.04	29,518.74
44,800	27,762.51	28,243.11	28,686.81	29,130.51	29,574.21
44,900	27,817.98	28,298.58	28,742.28	29,185.98	29,629.68
45,000	27,873.44	28,354.04	28,797.74	29,241.44	29,685.14
45,100	27,928.91	28,409.51	28,853.21	29,296.91	29,740.61
45,200	27,984.38	28,464.98	28,908.68	29,352.38	29,796.08
45,300	28,039.85	28,520.45	28,964.15	29,407.85	29,851.55
45,400	28,095.31	28,575.91	29,019.61	29,463.31	29,907.01
45,500	28,150.78	28,631.38	29,075.08	29,518.78	29,962.48
45,600	28,206.25	28,686.85	29,130.55	29,574.25	30,017.95
45,700	28,261.71	28,742.31	29,186.01	29,629.71	30,073.41
45,800	28,317.18	28,797.78	29,241.48	29,685.18	30,128.88
45,900	28,372.65	28,853.25	29,296.95	29,740.65	30,184.35
46,000	28,428.11	28,908.71	29,352.41	29,796.11	30,239.81
46,100	28,483.58	28,964.18	29,407.88	29,851.58	30,295.28
46,200	28,539.05	29,019.65	29,463.35	29,907.05	30,350.75
46,300	28,594.52	29,075.12	29,518.82	29,962.52	30,406.22
46,400	28,649.98	29,130.58	29,574.28	30,017.98	30,461.68
46,500	28,705.45	29,186.05	29,629.75	30,073.45	30,517.15
46,600	28,760.92	29,241.52	29,685.22	30,128.92	30,572.62
46,700	28,816.38	29,296.98	29,740.68	30,184.38	30,628.08
46,800	28,871.85	29,352.45	29,796.15	30,239.85	30,683.55
46,900	28,927.32	29,407.92	29,851.62	30,295.32	30,739.02
47,000	28,982.78	29,463.38	29,907.08	30,350.78	30,794.48
47,100	29,038.25	29,518.85	29,962.55	30,406.25	30,849.95

**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
47,200	29,093.72	29,574.32	30,018.02	30,461.72	30,905.42
47,300	29,149.19	29,629.79	30,073.49	30,517.19	30,960.89
47,400	29,204.65	29,685.25	30,128.95	30,572.65	31,016.35
47,500	29,260.12	29,740.72	30,184.42	30,628.12	31,071.82
47,600	29,315.59	29,796.19	30,239.89	30,683.59	31,127.29
47,700	29,371.05	29,851.65	30,295.35	30,739.05	31,182.75
47,800	29,426.52	29,907.12	30,350.82	30,794.52	31,238.22
47,900	29,481.99	29,962.59	30,406.29	30,849.99	31,293.69
48,000	29,537.45	30,018.05	30,461.75	30,905.45	31,349.15
48,100	29,592.92	30,073.52	30,517.22	30,960.92	31,404.62
48,200	29,648.39	30,128.99	30,572.69	31,016.39	31,460.09
48,300	29,703.86	30,184.46	30,628.16	31,071.86	31,515.56
48,400	29,759.32	30,239.92	30,683.62	31,127.32	31,571.02
48,500	29,814.79	30,295.39	30,739.09	31,182.79	31,626.49
48,600	29,870.26	30,350.86	30,794.56	31,238.26	31,681.96
48,700	29,925.72	30,406.32	30,850.02	31,293.72	31,737.42
48,800	29,981.19	30,461.79	30,905.49	31,349.19	31,792.89
48,900	30,036.66	30,517.26	30,960.96	31,404.66	31,848.36
49,000	30,092.12	30,572.72	31,016.42	31,460.12	31,903.82
49,100	30,147.59	30,628.19	31,071.89	31,515.59	31,959.29
49,200	30,203.06	30,683.66	31,127.36	31,571.06	32,014.76
49,300	30,258.53	30,739.13	31,182.83	31,626.53	32,070.23
49,400	30,313.99	30,794.59	31,238.29	31,681.99	32,125.69
49,500	30,369.46	30,850.06	31,293.76	31,737.46	32,181.16
49,600	30,424.93	30,905.53	31,349.23	31,792.93	32,236.63
49,700	30,480.39	30,960.99	31,404.69	31,848.39	32,292.09
49,800	30,535.86	31,016.46	31,460.16	31,903.86	32,347.56
49,900	30,591.33	31,071.93	31,515.63	31,959.33	32,403.03
50,000	30,646.79	31,127.39	31,571.09	32,014.79	32,458.49
50,100	30,702.26	31,182.86	31,626.56	32,070.26	32,513.96
50,200	30,757.73	31,238.33	31,682.03	32,125.73	32,569.43
50,300	30,813.20	31,293.80	31,737.50	32,181.20	32,624.90
50,400	30,868.66	31,349.26	31,792.96	32,236.66	32,680.36
50,500	30,924.13	31,404.73	31,848.43	32,292.13	32,735.83
50,600	30,979.60	31,460.20	31,903.90	32,347.60	32,791.30
50,700	31,035.06	31,515.66	31,959.36	32,403.06	32,846.76
50,800	31,090.53	31,571.13	32,014.83	32,458.53	32,902.23
50,900	31,146.00	31,626.60	32,070.30	32,514.00	32,957.70
51,000	31,201.46	31,682.06	32,125.76	32,569.46	33,013.16
51,100	31,256.93	31,737.53	32,181.23	32,624.93	33,068.63
51,200	31,312.40	31,793.00	32,236.70	32,680.40	33,124.10
51,300	31,367.87	31,848.47	32,292.17	32,735.87	33,179.57
51,400	31,423.33	31,903.93	32,347.63	32,791.33	33,235.03
51,500	31,478.80	31,959.40	32,403.10	32,846.80	33,290.50
51,600	31,534.27	32,014.87	32,458.57	32,902.27	33,345.97
51,700	31,589.73	32,070.33	32,514.03	32,957.73	33,401.43
51,800	31,645.20	32,125.80	32,569.50	33,013.20	33,456.90
51,900	31,700.67	32,181.27	32,624.97	33,068.67	33,512.37
52,000	31,756.13	32,236.73	32,680.43	33,124.13	33,567.83

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
52,100	31,811.60	32,292.20	32,735.90	33,179.60	33,623.30
52,200	31,867.07	32,347.67	32,791.37	33,235.07	33,678.77
52,300	31,922.54	32,403.14	32,846.84	33,290.54	33,734.24
52,400	31,978.00	32,458.60	32,902.30	33,346.00	33,789.70
52,500	32,033.47	32,514.07	32,957.77	33,401.47	33,845.17

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Draft Regulations

Draft Regulation

An Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20)

Construction industry commissioner — Rules of procedure and practice

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the rules of procedure and practice of the construction industry commissioner to which the commissioner and the deputy-commissioners have agreed, the text of which appears below, may be approved by the Government upon the expiry of 45 days following this publication.

The proposed rules relate to the proceedings made before the construction industry commissioner.

More chiefly, the rules deal with:

— the division of jurisdiction between the offices of Québec and Montréal of the construction industry commissioner;

— the computation of time to accomplish an act and relevant questions: non-judicial days;

— the proceedings before the construction industry commissioner;

— the communications between the parties and the construction industry commissioner;

the various incidents that may occur: intervention, postponement of a hearing, discontinuance, dismissal or substitution of the representative;

— the pre-hearing conference;

— the subpoena of a witness;

— the hearing and minutes of the hearing; and

— the discontinuance and settlement.

The rules impose minimum obligations on the parties to better define the scope of the dispute and at the same time to protect the rights of the parties to be heard.

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 the undersigned, Construction industry commissioner, 200, chemin Sainte-Foy, 7^e étage, Québec (Québec) G1R 1T3.

JOSETTE BÉLIVEAU,
Construction industry commissioner

Regulation respecting the rules of procedure and practice of the construction industry commissioner

An Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20, s. 23.4)

DIVISION I SCOPE AND PURPOSE

1. This Regulation applies to matters, applications and proceedings submitted to the construction industry commissioner.

Its purpose is to ensure that procedure is dealt with simply and quickly, in the respect of the rules of natural justice and the equality of the parties.

2. For the purposes of this Regulation, the expression “construction industry commissioner” means the commissioner appointed under section 21.1 of the Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20) and the expression “commissioner” means that commissioner or a deputy-commissioner seized with a matter, an application or a proceeding.

DIVISION II GENERAL

§1. Office

3. The construction industry commissioner’s offices in Québec and Montréal serve respectively the judicial districts listed in Schedule I.

4. Hearings shall be held at the chief place or another place corresponding to the judicial district of the applicant or the district in which the cause of action has arisen.

The construction industry commissioner may determine another place in the interest of justice, as provided for in Schedule I.

§2. Procedure

5. A motion introducing a matter, an application or a proceeding shall be made in writing and shall contain the following information :

(1) the name and address of the applicant, his telephone number and, where applicable, his e-mail address and his fax number ;

(2) where the applicant is represented, the name and address of the representative, his telephone number and, where applicable, his e-mail address and his fax number ;

(3) the name and address of any other party to the motion, his telephone number and, where applicable, his e-mail address and his fax number ;

(4) a summary statement of the grounds invoked in support of the matter, application or proceeding ; and

(5) the conclusions sought.

6. The introductory motion for proceedings provided for in the third paragraph of section 21, 80.1 or 80.3 of the Act respecting labour relations, vocational training and manpower management in the construction industry may be made on a form proposed by the construction industry commissioner.

7. The disputed decision or the documents related to the facts that give rise to the matter, application or proceeding shall be attached to the motion.

Failing that, the motion shall indicate

(1) if the subject of the matter, application or proceeding is a decision :

(a) the name of the authority that has made the decision ;

(b) the date of the decision ; and

(c) the record number attributed by the authority ;

(2) if the subject of the matter, application or proceeding is not a decision, the facts that give rise to it.

The motion shall be signed by the applicant or his representative.

8. Any other party identified by the applicant in the introductory motion, shall appear in writing within 30 days of making the motion. Notwithstanding the preceding, for a proceeding made under section 7.7 of the Act respecting labour relations, vocational training and manpower management in the construction industry, the deadline is of 48 hours.

The motion shall contain the following information :

(1) The name and address of the party, his telephone number and, where applicable, e-mail address and his fax number ;

(2) if the party is represented, the name and address of the representative, phone number, and, if applicable, e-mail address or fax number ;

(3) a summary statement of the grounds invoked in support of the matter, application or proceeding ;

(4) the conclusions sought.

9. Any person may intervene, in writing, in a matter, an application or a proceeding to which he is not a party, at any time before the decision is rendered.

The intervention shall contain the following information :

(1) the name and address of the intervening party, his telephone number and, if applicable, his e-mail address and his fax number ;

(2) if the intervening party is represented, the name and address of the representative, his telephone number and, if applicable, his e-mail address and his fax number ;

(3) a summary statement of his particular interest as well as the grounds involved in support of the matter, application or proceeding ; and

(4) the conclusions sought.

10. Any party may object to an intervention as soon as it is received, on the ground of lack of interest from the intervening party ; notwithstanding the preceding, the intervention is received if the intervening party demonstrates his interest.

11. Any introductory motion, as well as any notice, any intervention, any other motion or document shall be filed with, produced or sent to the office of the construction industry commissioner. In each case, a copy shall also be sent to the other party and, where applicable, to his representative.

In addition, in the case provided for in the second paragraph of section 21 of the Act respecting labour relations, vocational training and manpower management in the construction industry, the introductory motion shall be sent to the owner of every construction site involved in the dispute, to the contractor involved in the dispute, to every contractors' association listed in subparagraph c.1 of the first paragraph of section 1 of the Act, as well as to every association of employees having a certificate of representativeness under section 34 of the Act. Any other notice, motion or document shall be sent to the associations that appeared.

12. The date of filing of a document is the date on which it was received at the office.

13. Upon receipt of an introductory motion, the construction industry commissioner shall send an acknowledgement of receipt to the applicant, to the other party or, as the case may be, to their representatives.

14. The administrative authority whose decision is disputed shall, within 30 days from the receipt of the copy of the introductory motion, send to the construction industry commissioner a copy of the record in its possession relating to the disputed decision. Notwithstanding the foregoing, for a proceeding made under section 7.7 of the Act respecting labour relations, vocational training and manpower management in the construction industry, the time period is 48 hours.

15. The commissioner may accept a proceeding despite a defect of form or an irregularity.

16. The following are non-judicial days:

- (1) Saturdays and Sundays;
- (2) 1 and 2 January;
- (3) Good Friday;
- (4) Easter Monday;
- (5) the Monday preceding 25 May;
- (6) 24 June;
- (7) 1 July;
- (8) the first Monday in September;
- (9) the second Monday in October;
- (10) 24, 25, 26 and 31 December; and
- (11) any other holiday fixed by the Government.

17. Where the date fixed to perform an act falls on a non-judicial day, that act may be validly done on the next judicial day.

18. In computing any time period, the day which marks the start of the period is not counted but, except in the case of clear days, the terminal day is counted.

§3. Representation

19. The parties may be represented by a person of their choice.

20. A representative shall notify in writing the construction industry commissioner and the other parties of his mandate.

The designation of a representative in a motion or another written document constitutes a notice of representation for the whole case to which it relates to.

21. A person shall immediately notify in writing the construction industry commissioner and the other parties

(1) that he has agreed to represent a party after the motion is filed;

(2) that he has ceased to represent a party; or

(3) that he has dismissed his representative or has substituted a new one for him.

22. Any party and any representative shall immediately inform the construction industry commissioner of any change in his address or telephone number.

23. Where a party is represented, communications from the construction industry commissioner, except the notice of hearing and the commissioner's decision, shall be addressed to the representative only.

DIVISION III

ENTRY ON THE ROLL AND NOTICE OF HEARING

24. A notice of proof and hearing shall be sent to the parties within a reasonable time before the hearing, indicating

(1) the subject, date, time and place of the hearing;

(2) the right of the parties to be assisted or represented; and

(3) the power of the commissioner to proceed, without further notice or delay, notwithstanding the failure of a party to be present at the time and place fixed, if the party has not given a good reason for his absence.

25. A party is validly called for the hearing by a notice sent to his last address indicated in the record of the construction industry commissioner. The notice is also sent to the representative at his last address.

26. The commissioner may, with the consent of the parties, replace the hearing with a meeting with the parties in an attempt to bring them to settle the dispute, by means of conciliation as provided for in section 21.0.3 of the Act respecting labour relations, vocational training and manpower management in the construction industry, arguments in writing, a telephone conference, a study of the record or any other means.

27. The filing of a notice of discontinuance, or of a notice indicating that the dispute no longer exists or is settled, other than a settlement obtained through the conciliation provided for in section 21.0.3 of the Act respecting labour relations, vocational training and manpower management in the construction industry, shall terminate the proceedings.

DIVISION IV PRE-HEARING CONFERENCE

28. If the commissioner considers it useful and if the circumstances of a matter, application or proceeding allow it, the commissioner shall convene the parties to a pre-hearing conference. The pre-hearing conference may be held by means of any method of communication.

29. The purpose of the pre-hearing conference is

- (1) to define the issues to be dealt with at the hearing;
- (2) to assess the advisability of clarifying and specifying the allegations of the parties and the conclusions sought;
- (3) to ensure that all documentary evidence is exchanged by the parties;
- (4) to plan how the procedure and evidence will be dealt with at the hearing;
- (5) to examine the possibility for the parties of admitting certain facts or proving them by means of sworn statements;
- (6) to examine any other issue likely to simplify or accelerate the conduct of the hearing;
- (7) to examine the possibility to convene a meeting between the parties in an attempt to bring them to settle the dispute; and

(8) to examine the possibility of designating a person who will meet the parties for conciliation purposes pursuant to section 21.0.3 of the Act respecting labour relations, vocational training and manpower management in the construction industry.

30. Where applicable, minutes of the pre-hearing conference shall be taken and signed by the commissioner who convened the parties. The text of any admission written and signed by the parties shall be attached thereto.

The agreements and decisions reported in the minutes shall govern the conduct of the hearing, unless the commissioner, when he hears the matter, allows a departure in order to prevent an injustice.

DIVISION V HEARING

31. The commissioner may, *ex officio* or upon request from a party, prohibit or restrict the disclosure, publication or broadcasting of information or documents identified by him, where required to protect the public order or if the protection of their confidential nature so requires to ensure the proper administration of justice.

32. The minutes of the hearing shall be taken according to the model established by the construction industry commissioner. They shall contain

- (1) the date and place of the hearing;
- (2) the name of the commissioner;
- (3) the names and addresses of the parties and, where applicable, of their representatives and witnesses;
- (4) the name and address of the interpreter, where applicable, and mention that he took an oath;
- (5) mention that the hearing was recorded;
- (6) a list of the exhibits that were produced;
- (7) the incidental proceedings, objections and any decision rendered at the hearing, where applicable;
- (8) any admission and full or partial settlement;
- (9) the date on which the matter was taken under advisement, where applicable.

33. The commissioner may, for cause, *ex officio* or upon request from a party, postpone the hearing to another date or adjourn it.

He may subject the postponement or adjournment to certain conditions.

34. A party who wishes to have the hearing postponed shall file an application therefor with the construction industry commissioner as soon as the grounds invoked in support thereof are known.

The postponement shall be granted only if it is based on serious grounds and if the interests of justice are thus better served. No postponement shall be granted only by the consent of the parties.

35. All persons attending a hearing shall behave with dignity and show respect due to justice. They shall refrain from doing anything that could disrupt the hearing.

DIVISION VI PROCEDURE

36. The construction industry commissioner is not bound to apply the rules of civil procedure except those relating to the time for summoning witnesses.

37. A party who wishes that a witness be summoned to appear shall complete the subpoena.

The party must serve the subpoena issued by a commissioner at least five clear days before the hearing or at least ten clear days before that moment, in the case of a subpoena served on a minister or a deputy minister of the Government.

In cases of urgency, a commissioner may reduce the time for serving the subpoena; however, the time may not be less than 12 hours. He shall indicate that such is the case on the subpoena.

38. The person who is heard as a witness shall swear that he will tell the truth.

He shall be exempted from that formality if he does not understand the nature of the oath; if so, he shall nonetheless be informed of his obligation to tell the truth.

39. Any party may examine and cross-examine a witness insofar as necessary to ensure an equitable procedure.

40. The commissioner may order that witnesses testify without each other's presence.

41. A party who intends to produce an expert's report as evidence shall file it with the office of the construction industry commissioner and send a copy to the other parties on the date fixed by the commissioner or, failing such date, at least 15 days before the date fixed for the hearing.

42. A party who intends to produce documents at the hearing shall provide a sufficient number of copies for the commissioner and the other parties.

43. A party may, at his expense, have the hearing of the matter, application or proceeding recorded mechanically or by shorthand or stenotype.

A party who has the debates transcribed shall provide, free of charge, a copy of that transcription to the construction industry commissioner.

DIVISION VII DECISION

44. The commissioner who has taken a case under advisement may, *ex officio* or upon request by a party and as long as he has not rendered his decision, order the reopening of the case for the purposes and on the conditions he determines.

45. The original of the decision shall be kept in the record and a true copy shall be sent to each party and to his representative.

DIVISION VIII COMING INTO FORCE

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

SCHEDULE I

(ss. 3 and 4)

1. The construction industry commissioner's office in Québec serves the following judicial districts and chief places:

DISTRICT	CHIEF PLACE	OTHER PLACE
Alma	Alma	—
Arthabaska	Arthabaska	—
Beauce	Saint-Joseph-de-Beauce	—
Bonaventure	New-Carlisle	—
Charlevoix	La Malbaie	—
Chicoutimi	Chicoutimi	—
Frontenac	Thetford-Mines	—
Gaspé	Percé	Sainte-Anne-des-Monts Cap-aux-Meules
Hauterive	Baie-Comeau	—
Kamouraska	Rivière-du-Loup	—
Mingan	Sept-Îles	—
Montmagny	Montmagny	—
Québec	Québec	—
Rimouski	Rimouski	Matane
Roberval	Roberval	Dolbeau
Saint-Maurice	Shawinigan	La Tuque
Trois-Rivières	Trois-Rivières	—

2. The construction industry commissioner's office in Montréal serves the following judicial districts and chief places:

DISTRICT	CHIEF PLACE	OTHER PLACE
Abitibi	Amos	Chibougamau, La Sarre, Val d'Or
Beauharnois	Salaberry-de-Valleyfield	—
Bedford	Cowansville	Granby
Drummond	Drummondville	—
Hull	Hull	—
Iberville	Saint-Jean	—
Joliette	Joliette	—
Labelle	Mont-Laurier	Maniwaki
Laval	Laval	—
Longueuil	Longueuil	—
Mégantic	Lac Mégantic	—
Montréal	Montréal	—
Pontiac	Campbell's Bay	—
Richelieu	Sorel	—
Rouyn-Noranda	Rouyn	—
Saint-François	Sherbrooke	—
Saint-Hyacinthe	Saint-Hyacinthe	—
Témiscamingue	Ville-Marie	—
Terrebonne	Saint-Jérôme	—

Treasury Board

Gouvernement du Québec

T.B. 197248, 13 November 2001

An Act to amend various legislation for the purposes of partition and assignment between spouses of benefits accrued under a pension plan (1990, c. 5)

Centre hospitalier Côte des Neiges
— **Régime de retraite des employés en fonction**
— **Partition and assignment of benefits accrued**

CONCERNING Regulation respecting the partition and assignment of benefits accrued under the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges

WHEREAS, under the first paragraph of section 52 of the Act to amend various legislation for the purposes of partition and assignment between spouses of benefits accrued under a pension plan (1990, c. 5), notwithstanding any provision of any Act, regulation or order inconsistent therewith, the Government may, by order, render applicable, in whole or in part and adapted as required, to the Régime de retraite pour les employés en fonction au Centre hospitalier Côte des Neiges (C.T. 397-78 dated 16 February 1978 and subsequent amendments) the special measures provided for in Chapter VII.1 of Title I of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10) and in the regulation thereunder, for the purposes of partition and assignment of benefits between spouses;

WHEREAS, under the second paragraph of that section, the Government may also, by the same order, prescribe special provisions for the establishment and assessment of benefits accrued under the Régime de retraite pour les employés en fonction au Centre hospitalier Côte des Neiges and for the reduction of the sums payable under such plan by reason of payment of the sums awarded to the spouse;

WHEREAS it is expedient to render applicable by order to the Régime de retraite pour les employés en fonction au Centre hospitalier Côte des Neiges *mutatis mutandis*, the special measures prescribed in Chapter VII.1 of Title I of the Act respecting the Government and Public Employees Retirement Plan;

WHEREAS it is also expedient to prescribe by order special provisions for the establishment and assessment of benefits accrued under the Régime de retraite pour les employés en fonction au Centre hospitalier Côte des Neiges and for the reduction of the sums payable under such plan by reason of payment of the sums awarded to the spouse;

WHEREAS, under section 40 of the Act respecting public administration (2000, c. 8), the Conseil du trésor shall exercise, after consulting the minister of Finance, the powers conferred on the Government by an Act that established a pension plan applicable to personnel of the public and parapublic sectors, except for certain powers;

WHEREAS the Minister of Finance has been consulted;

Whereas, under sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the draft Regulation respecting the partition and assignment of benefits accrued under the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges was published in Part 2 of the *Gazette officielle du Québec* on 5 September 2001, with a notice that it could be made by the Government upon the expiry of 45 days from its publication;

WHEREAS the 45-day period has expired and it is expedient to make the Regulation;

THEREFORE, THE CONSEIL DU TRÉSOR DECIDES:

THAT the special measures prescribed in Chapter VII.1 of Title I of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10) be applicable *mutatis mutandis* to the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges;

THAT the Regulation respecting the partition and assignment of benefits accrued under the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges, attached to this Decision, and containing the special provisions for the establishment and assessment of benefits accrued under the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges and for the reduction of the sums payable under that plan, by reason of the payment of the sums awarded to the spouse, be made.

ALAIN PARENTEAU,
Clerk of the Conseil du trésor

Regulation respecting the partition and assignment of benefits accrued under the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges

An Act to amend various legislation for the purposes of partition and assignment between spouses of benefits accrued under a pension plan
(1990, c. 5, s. 52)

DIVISION I

STATEMENT OF THE MEMBER'S OR FORMER MEMBER'S BENEFITS

1. Any application to obtain a statement referred to in section 122.1 of the Act respecting the Government and Public Employees Retirement Plan (R.S.Q., c. R-10) shall contain the following information and be accompanied with the following documents:

(1) the name, address, social insurance number and date of birth of the member or former member and of his spouse;

(2) a marriage certificate and, where applicable, the date on which the spouses resumed living together;

(3) a written confirmation of a certified mediator to the effect that he has obtained a mandate of family mediation or a copy of the application for separation from bed and board, divorce, annulment of marriage or payment of a compensatory allowance or, where applicable, a copy of the judgment ruling on such an application; and

(4) the information that must be provided by the employer in his annual report, in accordance with section 188 of the Act respecting the Government and Public Employees Retirement Plan for the year during which the assessment is determined up to the date set for that assessment, as well as for the previous year; that information shall be certified by an authorized representative of the employer.

Any application made under this section is also valid for the other pension plans administered by the Commission administrative des régimes de retraite et d'assurances or for which the Commission is responsible for paying benefits.

2. Within 90 days following the date of receipt of a duly completed application, the Commission shall provide the member or former member and his spouse with a statement containing the following information:

(1) the date on which the member or former member became a member of the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges, set up under Order in Council 397-78 dated 16 February 1978, *mutatis mutandis*, and, where applicable, the date on which he ceased to be a member thereof;

(2) the benefits accrued to the member or former member, without taking into account any reduction resulting from a prior partition or assignment of benefits, from the time when he became a member of the plan to the date of assessment provided for in the second paragraph of section 122.2 of the Act respecting the Government and Public Employees Retirement Plan, as well as the value of those benefits;

(3) the benefits accrued for the period of the marriage as well as their value;

(4) where applicable, the value, applicable at the date of this assessment, of the reduction of the accrued benefits as a result of any prior partition or assignment of benefits; and

(5) the terms and conditions for payment of the sums awarded to the spouse in accordance with Division III.

The statement of benefits and values is established at the date of assessment on the basis of information known to the Commission not later than the date of that statement.

DIVISION II

ESTABLISHMENT AND ASSESSMENT OF ACCRUED BENEFITS

§1. Establishment of benefits

3. The benefits accrued under the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges shall be established in accordance with the plan, taking into account the following provisions:

(1) where the employee has less than 5 years of pensionable service but has to his credit more than 30 years of service on which a pension benefit or retirement benefit of a type described in paragraph *b* of subsection 3 of section 5 of the Public Service Superannuation Act (R.S.C., (1985), c. P-36) is based and has not reached age 60, the accrued benefits shall be those whose value is the higher of a refund of contributions or a deferred pension payable at age 60;

(2) where the employee has less than 5 years of pensionable service but has to his credit more than 30 years of service on which a pension benefit or retirement

benefit of a type described in paragraph *b* of subsection 3 of section 5 of the Public Service Superannuation Act is based and has reached age 60, the accrued benefits shall be those whose value is the highest of

- (a) a refund of contributions;
- (b) a cash termination allowance; or
- (c) an immediate pension;

(3) where the employee has at least 5 years of pensionable service but does not have to his credit at least 10 years of service and has not reached age 45, the accrued benefits shall be those whose value is the higher of a refund of contributions or a deferred pension payable at age 60;

(4) where the employee has at least 5 years of pensionable service and has to his credit at least 10 years of service and has reached age 45 but not age 60, the accrued benefits are deemed to correspond to a deferred pension payable at that age; and

(5) where the employee has ceased to hold employment because of a disability and has the option between either an immediate pension or a cash termination allowance or a refund of contributions, and where his option is not exercised within 60 days following the date of receipt of the application for assessment, the accrued benefits shall be those having the higher value.

The benefits accrued for the period of the marriage shall be established in accordance with the first paragraph on the basis of the years or parts of a year of service credited during that period, on the assumption that the member or former member acquired for that period benefits of the same type as those accrued to him from the beginning of his membership to the date of assessment.

For the purposes of establishing and assessing the accrued benefits, those benefits shall correspond to the benefits acquired under the plan at the date of assessment on the basis of the years or parts of a year of service credited at that date without taking into account, except for the pensioner, those years added at the time of the calculation of the pension. For those purposes, the member is deemed to have ceased to be covered by the plan at the date of assessment.

4. The years or parts of a year of service redeemed shall be credited proportionately to the amounts paid in capital for their payment, out of the total capital amount. Those years or parts of a year are deemed to be credited for the period of the marriage, to the extent that they were paid during that period.

§2. Assessment of benefits

5. Where the accrued benefits consist in a refund of contributions, the value of those benefits corresponds to the contributions paid with interest calculated in accordance with the plan and accrued to the date of assessment, as though the refund was made at that date. The same applies in respect of the value of the benefits accrued for the period of the marriage.

6. The actuarial value of the benefits shall be established according to the following actuarial method and assumptions:

- (1) actuarial method:

the “distribution of benefits” method; and

- (2) actuarial assumptions:

(a) mortality rate: GAM-83 men and GAM-83 women (The 1983 Group Annuity Mortality Table, Transactions of the Society of Actuaries, Vol. XXXV, pp. 880 and 881), weighted equally;

(b) interest rate: 9% for the first 15 years following the date of assessment and 6.5% for subsequent years; and

(c) rate of increase in the Pension Index within the meaning of the Act respecting the Québec Pension Plan (R.S.Q., c. R-9): 5.5% for the first 15 years following the date of assessment and 3% for subsequent years.

7. Where the accrued benefits consist in a benefit that is being paid at the date of assessment or that would be if the former member had made an application to that effect, the value of those benefits shall be obtained by calculating the actuarial value of such a benefit.

The value of the benefits accrued for the period of the marriage shall be established in accordance with the first paragraph.

DIVISION III

PAYMENT OF THE SUMS AWARDED TO THE SPOUSE AS A RESULT OF THE PARTITION OR ASSIGNMENT OF BENEFITS

8. In this Division, the expression “life income fund” has the meaning given to it by sections 18 and 19 of the Regulation respecting supplemental pension plans, approved by Order in Council 1158-90 dated 8 August 1990, and the expressions “locked-in retirement account” and “annuity contract” have the meanings given to them by sections 29 and 30, respectively, of that Regulation.

9. An application for payment of the sums awarded to the spouse shall be preceded by an application for assessment made in accordance with Division I and shall contain the name and address of the member or former member and of his spouse, their social insurance numbers and their dates of birth.

That application is also valid for all pension plans for which the Commission has provided a statement.

10. An application for payment of the sums awarded to the spouse shall include the following documents :

(1) the judgment ruling on separation from bed and board, divorce, annulment of marriage or payment of a compensatory allowance ;

(2) where applicable, any other judgment relative to the partition or assignment of the member's or former member's benefits ;

(3) where applicable, the agreement entered into between the spouses regarding the terms for payment out of the benefits accrued under the Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges ; and

(4) the divorce certificate and, where applicable, the certificate of non-appeal.

11. Upon receipt of a duly completed application for payment, the Commission shall send the member or former member a statement showing the sums awarded to the spouse as well as the amount of the reduction calculated pursuant to Division IV. The Commission shall also send the spouse a statement showing the sums awarded to him. Those statements shall be accompanied with a statement of the administrative expenses established in accordance with the Regulation respecting the recovery of certain administrative expenses and of certain other expenses within the framework of the partition and assignment between spouses of benefits accrued under a pension plan, made by Order in Council 352-91 dated 20 March 1991, including any subsequent amendments.

The spouse shall, within 60 days following the date on which the statement addressed to him was mailed, provide the Commission with the name and address of the financial institution and with an identification of the annuity contract, locked-in retirement account or life income fund or, where applicable, the registered retirement savings plan or registered retirement income fund into which the sums awarded to him must be transferred.

Unless the spouse was paid otherwise, the Commission shall, within 120 days following the expiry of the period provided for in the second paragraph, transfer the sums awarded to the spouse into an annuity contract, locked-in retirement account or life income fund or, where applicable, into a registered retirement savings plan or registered retirement income fund with a financial institution chosen by the spouse, as long as the steps necessary for the transfer of those sums have first been taken.

Should the spouse fail to indicate his choice and to take the necessary steps within the prescribed period, the Commission shall transfer those sums into a locked-in retirement account or, where applicable, into a registered retirement savings plan in the spouse's name with the financial institution with which the Commission has reached an agreement to that effect.

Where the spouse proceeds by way of compulsory execution, the judgment authorizing a seizure by garnishment shall take the place of an application for payment and this section applies.

12. The Commission shall transfer the sums awarded to the spouse into an annuity contract, locked-in retirement account or life income fund where those sums come from an entitlement to an immediate pension or deferred pension.

Notwithstanding the foregoing, the Commission shall transfer those sums into a registered retirement savings plan or registered retirement income fund where those sums come from an entitlement to a refund of contributions or, upon application by the spouse, shall transfer those sums into an annuity contract, locked-in retirement account or life income fund.

Notwithstanding the first and second paragraphs, those sums shall be paid to the spouse's successors in case of the spouse's death.

13. Interest compounded annually at the rate of 4% and accrued from the date of assessment to the date of payment shall be added to the sums awarded to the spouse.

DIVISION IV REDUCTION OF ACCRUED BENEFITS

14. If the amount paid to the spouse comes from an entitlement to a refund of contributions, to a cash termination allowance or to a deferred retirement pension, the member's or former member's benefits shall be established in accordance with the plan and shall be recalculated as follows :

(1) where the member or former member is entitled to a refund of contributions, the amount of the refund shall be reduced by the sums awarded to the spouse at the date of assessment with interest compounded annually at the rate of 4% and accrued from the date of assessment to the date on which the refund is made; or

(2) where the member or former member is entitled to a deferred retirement pension or to a retirement pension, his pension shall be reduced from the date on which it becomes payable or from the date of payment, as the case may be, by the amount of pension that would be obtained on the basis of the sums awarded to the spouse at the date of assessment.

15. If the amount paid to the spouse comes from an entitlement to a retirement pension, that pension shall be reduced, from the date of payment or the date on which it becomes payable for an employee who is at least 60 years of age at the date of assessment, by the amount of pension that would be obtained on the basis of the sums awarded to the spouse at the date of assessment.

16. For the purposes of section 14, the amount of pension that would be obtained on the basis of the sums awarded to the spouse at the date of assessment shall be established at that date according to the actuarial method and assumptions provided for in section 6. That amount is presumed applicable on the date of the member's or former member's 60th birthday.

The amount of pension obtained pursuant to the first paragraph shall, at the time prescribed under section 119 of the Act respecting the Québec Pension Plan, be indexed in accordance with the rate of increase in the Pension Index within the meaning of that Act, from 1 January following the date of assessment to 1 January of the year during which that amount begins to apply.

If the pensioner is under 60 years of age either on the date on which the annual pension becomes payable or on the date of payment if the pension is being paid on that date, the amount of pension obtained pursuant to the first and second paragraphs shall be reduced by 0.50% per month, calculated for each month between the date on which that amount of pension begins to apply and the date of the pensioner's 60th birthday, without exceeding 65%.

If the pensioner retired before the date of payment and if that date occurs after the date of his 60th birthday, the amount of pension obtained pursuant to the first and second paragraphs shall be increased by 0.50% per month, calculated for each month between the date of his 60th birthday and the date on which that amount of pension begins to apply if the pensioner retired before the date of his 60th birthday, or for each month between

the date on which he retired and the date on which that amount of pension begins to apply, if the pensioner retired on the date of his 60th birthday or thereafter.

17. For the purposes of section 15, the amount of pension that would be obtained on the basis of the sums awarded to the spouse at the date of assessment shall be established at that date in accordance with the actuarial method and assumptions provided for in section 6. That amount is presumed applicable on the date of assessment.

The amount of pension obtained pursuant to the first paragraph shall be indexed in the same manner as the pension or in the same manner as though it were being paid at the date of assessment, from 1 January following that date to 1 January of the year during which that amount begins to apply.

The amount of pension obtained pursuant to the first and second paragraphs shall be increased by 0.50% per month, calculated for each month between the date of assessment and the date on which that amount of pension begins to apply, if the pension was being paid on the date of assessment or would have been if the former employee had made an application to that effect, or for each month between the date of retirement and the date on which that amount of pension begins to apply, if the pensioner retired between the date of assessment and the date of payment.

18. Any refund of contributions to be made following a death or any payment of actuarial value shall be reduced by the sums awarded to the spouse with interest compounded annually at the rate of 4% and accrued from the date of assessment to the date on which the refund is made, except for the period during which a retirement pension is paid.

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

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Abbreviations : **A**: Abrogated, **N**: New, **M**: Modified

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Industrial accidents and occupational diseases, An Act respecting... — Table of gross annual income from suitable employments for 2002 (R.S.Q., c. R-18.1)	6080	N
Industrial accidents and occupational diseases, An Act respecting... — Table of income replacement indemnities for 2002 (R.S.Q., c. R-18.1)	6081	N
Industrie de l'automobile — Saguenay – Lac-Saint-Jean — Constitution of the Comité paritaire (An Act respective collective agreement decrees, R.S.Q., c. D-2)	6078	M
Labour relations vocational training and manpower management in the construction industry, An Act respecting... — Construction industry commissioner — Rules of procedure and practice (R.S.Q., c. R-18.1)	6115	Draft
Nursing extern — Professionnal acts that may be performed on certain terms and conditions (Professional Code, R.S.Q., c. C-26)	6077	M
Office des professions du Québec — Amount of the contribution of each member of a professional order for the 2002-2003 fiscal year (Professional Code, R.S.Q., c. C-26)	6077	N

Professional Code — Nursing extern — Professional acts that may be performed on certain terms and conditions (R.S.Q., c. C-26)	6077	M
Professional Code — Office des professions du Québec — Amount of the contribution of each member of a professional order for the 2002-2003 fiscal year (R.S.Q., c. C-26)	6077	N
Régime de retraite des employés en fonction au Centre hospitalier Côte des Neiges — Partition and assignment of benefits (An Act respecting Government and Public Employees Retirement Plan, R.S.Q., c. R-10)	6121	
Securities Act, amended (2001, Bill 57)	6053	
Securities Act, An Act to amend the... (2001, Bill 57)	6053	
Table of gross annual income from suitable employments for 2002 (An Act respecting industrial accidents and occupational diseases, R.S.Q., c. R-18.1)	6080	N
Table of income replacement indemnities for 2002 (An Act respecting industrial accidents and occupational diseases, R.S.Q., c. R-18.1)	6081	