

Gazette
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DU
Québec

Part

2

No. 21

25 May 2011

Laws and Regulations

Volume 143

Summary

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Part 2 – LAWS AND REGULATIONS

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Part 2 contains:

- (1) Acts assented to, before their publication in the annual collection of statutes;
- (2) proclamations of Acts;
- (3) regulations made by the Government, a minister or a group of ministers and of Government agencies and semi-public agencies described by the Charter of the French language (R.S.Q., c. C-11), which before coming into force must be approved by the Government, a minister or a group of ministers;
- (4) decisions of the Conseil du trésor and ministers’ orders whose publications in the *Gazette officielle du Québec* is required by law or by the Government;
- (5) regulations and rules made by a Government agency which do not require approval by the Government, a minister or a group of ministers to come into force, but whose publication in the *Gazette officielle du Québec* is required by law;
- (6) rules of practice made by judicial courts and quasi-judicial tribunals;
- (7) drafts of the texts mentioned in paragraph 3 whose publication in the *Gazette officielle du Québec* is required by law before their adoption or approval by the Government.

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PROVINCE OF QUÉBEC

2ND SESSION

39TH LEGISLATURE

QUÉBEC, 5 MAY 2011

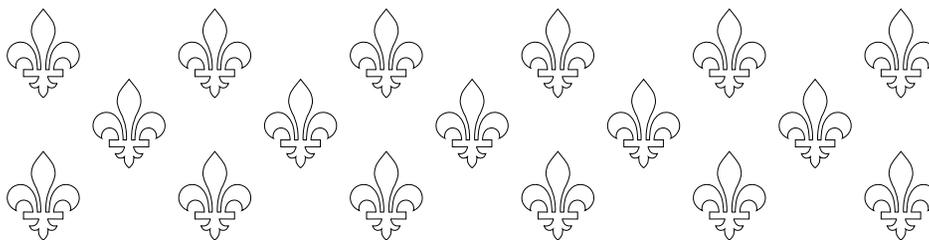
OFFICE OF THE LIEUTENANT-GOVERNOR

Québec, 5 May 2011

This day, at seven minutes past one o'clock in the afternoon, His Excellency the Lieutenant-Governor was pleased to sanction the following bill:

8 Appropriation Act No. 2, 2011-2012

To this bill the Royal assent was affixed by His Excellency the Lieutenant-Governor.



NATIONAL ASSEMBLY

SECOND SESSION

THIRTY-NINTH LEGISLATURE

Bill 8
(2011, chapter 4)

Appropriation Act No. 2, 2011-2012

Introduced 4 May 2011
Passed in principle 4 May 2011
Passed 4 May 2011
Assented to 5 May 2011

Québec Official Publisher
2011

EXPLANATORY NOTES

This Act authorizes the Government to pay out of the consolidated revenue fund, for the 2011-2012 fiscal year, a sum not exceeding \$35,351,884,838.00, including \$509,000,000.00 for the payment of expenditures chargeable to the 2012-2013 fiscal year, representing the appropriations to be voted in respect of each of the programs in the portfolios listed in Schedules 1 and 2 less the appropriations already authorized.

Moreover, the Act indicates which programs are covered by a net voted appropriation and specifies the amount of appropriations not entirely expended that may be carried over to 2012-2013. Finally, it determines to what extent the Conseil du trésor may authorize the transfer of appropriations between programs or portfolios.

Bill 8

APPROPRIATION ACT NO. 2, 2011-2012

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

- 1.** The Government may draw out of the consolidated revenue fund a sum not exceeding \$35,351,884,838.00 to defray a part of the Expenditure Budget of Québec tabled in the National Assembly for the 2011-2012 fiscal year, for which provision has not otherwise been made, including an amount of \$509,000,000.00 for the payment of expenditures chargeable to the 2012-2013 fiscal year, being the amount of the appropriations to be voted for each of the programs listed in Schedules 1 and 2, less the amounts totalling \$16,412,219,362.00 of the appropriations voted pursuant to the Appropriation Act No. 1, 2011-2012 (2011, chapter 3).
- 2.** The balance of any appropriation allocated for the 2011-2012 fiscal year that is not entirely used may, subject to the conditions stipulated in the Expenditure Budget, be carried over in 2012-2013, up to the equivalent of \$137,770,800.00. Moreover, the Conseil du trésor may authorize the carryover of an additional \$94,091,300.00 subject to the conditions and procedures stipulated in the Expenditure Budget.
- 3.** In the case of programs in respect of which a net voted appropriation appears in the Expenditure Budget, the amount of the appropriation pertaining to the programs concerned may be increased, subject to the stipulated conditions, when the revenues associated with this net voted appropriation exceed revenue forecasts.
- 4.** In the case of programs in respect of which a provision has been made to this effect, the Conseil du trésor may authorize the transfer of a portion of an appropriation between programs or portfolios, for the purposes and, if need be, under the conditions described in the Expenditure Budget.
- 5.** Except for the programs covered by section 4, the Conseil du trésor may authorize the transfer of a portion of an appropriation between programs in a given portfolio, provided that such a transfer does not increase or reduce by more than 10% the amount of the appropriation authorized by statute.
- 6.** This Act comes into force on 5 May 2011.

SCHEDULE 1

AFFAIRES MUNICIPALES, RÉGIONS ET OCCUPATION
DU TERRITOIRE

PROGRAM 1

Greater Montréal Promotion and Development	80,399,917.00
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PROGRAM 2

Municipal Infrastructure Modernization	285,909,675.00
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PROGRAM 3

Compensation in lieu of Taxes and Financial Assistance to Municipalities	253,970,050.00
--	----------------

PROGRAM 4

General Administration	53,683,200.00
------------------------	---------------

PROGRAM 5

Regional Development and Rurality	85,111,250.00
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PROGRAM 6

Commission municipale du Québec	1,824,450.00
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PROGRAM 7

Housing	340,776,975.00
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PROGRAM 8

Régie du logement	13,085,475.00
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1,114,760,992.00

AGRICULTURE, PÊCHERIES ET ALIMENTATION

PROGRAM 1

Bio-food Company Development, Training and Food Quality	265,891,100.00
--	----------------

PROGRAM 2

Government Agencies	459,591,150.00
	<hr/>
	725,482,250.00

CONSEIL DU TRÉSOR ET ADMINISTRATION GOUVERNEMENTALE

PROGRAM 1

Secrétariat du Conseil du trésor	893,696,325.00
----------------------------------	----------------

PROGRAM 2

Commission de la fonction publique	2,775,900.00
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PROGRAM 3

Retirement and Insurance Plans	3,313,350.00
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PROGRAM 4

Contingency Fund	749,994,450.00
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	1,649,780,025.00
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CONSEIL EXÉCUTIF

PROGRAM 1

Lieutenant-Governor's Office	561,675.00
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PROGRAM 2

Support Services for the Premier and the Conseil exécutif	48,231,675.00
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PROGRAM 3

Canadian Intergovernmental Affairs	10,739,250.00
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PROGRAM 4

Aboriginal Affairs	163,404,075.00
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PROGRAM 5

Youth	40,136,925.00
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PROGRAM 6

Reform of Democratic Institutions and Access to Information	5,848,500.00
--	--------------

	268,922,100.00
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CULTURE, COMMUNICATIONS ET CONDITION FÉMININE**PROGRAM 1**

Internal Management, Centre de conservation du Québec and Commission des biens culturels du Québec	70,189,800.00
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PROGRAM 2

Support for Culture, Communications and Government Corporations	412,306,770.00
---	----------------

PROGRAM 3

Charter of the French Language	20,621,550.00
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PROGRAM 4

Status of Women	5,735,625.00
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508,853,745.00

DÉVELOPPEMENT DURABLE, ENVIRONNEMENT ET PARCS**PROGRAM 1**

Environmental Protection and Parks Management	171,189,700.00
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PROGRAM 2

Bureau d'audiences publiques sur l'environnement	3,860,500.00
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	175,050,200.00
--	----------------

DÉVELOPPEMENT ÉCONOMIQUE, INNOVATION ET EXPORTATION**PROGRAM 1**

Financial and Technical Support for Economic Development, Research, Innovation and Exports	315,944,849.00
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PROGRAM 2

Economic Development Fund Interventions	150,829,500.00
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PROGRAM 3

Research and Innovation Agencies	136,802,541.00
	<hr/> 603,576,890.00

ÉDUCATION, LOISIR ET SPORT

PROGRAM 1

Administration and Consulting	113,982,075.00
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PROGRAM 2

Tourism and Hotel Industry Training	18,152,775.00
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PROGRAM 3

Financial Assistance for Education	508,328,775.00
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PROGRAM 4

Preschool, Primary and Secondary Education	6,030,717,416.00
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PROGRAM 5

Higher Education	3,114,056,375.00
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PROGRAM 6

Development of Recreation and Sports	39,965,300.00
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	9,825,202,716.00
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EMPLOI ET SOLIDARITÉ SOCIALE**PROGRAM 1**

Employment Assistance Measures	602,820,550.00
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PROGRAM 2

Financial Assistance Measures	1,879,369,200.00
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PROGRAM 3

Administration	320,482,025.00
----------------	----------------

	2,802,671,775.00
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FAMILLE ET AÎNÉS

PROGRAM 1

Planning, Research and Administration	41,440,575.00
---------------------------------------	---------------

PROGRAM 2

Assistance Measures for Families	1,489,685,150.00
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PROGRAM 3

Condition of Seniors	13,299,525.00
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PROGRAM 4

Public Curator	36,572,325.00
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	1,580,997,575.00
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FINANCES

PROGRAM 1

Department Administration	43,327,950.00
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PROGRAM 2

Budget and Taxation Policies, Economic Analysis and Administration of Government Financial and Accounting Activities	83,359,800.00
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126,687,750.00

IMMIGRATION ET COMMUNAUTÉS CULTURELLES

PROGRAM 1

Immigration, Integration and Cultural Communities	234,293,625.00
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PROGRAM 2

Agency Reporting to the Minister	621,000.00
	<hr/>
	234,914,625.00

JUSTICE

PROGRAM 1

Judicial Activity	21,467,325.00
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PROGRAM 2

Administration of Justice	202,436,775.00
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PROGRAM 3

Administrative Justice	8,904,900.00
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PROGRAM 4

Assistance to Persons Brought before the Courts	109,819,275.00
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PROGRAM 5

Protection Agency Reporting to the Minister	6,110,175.00
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PROGRAM 6

Criminal and Penal Prosecutions	57,194,325.00
	<hr/>
	405,932,775.00

PERSONS APPOINTED BY THE NATIONAL ASSEMBLY

PROGRAM 1

The Public Protector	10,499,400.00
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PROGRAM 2

The Auditor General	18,423,670.00
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PROGRAM 4

The Lobbyists Commissioner	2,219,325.00
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	31,142,395.00
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RELATIONS INTERNATIONALES

PROGRAM 1

International Affairs

94,993,725.00

94,993,725.00

RESSOURCES NATURELLES ET FAUNE

PROGRAM 1

Management of Natural Resources	331,027,475.00
---------------------------------	----------------

PROGRAM 2

Protection and Development of Wildlife Resources	46,261,025.00
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377,288,500.00

SANTÉ ET SERVICES SOCIAUX

PROGRAM 1

Québec-wide Operations	409,730,400.00
------------------------	----------------

PROGRAM 2

Regional Operations	12,844,073,850.00
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PROGRAM 3

Office des personnes handicapées du Québec	9,812,550.00
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	13,263,616,800.00
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SÉCURITÉ PUBLIQUE

PROGRAM 1

Security, Prevention and Internal Management	410,567,375.00
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PROGRAM 2

Sûreté du Québec	331,060,375.00
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PROGRAM 3

Agencies Reporting to the Minister	23,866,050.00
	<hr/>
	765,493,800.00

TOURISME

PROGRAM 1

Promotion and Development
of Tourism101,488,575.00

101,488,575.00

TRANSPORTS

PROGRAM 1

Infrastructures and Transportation Systems	562,463,425.00
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PROGRAM 2

Administration and Corporate Services	68,760,150.00
--	---------------

PROGRAM 3

Promotion and Development of the Capitale-Nationale	40,825,100.00
	<hr/>
	672,048,675.00

TRAVAIL

PROGRAM 1

Labour

22,978,950.00

22,978,950.00

SCHEDULE 2

APPROPRIATIONS TO BE VOTED FOR EXPENDITURES
CHARGEABLE TO THE 2012-2013 FISCAL YEAR

EMPLOI ET SOLIDARITÉ SOCIALE

PROGRAM 2

Financial Assistance Measures	279,000,000.00
	<hr/>
	279,000,000.00

FAMILLE ET AÎNÉS

PROGRAM 2

Assistance Measures for Families

230,000,000.00

230,000,000.00

509,000,000.00

Coming into force of Acts

Gouvernement du Québec

O.C. 491-2011, 11 May 2011

An Act respecting pre-hospital emergency services and amending various legislative provisions (2002, c. 69)

— Coming into force of certain provisions of the Act

COMING INTO FORCE of certain provisions of the Act respecting pre-hospital emergency services and amending various legislative provisions

WHEREAS the Act respecting pre-hospital emergency services and amending various legislative provisions (2002, c. 69) was assented to on 19 December 2002;

WHEREAS, under section 176 of the Act, the provisions of the Act came into force on 19 December 2002 except the provisions of sections 63, 67, 69 to 75, 170 and 171, which come into force on the date or dates to be fixed by the Government;

WHEREAS it is expedient to fix the date of coming into force of sections 63, 67, 69 to 75, 170 and 171 of the Act;

IT IS ORDERED, therefore, on the recommendation of the Minister of Health and Social Services:

THAT 31 May 2011 be fixed as the date of coming into force of sections 63, 67, 69 to 75, 170 and 171 of the Act respecting pre-hospital emergency services and amending various legislative provisions (2002, c. 69) respecting pre-hospital emergency services and amending various legislative provisions (2002, c. 69).

GÉRARD BIBEAU,
Clerk of the Conseil exécutif

Regulations and other Acts

Gouvernement du Québec

O.C. 496-2011, 11 May 2011

An Act respecting labour standards
(R.S.Q., c. N-1.1)

Reciprocal enforcement of decisions rendered concerning employment standards

WHEREAS, under section 39.0.0.1 of the Act respecting labour standards (R.S.Q., c. N-1.1), the Commission des normes du travail ensures that decisions rendered outside Québec under an Act having similar objectives to those of the Act respecting labour standards are enforced in Québec, provided the conditions set out in that section are met;

WHEREAS, under the same section, the State in which the decision was rendered is recognized by a government order, on the recommendation of the Minister of Labour and, as applicable, the Minister responsible for Canadian Intergovernmental Affairs or the Minister of International Relations, as having legislation substantially similar to the Act respecting labour standards and as offering reciprocity in the enforcement of decisions concerning employment standards;

WHEREAS the other provinces and the territories of Canada have legislation substantially similar to the Act respecting labour standards;

WHEREAS those provinces and those territories offer reciprocity in the enforcement of decisions concerning employment standards;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour and the Minister responsible for Canadian Intergovernmental Affairs and the Canadian Francophonie:

THAT Alberta, British Columbia, Prince Edward Island, Manitoba, New Brunswick, Nova Scotia, Ontario, Saskatchewan, Newfoundland and Labrador, Yukon, Nunavut and the Northwest Territories be recognized as States having legislation substantially similar to the Act respecting labour standards and offering reciprocity in the enforcement of decisions concerning employment standards.

GÉRARD BIBEAU,
Clerk of the Conseil exécutif

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Gouvernement du Québec

O.C. 507-2011, 18 May 2011

An Act respecting pre-hospital emergency services
(R.S.Q., c. S-6.2)

Ambulance technician
— **Conditions for the registration in the national workforce registry**

Regulation respecting the conditions for the registration of an ambulance technician in the national workforce registry

WHEREAS, under section 64 of the Act respecting pre-hospital emergency services (R.S.Q., c. S-6.2), the Government may, by regulation, determine the conditions that an ambulance technician must satisfy to be registered in the national workforce registry and obtain an ambulance technician qualification certificate;

WHEREAS, under section 64 of the Act respecting pre-hospital emergency services, the Government may also in the same manner determine the continuing education requirements and the qualification assessment process to which an ambulance technician is subject every four years as a condition for the maintenance of registration in the national workforce registry;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft Regulation respecting the Ambulance Technician National Workforce Registry and the conditions for registration was published in Part 2 of the *Gazette officielle du Québec* of 27 February 2008 with a notice that it could be submitted to the Government to be made on the expiry of 45 days following that publication;

WHEREAS the 45-day period has expired, comments have been received and examined and amendments have been made;

WHEREAS, under section 17 of that Act, a regulation comes into force 15 days after the date of its publication in the *Gazette officielle du Québec* or on any later date indicated in the regulation or in the Act under which it is made or approved;

WHEREAS it is expedient to make the Regulation with amendments;

IT IS ORDERED, therefore, on the recommendation of the Minister of Health and Social Services:

THAT the Regulation respecting the conditions for the registration of an ambulance technician in the national workforce registry, attached to this Order in Council, be made.

GÉRARD BIBEAU,
Clerk of the Conseil exécutif

Regulation respecting the conditions for the registration of an ambulance technician in the national workforce registry

An Act respecting pre-hospital emergency services (R.S.Q., c. S-6.2, s. 64)

DIVISION I CONDITIONS FOR REGISTRATION

1. To be registered in the national workforce registry established by the Minister of Health and Social Services under subparagraph 10 of the second paragraph of section 3 of the Act respecting pre-hospital emergency services, an ambulance technician must

(1) hold a diploma of college studies (DEC) in pre-hospital emergency services or an attestation of college studies (AEC) in ambulance techniques recognized by the Ministère de l'Éducation, du Loisir et du Sport;

(2) have completed training recognized as equivalent by the national medical director of pre-hospital emergency services;

(3) hold a certificate or another form of official occupational recognition, issued in Canada, attesting that the ambulance technician is qualified and authorized to act as an ambulance technician and recognized as such by the national medical director of pre-hospital emergency services;

(4) hold, on 9 June 2011, a valid ambulance technician qualification card issued by an agency or Corporation d'urgences-santé and, on the same date, hold employment in that capacity with Corporation d'urgences-santé or with the holder of an ambulance service permit;

(5) hold, on 9 June 2011, a valid ambulance technician qualification card issued by an agency or Corporation d'urgences-santé and, if the ambulance technician does

not hold employment as such with Corporation d'urgences-santé or the holder of an ambulance service permit, send an application for registration within 24 months of that date; or

(6) have already held, in the 3 years preceding 9 June 2011, a valid ambulance technician qualification card issued by an agency or Corporation d'urgences-santé, be working on that date in the field of ambulance technician training, quality assurance or the management of pre-hospital services and send an application for registration within 24 months of that date.

An ambulance technician must also hold a valid driver's licence, other than a probationary licence, that allows the ambulance technician to drive an emergency vehicle in Québec under the Highway Safety Code (R.S.Q., c. C-24.2).

The second paragraph does not apply to an ambulance technician who satisfies any of the conditions in subparagraph 4, 5 or 6 of the first paragraph.

2. An ambulance technician who satisfies the condition in subparagraph 1 or 2 of the first paragraph of section 1 must, within the time limits set out in section 6, have successfully completed the national clinical integration program established by the national medical director of pre-hospital emergency services.

3. An ambulance technician registers in the national workforce registry by making an application to the Minister using the form prescribed by the Minister.

The registration form must be signed by the ambulance technician and sent to the Minister together with documents proving that the ambulance technician satisfies the conditions in section 1, and with a statement attesting to the truthfulness of the information provided in the form.

An ambulance technician who satisfies the conditions in subparagraph 4 of the first paragraph of section 1 is not subject to this section in accordance with section 170 of the Act.

4. An application for registration in the national workforce registry is deemed to be sent to the Minister on the date the Minister receives the form, duly completed and accompanied by the required documents. The application is then registered and examined.

5. An ambulance technician referred to in section 2 who meets the requirements of section 3 is admitted in the national clinical integration program established to ensure that the standards provided for in subparagraph 1 of the first paragraph of section 6 of the Act are implemented and complied with.

6. An ambulance technician in the national clinical integration program must successfully complete it

(a) within 2 years of the date on which the diploma or attestation is awarded, in the case provided for in subparagraph 1 of the first paragraph of section 1; or

(b) within 2 years of the date on which the ambulance technician's training is recognized as equivalent by the national medical director, in the case provided for in subparagraph 2 of the first paragraph of section 1.

7. An application for registration in the national workforce registry is declared acceptable if it complies with all the provisions of this Regulation.

8. An ambulance technician whose application for registration is acceptable is registered in the national workforce registry.

DIVISION II **AMBULANCE TECHNICIAN** **QUALIFICATION CARD**

9. As of registration in the national workforce registry, an ambulance technician is issued an ambulance technician qualification card allowing him or her to carry on professional activities throughout Québec, subject to section 13.

DIVISION III **REGISTRATION MAINTENANCE**

10. To maintain registration in the national workforce registry, an ambulance technician must, within 4 years, complete all the mandatory continuing education activities that, pursuant to subparagraph 2 of the first paragraph of section 6 of the Act, are established by the national medical director of pre-hospital emergency services and provided by or under the responsibility of Corporation d'urgences-santé or a health and social services agency in the territory where the ambulance technician works.

An ambulance technician must also agree to the assessment of his or her qualifications, when required, in accordance with the established process.

11. Continuing education activities are intended for the maintenance, updating and improvement of ambulance technicians' qualifications and pertain mostly to clinical intervention protocols, socio-sanitary interventions, traumatic emergencies and the knowledge of legislation and regulations governing pre-hospital emergency services.

The continuing education activities consist of

- (1) practical or theoretical training;
- (2) scientific seminars or symposiums;
- (3) training periods; and
- (4) research.

They are recognized as completed where an ambulance technician receives a participation certificate or passes either the practical assessment, or the oral or written examination, in accordance with the terms and conditions prescribed.

12. An ambulance technician who, for a major reason, is unable to complete all the mandatory continuing education activities within the time set in section 10 must so inform in writing the regional medical director of pre-hospital emergency services concerned and provide the director with every document justifying such inability.

After examination, the regional medical director of pre-hospital emergency services concerned may grant the ambulance technician an extension equal to the duration of the ambulance technician's absence.

13. Assessment of the qualifications of an ambulance technician referred to in section 10 may be required by the regional medical director of pre-hospital emergency services according to the policies established by the national medical director of pre-hospital emergency services, particularly in the following cases:

- (1) the ambulance technician has not engaged in any clinical activity as an ambulance technician for more than 4 months, for any reason whatsoever;
- (2) the ambulance technician's clinical qualification to make specific intervention on users was assessed as below the minimum level of qualification required for the quality of pre-hospital emergency services.

DIVISION IV **COMING INTO FORCE**

14. This Regulation comes into force on 9 June 2011.

Draft Regulations

Notice

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

Building service employees – Montréal — Amendment

Notice is hereby given, in accordance with section 5 of the Act respecting collective agreement decrees (R.S.Q., c. D-2), that the Minister of Labour has received an application by the contracting parties to amend the Decree respecting building service employees in the Montréal region (R.R.Q., c. D-2, r. 15) and that, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the draft Decree to amend the Decree respecting building service employees in the Montréal region, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The main purpose of the draft Decree is to increase wage rates and the employer's contribution to the employees' group retirement plan.

The consultation period will specify the extent of the impact of the amendments applied for. According to the 2010 annual report of the Comité paritaire de l'entretien d'édifices publics région de Montréal, 1,151 employers and 11,108 employees are subject to the Decree.

Further information may be obtained by contacting

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Québec (Québec) G1R 5S1
Telephone: 418 528-9738
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Any person wishing to comment on the draft Decree is requested to submit written comments within the 45-day period to the Deputy Minister of Labour, 200, chemin Sainte-Foy, 6^e étage, Québec (Québec) G1R 5S1.

JOCELIN DUMAS,
Deputy Minister of Labour

Decree to amend the Decree respecting building service employees in the Montréal region

An Act respecting collective agreement decrees
(R.S.Q., c. D-2, ss. 2 and 6.1)

1. The Decree respecting building service employees in the Montréal region (R.R.Q., c. D-2, r. 15) is amended in section 1.01

(1) by replacing paragraph *d* by the following:

“(d) “Class A work”: heavy maintenance work such as washing walls, windows, ceilings, light fixtures, chalkboards, sweeping floors with a dust mop one metre or more in width; stripping, washing or treating floors, removing spots on floors with a wet mop that is more than 340.2 g and a bucket that is more than 12 litres, cleaning carpets, removing waste and the contents of recycling bins larger than 11.34 kg and dusting areas not accessible from floor level;”;

(2) by replacing paragraph *e* by the following:

“(e) “Class B work”: any light maintenance work in areas accessible from floor level exclusively, such as dusting, cleaning offices, tables, chairs and other furniture, cleaning ashtrays and wastepaper baskets of 11.34 kg or less, washing light fixtures and cleaning marks on walls and floors with a wet mop that is 340.2 g or less and a bucket that is 12 litres or less, sweeping floors with a broom, a dust mop or a vacuum cleaner, washing glass partitions and doing light maintenance of washrooms;”.

2. Section 2.03 is amended by adding the following after paragraph 5:

“(6) a janitor residing in a house with several apartments or units or in a co-ownership.”.

3. Section 4.01 is amended by adding the following after the second paragraph:

“An employee who works 12 hours or more in a single day is entitled to a second meal period without pay not exceeding one hour. To compute working hours, meal and rest periods are considered as worked time.

An employee who is required by the employer to carry a cellular telephone or another means of communication outside the work premises is not deemed to be at work.

However, the time spent by an employee answering a call from the employer during a meal period is worked at the end of that period.”

4. Section 4.03 is amended by replacing the first paragraph by the following:

“An employee is entitled, as the case may be, to

(1) 2 paid 15-minute rest periods for every work period of 7 hours;

(2) one paid 15-minute rest period for every work period of at least 3 hours but not more than 7 hours;

(3) one paid 15-minute rest period per 3-hour work period beyond 7 hours.

Subject to the provisions of a collective agreement, the rest periods are taken at the time determined by the employer.”

5. Section 6.01 is replaced by the following:

“**6.01.** An employee receives at least the following hourly wage:

(1) as of (*insert the date of coming into force of this Decree*):

- (a) Class A: \$15.70;
- (b) Class B: \$15.29;
- (c) Class C: \$16.21;

(2) as of (*insert the date of the first anniversary of the coming into force of this Decree*):

- (a) Class A: \$16.05;
- (b) Class B: \$15.63;
- (c) Class C: \$16.57;

(3) as of (*insert the date of the second anniversary of the coming into force of this Decree*):

- (a) Class A: \$16.41;
- (b) Class B: \$15.98;
- (c) Class C: \$16.94;

(4) as of (*insert the date of the third anniversary of the coming into force of this Decree*):

- (a) Class A: \$16.78;
- (b) Class B: \$16.34;
- (c) Class C: \$17.32;

(5) as of (*insert the date of the fourth anniversary of the coming into force of this Decree*):

- (a) Class A: \$17.18;
- (b) Class B: \$16.73;
- (c) Class C: \$17.74;

(6) as of (*insert the date of the fifth anniversary of the coming into force of this Decree*):

- (a) Class A: \$17.61;
- (b) Class B: \$17.15;
- (c) Class C: \$18.18;

(7) as of (*insert the nearest date between the date of the sixth anniversary of the coming into force of this Decree or 30 October 2017*):

- (a) Class A: \$18.07;
- (b) Class B: \$17.60;
- (c) Class C: \$18.65.”

6. The heading of DIVISION 6.100 is replaced by the following:

“GROUP RETIREMENT PLAN”.

7. Section 6.101 is replaced by the following:

“**6.101.** The group retirement plan is administered by the Parity Committee.”

8. Section 6.102 is replaced by the following:

“**6.102.** The employer’s contribution to the plan is

(1) \$0.15 per hour paid to the employee as of (*insert the date of coming into force of this Decree*);

(2) \$0.20 per hour paid to the employee as of (*insert the date of the first anniversary of the coming into force of this Decree*);

(3) \$0.25 per hour paid to the employee as of (*insert the date of the second anniversary of the coming into force of this Decree*);

(4) \$0.30 per hour paid to the employee as of (*insert the date of the third anniversary of the coming into force of this Decree*);

(5) \$0.35 per hour paid to the employee as of (*insert the date of the fourth anniversary of the coming into force of this Decree*);

(6) \$0.40 per hour paid to the employee as of (*insert the date of the fifth anniversary of the coming into force of this Decree*);

(7) \$0.45 per hour paid to the employee as of (*insert the nearest date between the date of the sixth anniversary of the coming into force of this Decree or 30 October 2017*).”.

9. Section 6.103 is amended by adding “as well as any volunteer contribution from the employee” after “preceding month”.

10. The following is added after section 6.103:

“**6.104.** Sections 6.101 to 6.103 do not apply to an employee who has reached 71 years of age. However, the contribution provided for in section 6.102 must be added to the employee’s hourly rate.”.

11. Section 7.02 is amended by adding the following after the second paragraph:

“Despite the first paragraph, where a regular employee works less than 5 days a week under the employee’s regular schedule, the indemnity is equal to 20% of the wages earned during the pay period preceding the holiday. The percentage is 10% if the pay period is 2 weeks.”.

12. Section 8.04 is amended by adding the following after the first paragraph:

“If an employee is absent owing to sickness or an accident or if the employee is the victim of a criminal act or is on maternity or paternity leave during the reference year, and should that absence result in the reduction of that employee’s annual leave indemnity, the employee is then entitled to an indemnity equal, as the case may be, to 3 or 4 times the weekly average of the wages earned during the period worked, according to the number of weeks to which the employee is entitled. An employee referred to in section 8.02 is entitled to that amount in proportion to the days of leave credited to the employee’s account.”.

13. Section 10.01 is amended by striking out “in cash”.

14. Section 10.02 is amended by replacing paragraph 16 by the following:

“(16) the amount of the employer’s contribution to the group retirement plan during the period and the total contribution during the calendar year;

(17) the amount of the employee’s volunteer contribution to the group retirement plan that was deducted by the employer during the period and the total contribution during the calendar year.”.

15. Section 10.03 is amended by adding the following after the first paragraph:

“Acceptance of a pay slip by an employee does not entail renunciation of the payment of all or part of the wages that are due to the employee.

An employer may make deductions from wages only when compelled by law, regulation, court order or collective agreement, or under the Decree or a compulsory supplemental pension plan, or where authorized in a writing by the employee for a specific purpose mentioned in the writing.

The employee may cancel such authorization at any time, except when it concerns membership in a group insurance plan or in a supplemental pension plan. The employer remits the sums so withheld to their intended recipient.”.

16. The heading of DIVISION 11.00 is replaced by the following:

“SPECIAL CLOTHING”.

17. Section 11.01 is replaced by the following:

“**11.01.** When an employer requires an employee to wear special clothing, it must be supplied by the employer. The employer does not replace the special clothing unless the employee gives back the special clothing already supplied, otherwise the replacement is paid by the employee.”.

18. Section 11.02 is amended by replacing “he may either return the uniform that was supplied, or buy it at half price if he has 6 months of continuous service” by “the employee must return the special clothing that was supplied to him or her”.

19. Section 11.03 is amended by replacing “uniforms” by “special clothing”.

20. Section 14.01 is replaced by the following:

“**14.01.** This Decree remains in force until 30 October 2017. It is automatically renewed from year to year thereafter, unless one the contracting parties opposes it by sending written notice to the Minister of Labour and to the other contracting party during the month of April of the year 2017 or during the month of April of any subsequent year.”.

21. This Decree comes into force on 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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