



Part 2

LAWS AND REGULATIONS

2 October 2024 / Volume 156

Summary

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Regulations and other Acts
Draft Regulations

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Part 2 – LAWS AND REGULATIONS

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Regulation respecting the *Gazette officielle du Québec*, section 4

Part 2 shall contain:

- (1) Acts assented to;
- (2) proclamations and Orders in Council for the coming into force of Acts;
- (3) regulations and other statutory instruments whose publication in the *Gazette officielle du Québec* is required by law or by the Government;
- (4) regulations made by courts of justice and quasi-judicial tribunals;
- (5) drafts of the texts referred to in paragraphs (3) and (4) whose publication in the *Gazette officielle du Québec* is required by law before they are made, adopted or issued by the competent authority or before they are approved by the Government, a minister, a group of ministers or a government body; and
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M.O., 2024**Order 2024-5274 of the Minister of Justice dated
7 September 2024**

Code of Civil Procedure
(chapter C-25.01)

Districts in which mediation is mandatory and those in which arbitration is offered to the parties at the Small Claims Division of the Court of Québec

THE MINISTER OF JUSTICE,

CONSIDERING article 570 of the Code of Civil Procedure (chapter C-25.01), as amended by section 11 of the Act to follow up on the Table Justice-Québec with a view to reducing processing times in criminal and penal matters and to make the administration of justice more efficient (2024, c. 7), which provides that the Minister of Justice determines, by order published in the *Gazette officielle du Québec*, the districts in which mediation is mandatory and those in which arbitration is offered to the parties at the Small Claims Division of the Court of Québec;

CONSIDERING section 42 of the Act to follow up on the Table Justice-Québec with a view to reducing processing times in criminal and penal matters and to make the administration of justice more efficient (2024, c. 7), which provides that mediation is mandatory and that arbitration is offered to the parties in the judicial districts of Laval, Longueuil, Québec, Richelieu and Saint-Hyacinthe, at the Small Claims Division of the Court of Québec;

CONSIDERING Ministerial Orders 2024-5213 and 2024-5220 of the Minister of Justice made under article 570 of the Code of Civil Procedure, which respectively provide that mediation is mandatory and that arbitration is offered to the parties in the judicial districts of Beauce and Iberville, at the Small Claims Division of the Court of Québec;

CONSIDERING that it is expedient to determine another judicial district in which mediation is mandatory and in which arbitration is offered to the parties pursuant to article 570 of the Code of Civil Procedure (chapter C-25.01);

ORDERS AS FOLLOWS:

THAT mediation be mandatory and that arbitration be offered to the parties in the judicial district of Kamouraska as of 1 October 2024.

Québec, 7 September 2024

SIMON JOLIN-BARRETTE
Minister of Justice

107042



M.O., 2024**Order 2024-5273 of the Minister of Justice dated
7 September 2024**

Code of Civil Procedure
(chapter C-25.01)

Districts in which mediation is mandatory and those in which arbitration is offered to the parties at the Small Claims Division of the Court of Québec

THE MINISTER OF JUSTICE,

CONSIDERING article 570 of the Code of Civil Procedure (chapter C-25.01), as amended by section 11 of the Act to follow up on the Table Justice-Québec with a view to reducing processing times in criminal and penal matters and to make the administration of justice more efficient (2024, c. 7), which provides that the Minister of Justice determines, by order published in the *Gazette officielle du Québec*, the districts in which mediation is mandatory and those in which arbitration is offered to the parties at the Small Claims Division of the Court of Québec;

CONSIDERING section 42 of the Act to follow up on the Table Justice-Québec with a view to reducing processing times in criminal and penal matters and to make the administration of justice more efficient (2024, c. 7), which provides that mediation is mandatory and that arbitration is offered to the parties in the judicial districts of Laval, Longueuil, Québec, Richelieu and Saint-Hyacinthe, at the Small Claims Division of the Court of Québec;

CONSIDERING Ministerial Orders 2024-5213 and 2024-5220 of the Minister of Justice made under article 570 of the Code of Civil Procedure, which respectively provide that mediation is mandatory and that arbitration is offered to the parties in the judicial districts of Beauce and Iberville, at the Small Claims Division of the Court of Québec;

CONSIDERING that it is expedient to determine another judicial district in which mediation is mandatory and in which arbitration is offered to the parties pursuant to article 570 of the Code of Civil Procedure (chapter C-25.01);

ORDERS AS FOLLOWS:

THAT mediation be mandatory and that arbitration be offered to the parties in the judicial district of Rimouski as of 1 October 2024.

Québec, 7 September 2024

SIMON JOLIN-BARRETTE
Minister of Justice

107043



Notice

Act respecting industrial accidents and occupational diseases
(chapter A-3.001)

Applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2025

Notice is hereby given that the Commission des normes, de l'équité, de la santé et de la sécurité du travail made the Regulation respecting the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2025, without amendment, at its sitting of 19 September 2024.

In accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the draft regulation was published on page 2752 in the *Gazette officielle du Québec* of 3 July 2024 with a notice that it could be adopted by the Commission upon the expiry of 45 days following the publication of that notice.

MARIE-HÉLÈNE MARCHAND

Acting Secretary General, Commission des normes, de l'équité, de la santé et de la sécurité du travail

Regulation respecting the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits for 2025

Act respecting industrial accidents and occupational diseases
(chapter A-3.001, s. 454, par. 1, subpar. 16).

1. The purpose of this regulation is to determine the applicable percentages for the purposes of levying the assessment on employers personally liable for the payment of benefits to defray the costs for the administration of Chapter X of the Act respecting industrial accidents and occupational diseases (chapter A-3.001) under Section 343 of said act.

2. The applicable percentages for employers under federal jurisdiction are:

(1) 25.5% when the benefits are paid by the Commission;

(2) 22.4% when the benefits are paid by the employer.

3. The applicable percentages for employers under provincial jurisdiction are:

(1) 44.5% when the benefits are paid by the Commission;

(2) 41.4% when the benefits are paid by the employer.

4. This regulation applies to the 2025 assessment year.

107028



Notice

Act respecting industrial accidents and occupational diseases
(chapter A-3.001)

Financing — Amendment

Notice is hereby given that the Commission des normes, de l'équité, de la santé et de la sécurité du travail made the Regulation to amend the Regulation respecting financing, without amendment, at its sitting of 19 September 2024.

In accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), the draft regulation was published on page 2753 in the *Gazette officielle du Québec* of 3 July 2024 with a notice that it could be adopted by the Commission upon the expiry of 45 days following the publication of that notice.

MARIE-HÉLÈNE MARCHAND

*Acting Secretary General Commission des normes,
de l'équité, de la santé et de la sécurité du travail*

Regulation to amend the Regulation respecting financing

Act respecting industrial accidents and occupational diseases
(chapter A-3.001, s. 454, 1st par., subpars. 4.4 to 8.1, 10, 12.3 and 15.1).

- 1.** The Regulation respecting financing (chapter A-3.001, r. 7) is amended in section 229 by replacing “section 326 or 329” in the second paragraph by “sections 326 to 330”.
- 2.** Schedules 1, 2, 3, 4 and 7 are replaced respectively by Schedules 1, 2, 3, 4 and 7 that are attached to this Regulation.
- 3.** Schedule 1.1 is replaced by Schedule 1.1 that is attached to this Regulation.
- 4.** This Regulation comes into force on the day of its publication in the *Gazette officielle du Québec*, except section 3, which comes into force on the fifteenth day following the date of its publication. This Regulation is applicable in the 2025 assessment year. However, sections 1 and 3 also apply in subsequent assessment years.

SCHEDULE 1
(ss. 4, 5, 20, 37, 45 and 53)

CLASSIFICATION UNITS, RATES OF ASSESSMENT AND EXPERIENCE RATIOS FOR
THE YEAR 2025

Special classification rules

1. The Commission does not take into account the condition stated in subparagraph 3 of the first paragraph of section 9 for the purpose of classifying an employer in more than one of the units 80030 to 80250.

2. An employer who meets the conditions set out in Title IV of Book II allowing it to be classified in unit 90020 and unit 80020 is classified in the latter unit.

3. An employer who does not meet the conditions set out in sections 11 and 12 is classified in unit 90020 if at least one of the employer's workers carries out a task covered by that unit during the assessment year, if the employer is classified in at least one unit that expressly provides for classification in that exceptional unit and if the employer meets the conditions set out in one of the following paragraphs:

(1) the aggregate of the insurable wages of the employer's workers declared for the year prior to the year preceding the assessment year in respect of units giving entitlement to unit 80020 and of the insurable wages declared for that year in respect of units giving entitlement to unit 90020 is equal to or greater than 45% of the insurable wages of the employer's workers for that year;

(2) the employer employed no worker during the year prior to the year preceding the assessment year and is classified only in units giving entitlement to unit 80020 and in units giving entitlement to unit 90020 for the assessment year;

(3) the employer was classified in one of the exceptional units 80020 or 90020 for the year preceding the assessment year and the aggregate of the insurable wages of the employer's workers declared for the year prior to the year preceding the assessment year in respect of units giving entitlement to unit 80020 and of the insurable wages declared for that year in respect of units giving entitlement to unit 90020 is equal to or greater than 40% of the insurable wages of the employer's workers for that year.

The insurable wages of an auxiliary worker must be excluded when calculating percentages under this section. In addition, the amount of protection enjoyed pursuant to section

18 of the Act by an employer or an executive officer of the employer who, in addition to sitting on the board of directors, performs work for the employer is considered to be insurable wages declared for the unit that corresponds to the activities in which the person is involved.

4. The Commission does not take into account the classification of an employer in unit 65150 or the wages declared in respect of that unit for the purpose of determining an employer's entitlement to an exceptional unit pursuant to sections 11 and 12 and sections 2 and 3 of these Special classification rules.

5. An employer classified in a unit that covers the manufacture of goods cannot be classified in a unit that covers the trade in those goods or in goods that the employer does not manufacture unless the employer operates at least one store located elsewhere than on the production site of the goods the employer manufactures.

6. An employer who hires out the services of the workers it employs is classified, for that activity, in the units that cover the activities of the workers concerned where the hiring out is not expressly covered by a classification unit.

Special rules for declaring wages

1. The second paragraph of section 24 does not apply to an employer for the purpose of declaring the insurable wages paid during the preceding calendar year to a worker who, without being an auxiliary worker, participated in several activities covered by more than one of units 80030 to 80250.

2. The Commission does not take into account the insurable wages declared with respect to unit 65150 for the purpose of apportioning the wages of an auxiliary worker pursuant to paragraph 3 of section 26.

3. An employer classified in both a unit that covers the manufacture of goods and in a unit that covers the trade in such goods, or in goods that the employer does not manufacture, must declare the wages of a worker who works in that trade with respect to the unit that covers the manufacture of the goods, except if the worker works in the trade in a store that the employer operates elsewhere than on the production site of the goods that the employer manufactures. The employer must declare the wages of the worker who works in that trade in that store with respect to the unit that covers the trade in the goods.

Sectors

1. In accordance with section 297 of the Act, the classification units are grouped in sectors.

2. The primary sector comprises units 10110 to 14030.

3. The manufacture sector comprises units 15010 to 36350, including exceptional unit 34410.
4. The transportation and storage sector comprises units 55010 to 55090.
5. The service sector comprises units 54010 to 54440, 57010 to 77040 and exceptional units 90010 and 90020.
6. The construction sector comprises units 80020 to 80250.

Classification units, rates of assessment and experience ratios for the year 2025									
Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio			
				2021	2022	2023	2020	2021	2022
10110	Breeding of cattle; operating a dairy cattle herd; breeding of horses; horse boarding or dressage service; operating a riding centre, a horse school or a racing stable; operating a farm animal auction site; breeding of domestic animals	2.59	2.37	0.2142	0.2158	0.1709	0.8607	0.8607	0.8607
	This unit refers to:								
	. the breeding of cattle;								
	. the operation of a dairy cattle herd;								
	. the breeding of horses;								
	. horse boarding or dressage service;								
	. the operation of a riding centre, a horse school or a racing stable;								
	. the operation of a farm animal auction site;								
	. the breeding of domestic animals such as dogs, cats, budgies or parrots.								
	This unit also refers to:								
	. the breeding of buffaloes;								
	. the breeding of cervidae such as deer or wapitis;								
	. the breeding of ostriches, emus or rheas;								
	. the production of ostrich, emu or rhea eggs;								
	. the breeding of wild boars;								
	. the breeding of llamas or alpacas;								
	. the breeding of yacks;								
	. the breeding of animals referred to in this unit for reproduction or insemination;								
	. the production of pregnant mare's urine;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	horse-drawn carriage, horseback riding, sleigh or dog-sled transportation or ride service;								
.	hoof trimming service;								
.	domestic animal training or boarding service;								
.	animal protection or animal pound service;								
.	services related to the breeding activities referred to in this unit such as milking cows or feeding animals.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the artificial insemination of animals.								
	An employer carrying out at the same time an activity included in this unit and maple syrup production may not also be in unit 10150 except where at least one employee carries out duties solely related to the maple syrup activity.								
	An employer classified in this unit cannot also be classified in units 15030, 15040, 15070, 16070 and 68010 to 68030 except when at least one of his workers only performs tasks related to the activities referred to under these units.								
	An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
10120	the farm on activities referred to under these units with respect to this unit. Breeding of pigs; breeding of sheep; breeding of goats	3.55	3.30	0.2694	0.2641	0.1829	1.0312	1.0312	1.0312
	This unit refers to:								
	. the breeding of pigs;								
	. the breeding of sheep;								
	. the breeding of goats.								
	This unit also refers to:								
	. the breeding of animals referred to under this unit for reproduction or insemination;								
	. pig weighing service;								
	. sheep sheering service;								
	. the services related to breeding activities referred to in this unit such as feeding animals.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. the artificial insemination of animals.								
	An employer who both operates a dairy cow herd or breeds animals referred to under 10110 and carries out an activity referred to under this unit cannot be classified in this unit for this activity unless at least one of his workers only performs tasks related to the activities referred to								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	under these units. In the opposite case, he is classified in unit 10110 for all of these activities.								
	An employer carrying out at the same time an activity included in this unit and maple syrup production may not also be in unit 10150 except where at least one employee carries out duties solely related to the maple syrup activity.								
	An employer classified in this unit cannot also be classified in units 15030, 15040, 15070, 16070 and 68010 to 68030 except when at least one of his workers only performs tasks related to the activities referred to under these units.								
	An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on the farm on activities referred to under these units with respect to this unit.								
10130	Breeding of poultry; production of poultry or game bird eggs; operating a hatchery; poultry capture and caging service; candling and classification of eggs; breeding of rabbits; fish-farming; beekeeping	2.26	2.06	0.2429	0.1956	0.1990	0.7103	0.7103	0.7103
	This unit refers to:								
	· the breeding of poultry;								
	· the production of poultry or game bird eggs;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the operation of a hatchery;								
.	poultry capture and caging service;								
.	the candling and classification of eggs;								
.	the breeding of rabbits;								
.	fish-farming;								
.	beekeeping.								
	This unit also refers to:								
.	the breeding of small furbearing animals such as mink, muskrats, chinchillas or foxes;								
.	the breeding of small laboratory animals such as mice or rats;								
.	the breeding of small game birds such as pheasants, quails or guinea-fowl;								
.	the breeding of earthworms and the production of earthworm manure;								
.	the breeding of snails;								
.	the breeding of insects such as crickets;								
.	the breeding of frogs;								
.	the services related to the breeding activities referred to in this unit such as feeding animals.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the artificial insemination of animals;								
.	honey processing.								
	An employer classified in this unit cannot also be classified in units								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
15030, 15070, 16070 and 68010 to 68030	except when at least one of his workers only performs tasks related to the activities referred to under these units.								
	An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on the farm on activities referred to under these units with respect to this unit.								
10140	Growing of cereal crops; growing of seeds or legumes; growing of forage crop plants; growing of fruit, vegetables or fine herbs in fields; growing of mushrooms; growing of sod; growing of tobacco; harvesting of peat This unit refers to: <ul style="list-style-type: none"> . the growing of cereal crops such as corn, oats, barley or wheat; . the growing of seeds or legumes such as canola, sunflower, soya, beans or dried peas; . the growing of forage crop plants such as alfalfa, millet or clover; . the growing of fruit in fields such as strawberries, blueberries, cranberries or raspberries; . the growing of vegetables in fields such as potatoes, cabbage, carrots, cucumbers, onions or lettuce; . the growing of fine herbs in fields; 	1.83	1.64	0.1694	0.1607	0.1245	0.5686	0.5686	0.5686

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the growing of mushrooms;								
.	the growing of sod;								
.	the growing of tobacco;								
.	the harvesting of peat.								
.	This unit also refers to:								
.	the growing in a greenhouse of fruit, vegetable or fine herb plants intended for transplantation by the employer in his fields;								
.	the activities related to the fermentation of compost in a field;								
.	the picking on wild land of plants such as fiddleheads, mushrooms, yew branches or algae;								
.	the collecting of softshell clams;								
.	services related to growing such as:								
.	ploughing;								
.	the planting of seeds;								
.	the spreading of manure;								
.	the spreading of pesticides;								
.	combine harvesting;								
.	the harvesting of crops.								
.	This unit does not refer to:								
.	compost material removal service.								
.	An employer classified in this unit cannot also be classified in units 15030 to 15080, 16070 and 68010 to 68030 except when at least one of his workers only performs tasks related to the activities referred to under these units.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio		
				2021	2022	2020	2021	2022
10150	<p>An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on the farm on activities referred to under these units with respect to this unit.</p> <p>Growing of fruit, vegetables or fine herbs in a greenhouse; growing of ornamental plants; growing of trees or shrubs; operating an orchard; maple growing</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the growing of fruit, vegetables or fine herbs in a greenhouse; . the growing of ornamental plants such as foliage plants or flowers; . the growing of trees or shrubs; . the operation of an apple, pear, plum or cherry orchard; . maple growing. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the growing of reforestation plants; . the growing of grapes. <p>This unit also refers to the following activity when done by the workers of an employer as part of maple growing:</p>	2.29	2.08	0.2145	0.2046	0.1351	0.8683	0.8683

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the transformation of maple sap into products such as: butter; syrup; sugar; toffee.								
	An employer classified in this unit cannot also be classified in units 15040 to 15080, 16070 and 68010 to 68030 except when at least one of his workers only performs tasks related to the activities referred to under these units.								
	An employer classified in this unit cannot also be classified in units 54420, 54430 or 54440 except if he carries out activities referred to under these units in whole or in part elsewhere than on the farm and if at least one of his workers only performs tasks related to the activities referred to under these units. An employer thus classified in units 54420, 54430 or 54440 shall state the wages of a worker who works on the farm on activities referred to under these units with respect to this unit.								
11110	Deep-sea fishing; mid-shore fishing; coastal fishing; freshwater fishing	3.21	2.97	0.1176	0.1308	0.1250	1.0104	1.0104	1.0104
	This unit refers to : deep-sea fishing; mid-shore fishing; coastal fishing; freshwater fishing.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	This unit also refers to :							
	. fishing while diving;							
	. seal hunting;							
	. the harvesting of marine algae by boat;							
	. the breeding of fish, mussels, scallops or clams in a lagoon or at sea;							
	. the processing of fish or seafood on a boat.							
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :							
	. the installation and inspection of nets and anchor cables performed while underwater diving.							
13110	Operating a ferrous metal mine	1.69	1.49	0.1231	0.1475	0.1268	0.4317	0.4317
	This unit refers to :							
	. the operation of a ferrous metal mine.							
	This unit also refers to :							
	. the pelletization of iron ore;							
	. the concentration of ores referred to under this unit.							
	This unit does not refer to :							
	. the refining or primary production of metals.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
13120	Operating a non-ferrous metal mine; operating a salt or diamond mine	2.34	2.13	0.1130	0.1208	0.0761	0.7152	0.7152	0.7152
	This unit refers to :								
	. the operation of non-ferrous metal mines for such substances as gold, silver, copper, nickel, niobium, zinc or platinum;								
	. the operation of the following mineral mines :								
	. salt;								
	. diamonds.								
	This unit also refers to :								
	. the concentration of the ores referred to under this unit.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :								
	. the production of gold or silver bullion.								
	This unit does not refer to :								
	. the melting and refining of non-ferrous metals.								
13140	Operating a crushed or freestone quarry; operating a sandpit or a gravel pit; operating an industrial or structural mineral mine	2.62	2.40	0.2029	0.1945	0.1897	0.6576	0.6576	0.6576
	This unit refers to :								
	. the operation of a crushed or freestone quarry for such								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	materials as limestone, shale, granite or slate; the operation of a sandpit or a gravel pit; the operation of an industrial or structural mineral mine for such substances as talc, quartz, pearlite, vermiculite or mica.							
	This unit also refers to :							
	· clay quarries;							
	· the crushing and grinding of stone;							
	· the crushing of carbon;							
	· the manufacture of agricultural limestone.							
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :							
	· drilling and blasting work.							
	This unit does not refer to :							
	· the manufacture of freestone products.							
13150	Core drilling for ore prospecting	4.33	4.06	0.2017	0.2226	0.1983	1.1534	1.1534
	This unit refers to core drilling for ore prospecting when carried out by an employer other than the operator of the mine.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
13160	Sinking mine shafts; drilling declines, drilling mining roads or raising; drifting ore	1.90	1.70	0.1210	0.1241	0.0686	0.5766	0.5766	0.5766
	This unit refers to :								
	· the sinking of mine shafts.								
	This unit refers to the following activities when carried out by an employer other than the operator of the mine :								
	· drilling declines, drilling mining roads or raising;								
	· drifting ore.								
	This unit also refers to :								
	· drilling oil or natural gas wells.								
14010	Forestry operations	3.70	3.45	0.2589	0.1925	0.2005	1.0019	1.0019	1.0019
	This unit refers to :								
	· harvesting wood material, including in particular, felling, hauling and yarding, by manual or mechanized processes;								
	· processing in the forest including stripping, topping and cutting; making wood chips in the forest;								
	· loading of wood in the forest;								
	· thinning with collection of trees for commercial purposes.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to :								
	. trading in firewood when the employer also harvests, cuts or splits this wood.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit :								
	. the forestry road work;								
	. the construction of a logging camp.								
	This unit does not refer to:								
	. timber scaling;								
	. the marking of trees in forest;								
	. forest inventory.								
	An employer classified under this unit can also be classified under the exceptional units 34410, 90010 and 90020.								
14020	Forestry development	4.00	3.74	0.3725	0.4157	0.3665	1.4471	1.4471	1.4471
	This unit refers to :								
	. preparatory work in forest areas such as scarification, burning, stripping, cutting, wind-rowing, chipping, furlrowing, harrowing, crushing and application of phytocides;								
	. planting and seeding of trees in the forest;								
	. mechanical or chemical clearing of a plantation in the forest;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	. thinning without collection of trees for commercial purposes; . development of a blueberry field; . control of vegetation in rights-of-way of energy transmission networks; . protection against forest fires by firefighters.								
	This unit also refers to :								
	. line cutting.								
	This unit does not refer to :								
	. development of a blueberry field by the person who operates it; . harvesting wood material in the development of a blueberry field; . the marking of trees in forest; . forest inventory.								
	An employer classified under this unit can also be classified under the exceptional units 34410, 90010 and 90020.								
14030	Arboriculture work	9.65	9.23	0.7132	0.5997	0.5789	2.6775	2.6775	2.6775
	This unit refers to :								
	. control of vegetation in the rights-of-way of energy distribution networks or telecommunications networks; . trimming outside the forest or cutting of trees; . felling of pre-determined trees outside the forest; . stumping;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	. chipping outside the forest; . tree and shrub surgery; . bracing work.							
	This unit also refers to : . cutting of shrubs.							
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit : . fighting of diseases and insects affecting trees and shrubs; . fertilization and treatment of trees and shrubs; . planting and transplanting of trees and shrubs.							
	An employer classified under this unit can also be classified under the exceptional units 34410, 90010 and 90020.							
15010	Slaughtering of animals; meat cutting service; butchering of meat	3.74	3.49	0.4965	0.4876	0.3957	1.3669	1.3669
	This unit refers to: . the slaughtering of animals; . meat cutting service; . the butchering of meat.							
	This unit also refers to: . the tanning or packing of pelts or furs;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	meat wholesaling in a building where meat cutting or butchering also takes place.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	the processing of animal by-products other than for human consumption such as:								
	fat;								
	bones;								
	feathers;								
	blood;								
	entrails.								
	Wholesaling refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.								
	This unit does not refer to:								
	the breeding of animals;								
	the dyeing of leather or fur.								
	An employer who does in the same building both animal slaughtering and butchering and an activity referred to under 15020 is classified in this unit for these activities.								
15020	Manufacturing luncheon meats; meat, fish or seafood processing; manufacturing ready-made dishes	2.97	2.74	0.3420	0.3100	0.2239	1.1078	1.1078	1.1078

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit refers to:								
	the manufacture of luncheon meat such as:								
	· cooked turkey;								
	· cooked ham;								
	· pepperoni;								
	· salami;								
	· smoked meat;								
	meat, fish or seafood processing by such operations as:								
	· seasoning;								
	· smoking;								
	· canning;								
	· packing;								
	the manufacture of fresh, frozen or canned ready-made dishes such as:								
	· appetizers;								
	· lasagna;								
	· fish or seafood mousses;								
	· meat or fish pies;								
	· pizzas;								
	· vegetarian dishes;								
	· salad plates;								
	· sandwiches.								
	This unit also refers to:								
	· the manufacture of sushi;								
	· the manufacture of sausages;								
	· the preparation of natural casings for delicatessen purposes;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of country-style pâtés, cretons, terrines or other similar products;								
.	the processing of animal fats for human consumption;								
.	fish wholesaling in a building where cutting is also done.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of soups;								
.	the manufacture of sauces for pasta or pizzas;								
.	the manufacture of bread or pizza dough.								
.	Wholesaling refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.								
.	This unit does not refer to:								
.	the operation of a butcher shop;								
.	the operation of a fish market;								
.	the activities referred to under units 68010 and 68020.								
.	An employer who engages in both fishing and fish or seafood processing is classified, for this processing, in this unit, if at least one of his workers only performs tasks related to this processing elsewhere than on a boat. This employer shall state the wages of an employee who performs tasks related to this processing on a boat with respect to unit 11110.								
15030	Manufacturing food for animals; mixing or processing of grains	1.96	1.76	0.1705	0.1562	0.1709	0.6404	0.6404	0.6404

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit refers to:								
.	the manufacture of food for animals;								
.	the mixing or processing of grains by operations such as:								
.	sieving;								
.	milling;								
.	cleaning;								
.	drying.								
	This unit also refers to:								
.	the processing of animal by-products other than for human consumption such as :								
.	fat;								
.	bones;								
.	feathers;								
.	blood;								
.	entrails;								
.	disposal.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of nursing feed for young animals.								
	This unit does not refer to:								
.	the growing of grains;								
.	the manufacture of vitamins and minerals for animals.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
15040	Manufacturing beverages, whether alcoholic or non-alcoholic; manufacturing fruit or vegetable juice	1.71	1.52	0.2101	0.2100	0.1653	0.6195	0.6195	0.6195
	This unit refers to:								
	. the manufacture of beverages, whether alcoholic or non-alcoholic;								
	. the manufacture of fruit or vegetable juice.								
	This unit also refers to:								
	. the manufacture of natural ice;								
	. the manufacture of frozen sticks or lollypops made from beverages or fruit juice;								
	. the treatment and bottling of water;								
	. liquid food product packaging service;								
	. the manufacture of fruit or vegetable juice concentrates;								
	. the manufacture of beverage concentrates, whether alcoholic or non-alcoholic;								
	. the manufacture of beer yeasts;								
	. the manufacture of vinegar.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the manufacture of syrup for beverages;							
.	the manufacture of beverages, frozen sticks or lollypops made from fruit juice and dairy products;							
.	the manufacture of flavour crystals;							
.	the trade in or rental of water coolers.							
	This unit does not refer to:							
.	growing;							
.	bee-keeping.							
15050	Preparation of fruit or vegetables; manufacturing munchies	2.95	2.72	0.2819	0.2789	0.1910	1.0122	1.0122
	This unit refers to:							
.	the preparation of fruit or vegetables by operations such as:							
.	freezing;							
.	cutting;							
.	dehydration;							
.	maceration;							
.	mixing;							
.	canning;							
.	the manufacture of munchies such as:							
.	cheese-flavoured sticks;							
.	pretzels;							
.	chips;							
.	corn chips;							
.	rice cakes;							
.	popcorn.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to:								
	the manufacture of fruit- or vegetable-based products such as:								
	. compotes;								
	. jams;								
	. coulis;								
	. fruit salad;								
	the manufacture of fruit- or vegetable-based condiments such as:								
	. chutneys;								
	. ketchup;								
	. relish;								
	. salsa;								
	. prune or cherry sauces;								
	the manufacture of soya-based products such as:								
	. frozen desserts;								
	. beverages;								
	. miso;								
	. sauce;								
	. tofu;								
	fruit or vegetable classification or packaging service;								
	the service related to the packaging of food products other than liquids.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	the manufacture of fruit- or vegetable-based aromas or colorants.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	This unit does not refer to:							
	. the growing of fruit or vegetables;							
	. the manufacture of ready-made dishes;							
	. the roasting of soya beans;							
	. the manufacture of soya flour;							
	. the manufacture of soya margarine;							
	. the manufacture of soya oil.							
15060	Manufacturing pastry products; manufacturing bakery products; manufacturing flour; manufacturing confectionery products	2.12	1.91	0.2034	0.1915	0.1672	0.7241	0.7241
	This unit refers to:							
	. the manufacture of pastry products such as:							
	. donuts;							
	. cookies;							
	. brioches;							
	. croissants;							
	. cakes;							
	. pies;							
	. the manufacture of bakery products such as:							
	. bagels;							
	. bread rusk;							
	. bread crumbs;							
	. bread;							
	. the manufacture of flour for human consumption;							
	. the manufacture of confectionery products such as:							
	. cocoa butter;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	candies;								
.	chocolate;								
.	chewing gum;								
.	honey products.								
	This unit also refers to:								
.	the manufacture of maple products such as:								
.	butter;								
.	syrup;								
.	sugar;								
.	toffee;								
.	the processing of honey;								
.	the manufacture of sugar;								
.	the manufactures of syrups for beverages such as:								
.	pop;								
.	slushes;								
.	the manufacture of flavour crystals;								
.	the manufacture of pasta;								
.	the manufacture of ready-to-eat cereals;								
.	the manufacture of dough for pastry or bakery products;								
.	the preparation of flour-based mixes for products such as:								
.	cookies;								
.	pancakes;								
.	cakes;								
.	muffins;								
.	the manufacture of granola bars or dietetic food in bars or in powder.								

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

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	referred to under this unit:								
	the retail trade in ready-cooked meals.								
	Retail trade refers to mainly selling goods to consumers for personal or home use.								
	This unit does not refer to:								
	bee-keeping;								
	maple growing;								
	the manufacture of beverages, whether alcoholic or non-alcoholic;								
	the manufacture of ready-cooked meals.								
	An employer classified in this unit cannot also be classified in units 68010 and 68020 except when at least one of his workers only performs tasks related to the activities referred to under these units.								
15070	Processing of coffee; processing of tea, spices, seasonings or fine herbs; manufacturing herbal teas; roasting of nuts, almonds or legumes	2.25	2.05	0.1948	0.2029	0.1746	0.7354	0.7354	0.7354
	This unit refers to:								
	the processing of coffee by operations such as								
	the extraction of caffeine;								
	mixing;								
	grinding;								
	roasting;								
	the processing of tea, spices, seasonings or fine herbs by								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	operations such as:								
	. grinding;								
	. mixing;								
	. drying;								
	. the manufacture of herbal teas, whether or not for therapeutic purposes;								
	. the roasting of nuts, almonds or legumes.								
	This unit also refers to:								
	. the manufacture of malt;								
	. the manufacture of peanut butter;								
	. the manufacture of margarine;								
	. the manufacture of vegetable oil and fat;								
	. the manufacture of yeast;								
	. the manufacture of condiments such as:								
	. mayonnaise;								
	. mustard;								
	. marinade sauce;								
	. horseradish sauce;								
	. salad dressings;								
	. the manufacture of sauces for pasta or pizza;								
	. the manufacture of bases for soups or sauces;								
	. the manufacture of sauces such as:								
	. barbecue sauces;								
	. fondue sauces;								
	. sauces for raw vegetables;								
	. the manufacture of soups;								
	. the manufacture of broths or consommés;								
	. the preparation of mixtures for seasoned food products or								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	intended to season food products such as:								
	. pasta;								
	. rice;								
	. potatoes.								
	This unit does not refer to:								
	. growing.								
	An employer who in the same building both engages in the manufacture of vinegar or the dehydration of fruits or vegetables and carries out an activity referred to in this unit is classified in this unit for these activities.								
15080	Processing of milk; manufacturing dairy products	1.29	1.11	0.1658	0.1506	0.1415	0.4508	0.4508	0.4508
	This unit refers to:								
	. the processing of milk;								
	. the manufacture of dairy products such as:								
	. frozen stick or lollypops;								
	. butter;								
	. milk beverages;								
	. cream;								
	. ice cream;								
	. cheese;								
	. yogurt.								
	This unit also refers to:								
	. the manufacture of beverages, frozen sticks or lollypops made								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	from fruit juice and dairy products; the manufacture of sorbets.								
.	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of margarine.								
.	This unit does not refer to:								
.	the breeding of animals;								
.	the activities referred to under units 68010 and 68020.								
16010	Manufacturing rubber tires; vulcanizing rubber tires	2.21	2.00	0.3424	0.2381	0.2793	0.8343	0.8343	0.8343
.	This unit refers to:								
.	the manufacture of rubber tires;								
.	the vulcanization of rubber tires.								
.	This unit does not refer to:								
.	the installation of tires.								
16020	Manufacturing rubber products	2.27	2.06	0.1810	0.2335	0.1648	0.7364	0.7364	0.7364
.	This unit refers to:								
.	the manufacture of rubber products.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
	This unit also refers to:						
	· the composition of rubber;						
	· the application in the workshop of a rubber coating to products such as rolls, tanks or other industrial or commercial parts.						
	This unit does not refer to:						
	· the manufacture of stitched rubber clothing;						
	· the stripping of tires or other recyclable materials;						
	· the sorting of recyclable materials or objects;						
	· the installation of manufactured products.						
16040	Manufacturing plastic products	2.16	1.95	0.2395	0.2129	0.1811	0.7224
	This unit refers to:						
	· the manufacture of plastic products.						
	This unit also refers to:						
	· the manufacture of reinforced plastic products when the employer does not reinforce the plastic;						
	· the manufacture of plastic bags when the employer manufactures plastic film;						
	· the manufacture of synthetic marble products;						
	· the manufacture of expanded resin products;						
	· the composition of plastic.						
							0.7224
							0.7224
							0.7224

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio		
				2021	2022	2020	2021	2022
	This unit does not refer to:							
	· the manufacture of stitched plastic clothing;							
	· the sorting of recyclable materials or objects;							
	· the manufacture of woven or stitched plastic bags;							
	· the installation of manufactured products.							
16050	Manufacturing reinforced plastic products	2.96	2.73	0.3573	0.3314	0.2924	1.0193	1.0193
	This unit refers to:							
	· the manufacture of plastic products combined with the reinforcing of plastic using materials such as glass, carbon, asbestos, jute, cotton or Kevlar in the form of fiber, filament or mesh.							
	This unit also refers to:							
	· the manufacture outside shipyards of boats with reinforced plastic hulls such as kayaks, yachts, sailboats or canoes;							
	· the repair, excluding mechanical repairs, of products referred to under this unit.							
	This unit does not refer to:							
	· the installation of manufactured products.							
16070	Manufacturing body hygiene and care products; manufacturing drugs	1.21	1.03	0.1105	0.1115	0.0980	0.3747	0.3747
	This unit refers to:							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of body hygiene and care products, for human or animal use, such as soaps, cosmetics, perfumes, lotions, toothpaste or hair products;								
.	the manufacture of prescription or over-the-counter drugs, for human or animal use, such as analgesics, anesthetics, antibiotics, anti-inflammatories, antiseptics or hormones.								
	This unit also refers to:								
.	the manufacture of vaccines;								
.	the manufacture of medical diagnostic products;								
.	the manufacture of natural health products such as vitamins or dietary minerals;								
.	the manufacture of homeopathic remedies;								
.	the manufacture of essential oils;								
.	the conditioning or bottling of the products referred to under this unit;								
.	the manufacture of food additives such as flavours, colorants or preservatives;								
.	the manufacture of tobacco products.								
	This unit does not refer to:								
.	the manufacture of body hygiene and care products made of textiles;								
.	the manufacture of functional foods such as soybean beverages or margarine enriched with phytosterols;								
.	the picking of raw materials used in the manufacture of the products referred to under this unit;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	the breeding of animal species or the growing of plant species used in the manufacture of the products referred to in this unit.								
16080	Manufacturing cleaning or maintenance products; manufacturing adhesives; manufacturing ink; manufacturing coating products; manufacturing fertilizers	1.46	1.28	0.1256	0.1233	0.0969	0.4580	0.4580	0.4580
	This unit refers to:								
	the manufacture of household or industrial cleaning or maintenance products, such as cleaning products, strippers, disinfectants, detergents or fabric softeners								
	the manufacture of adhesives;								
	the manufacture of ink;								
	the manufacture of coating products such as paints, varnishes, stains or lacquers;								
	the manufacture of fertilizers.								
	This unit also refers to:								
	the manufacture of paints for artists;								
	the manufacture of coating product components such as thinners, driers or bonds;								
	the manufacture of caulking products such as sealants, surface coatings or fillers;								
	the manufacture of products for automobile vehicles or for industrial machinery, such a lubricating greases, lubricating oils, windshield wiper fluid, anti-freeze or cutting fluid;								
	the manufacture of peat- or compost-based products;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the manufacture of pest control products such as pesticides, insecticides, fungicides or rat poison; . the manufacture of candles; . the recycling of ink cartridges; . the conditioning and bottling of the products referred to under this unit. 								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . the picking of raw materials used in the manufacture of the products referred to under this unit; . compostable material removal service. 								
	An employer who both manufactures and processes lubricating greases and oils is classified in this unit for these activities.								
16090	Synthetic resin manufacturing; crude oil refining; petrochemical products manufacturing; chemical products manufacturing; ammunition manufacturing; explosives manufacturing	1.11	0.94	0.1070	0.1095	0.0740	0.3638	0.3638	0.3638
	This unit refers to:								
	<ul style="list-style-type: none"> . the manufacturing of synthetic resins such as melamine, polypropylene, urea-formaldehyde or polyethylene resins from gaseous or liquid raw materials that do not come from recovered material; . crude oil refining; . the manufacturing of petrochemical products such as ethylene, propylene, benzene, toluene or xylene; . the manufacturing of chemical products such as sodium chlorate, 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	hydrogene peroxide, ferric chloride, naphthalene oil, styrene, catalysts, iodine or plasticising salts using such processes as cracking, electrolysis or distillation;								
.	the manufacturing of ammunition;								
.	the manufacturing of explosives.								
	This unit also refers to:								
.	the manufacturing of synthetic pigments;								
.	the manufacturing of alkalis such as potassium, ammonia or caustic soda;								
.	the manufacturing of halogens such as fluorine, chlorine, bromine or iodine;								
.	the manufacturing of acids such as sulfuric, hydrochloric or nitric acid;								
.	the manufacturing of styrofoam;								
.	the manufacturing of gas such as carbon dioxide, hydrogen, oxygen, nitrogen or argon;								
.	the bottling of gas such as carbon dioxide, hydrogen, oxygen, nitrogen or argon;								
.	the composition of foamed polyurethane;								
.	the manufacturing of devices for the use of explosives such as fuses or detonators;								
.	the manufacturing of pyrotechnics such as signal flares or fireworks;								
.	the manufacturing of propellant powder for air bags;								
.	the presentation of fireworks.								
	This unit does not refer to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	. the manufacturing, on site, of explosives or devices for the use of explosives where carried out during work included in unit 80040.								
17010	Manufacturing threads; manufacturing woven, knitted or needle punched fabrics; finishing of threads, fabrics or clothing	2.00	1.80	0.2016	0.1775	0.1562	0.5757	0.5757	0.5757
	This unit refers to:								
	. manufacture of threads made of fibres;								
	. manufacture of woven, knitted or needle punched fabrics;								
	. the finishing of threads made of fibres, such as dyeing or sizing;								
	. the finishing of fabrics such as dyeing, calendaring, decatizing or flocking;								
	. the finishing of clothing such as dyeing or fading.								
	This unit also refers to:								
	. manufacture of carpet made of textile materials;								
	. the twisting, re-twisting or winding of thread made of fibres;								
	. the texturizing of thread made of fibres such as twisting, crushing or compression;								
	. the manufacture of rope or string;								
	. the manufacture of woven or needle punched felt;								
	. the manufacture of wigs or hairpieces;								
	. the manufacture of tapes, elastic bands, lace, rope, laces or belt-webbing by weaving, binding or knitting;								
	. the manufacture of knitted pieces of clothing such as sleeves, collars or cuffs, which do not require sewing activities;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of fire hoses;								
.	the manufacture of nets from textile materials by binding, knitting or tying;								
.	the embroidery of fabrics;								
.	the coating of fabrics with materials such as polyurethane, ethylene-acetate, plastic, glue, urethane or vinyl;								
.	the dyeing of leather or fur;								
.	the manufacture of dental floss from string made of textile materials.								
	<p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> . the cutting and binding of carpet material in carpets or mats; . the manufacture of decoration or furniture accessories using textile materials of the cut and sewn type; . the manufacture by extrusion of synthetic fibres or threads; . printing on fabrics or clothing. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the manufacture of mineral fibres; . the operation of a laundromat; . clothing inspection service including thread cutting activities, the sewing on of labels or buttons. <p>An employer who engages in both the manufacture of embroidered decorative articles or badges and the embroidery of fabrics is classified in this unit for these activities.</p>								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
17030	Clothing manufacturing: shoe manufacturing; operation of a shoe repair shop; manufacturing of leather or imitation leather items	1.69	1.50	0.1199	0.1055	0.0997	0.6637	0.6637	0.6637
	This unit refers to:								
	. the manufacturing of cut and sewn or knitted clothing;								
	. the manufacturing of cut and sewn shoes such as boots, shoes, slippers or moccasins;								
	. the operation of a shoe repair shop including the repair and dyeing of leather or imitation leather items;								
	. the manufacturing of leather or imitation leather items.								
	This unit also refers to:								
	. the manufacturing of samples of clothing;								
	. the manufacturing of knitted clothing such as sleeves, collars or cuffs if it requires sewing;								
	. the manufacturing of knitted items such as bags or cases;								
	. restyling of fur clothing or items;								
	. the cutting of material for manufacturing clothing;								
	. alteration or repair of clothing;								
	. inspection of clothing including thread cutting, label sewing or button sewing;								
	. the manufacturing of cut and sewn luggage or leathercraft made of textile, leather or imitation leather such as suitcases, backpacks, handbags, wallets or cases;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the manufacturing of cut and sewn ice skates or roller skates;							
.	the manufacturing of leather, imitation leather or textile body protective equipment such as							
.	life jackets;							
.	bulletproof vests;							
.	elbow pads, shoulder pads, leg pads, knee pads;							
.	throat protectors;							
.	hockey pants;							
.	the manufacturing or repair of prostheses or orthoses.							
.	The unit also includes the following activities where they are carried out by the workers of an employer in the carrying out by that employer of activities included in this unit:							
.	embroidery on manufactured products;							
.	the finishing of manufactured products;							
.	the manufacturing of parts related to shoes such as soles, grommets or linings;							
.	the manufacturing of cut and sewn canevas or textile bags.							
.	The unit also includes the following activity where it is carried out by the workers of an employer in manufacturing cut and sewn shoes:							
.	the manufacturing of moulded rubber or plastic products.							
.	The unit also includes the following activities where they are carried out by the workers of an employer in operating a shoe repair shop:							
.	skate, knife or tool sharpening;							
.	the repair of cut and sewn items.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> · the manufacturing of crutches. · An employer that, in the same building, repairs clothing and manufactures textile decorative accessories and furniture included in unit 17040 is in this unit for those activities. 								
17040	<p>Manufacturing or repairing articles made of canvas; manufacturing decoration and furniture accessories made of textile materials</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> · the manufacture or repair of canvas articles of the cut and sewn type such as: <ul style="list-style-type: none"> · sails for boats; · canvas covers for shelters, canopies or parasols; · cover shells for manure pits; · canvass sheets; · inflatable toys; · the manufacture of decoration and furniture accessories made of textile materials of the cut and sewn type such as: <ul style="list-style-type: none"> · cushions; · pillows; · drapery material; · bedding; · curtains; · towels. <p>This unit also refers to:</p>	2.36	2.15	0.1474	0.2425	0.2042	0.8310	0.8310	0.8310

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of filters made of textile materials of the cut and sewn type;								
.	the manufacture of toys made of fabric such as dolls, teddy bears or balls;								
.	the manufacture of fabric diapers or cloths;								
.	the manufacture of bags made of canvas or textile materials of the cut and sewn type;								
.	the manufacture of zippers on a support made of textile materials;								
.	the cutting and binding of carpet material in carpets or mats.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	embroidery on manufactured products;								
.	the finishing of manufactured products.								
	This unit does not refer to:								
.	the manufacture of framing for filters;								
.	the manufacture of metal structures of the products referred to in this unit;								
.	the installation of manufactured products when it is referred to under units 54080 or 80150.								
18010	Manufacturing doors and windows, in wood or plastic	2.80	2.58	0.3632	0.3637	0.2935	0.9947	0.9947	0.9947

This unit refers to:

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of doors and windows, in wood or plastic.								
.	This unit also refers to:								
.	the manufacture of doors and windows, in wood or plastic, covered with materials such as wood, metal or plastic;								
.	the manufacture of hybrid windows made of materials such as wood, metal or plastic;								
.	the manufacture of wood garage doors;								
.	the manufacture of metal doors when done in the same building as the doors and windows referred to under this unit;								
.	the manufacture and assembly of blinds.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of the following products, elsewhere than on the worksite or on the job, when they are made of wood: sills, frames, mouldings or trims of doors and windows;								
.	the cutting of glass;								
.	the drying of wood.								
.	This unit also refers to the manufacture of sealed glass units form integration in doors and windows when their manufacture takes place in the building where these doors and windows are manufactured.								
.	This unit does not refer to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture by moulding of forms such as profiled sections; the installation of manufactured products.								
18020	Manufacturing solid wood panels; manufacturing wood floors; manufacturing wood mouldings; manufacturing wood furniture components; manufacturing wood stairway components; manufacturing wood cabinet doors	2.87	2.65	0.3435	0.3702	0.2658	1.0213	1.0213	1.0213
.	This unit refers to:								
.	the manufacture of solid wood panels;								
.	the manufacture of wood floors;								
.	the manufacture of wood mouldings;								
.	the manufacture of wood furniture components;								
.	the manufacture of wood stairway components;								
.	the manufacture of wood cabinet doors.								
.	This unit also refers to:								
.	the manufacture of the following products elsewhere than on the worksite or on the job when they are made of wood: sills, frames, mouldings or trims of doors and windows;								
.	the manufacture of wood products by lathe work, jointing, finger jointing, bending or bowing except if the manufacture of this product is referred to under another unit								
.	This unit also refers to the drying of wood when done by the workers of an employer as part of the carrying out by this employer of activities								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	referred to under this unit.								
	This unit does not refer to:								
	the installation of the manufactured products.								
18030	Manufacturing in the plant or the workshop of wood frame buildings; manufacturing in the plant or the workshop of mobile homes or worksite trailers having a wood frame, manufacturing in the plant or the workshop of wood frame house panels	5.42	5.12	0.6965	0.5346	0.4380	1.9120	1.9120	1.9120
	This unit refers to:								
	the manufacture in the plant or the workshop of wood frame buildings such as houses, cottages, storage sheds or garages;								
	the manufacture in the plant or the workshop of mobile homes or worksite trailers having a wood frame;								
	the manufacture in the plant or the workshop of wood frame house panels.								
	This unit also refers to:								
	the manufacture in the plant or the workshop of wood frame garden pavilions.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	the drying of wood.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit does not refer to: . the installation of manufactured products.								
	An employer classified in this unit can also be classified in exceptional unit 90010.								
18040	Manufacturing wood coffins; manufacturing or restoring musical instruments having a wood structure; manufacturing furniture, cabinets, counters or integrated furnishings made of wood or having a wood structure in a cabinet-making workshop	2.93	2.70	0.2400	0.2914	0.2193	0.9637	0.9637	0.9637
	This unit refers to: . the manufacture of wood coffins; . the manufacture or restoration of musical instruments having a wood structure such as pianos, organs, guitars, drums or flutes; . the manufacture of furniture, cabinets, counters or integrated furnishings made of wood or having a wood structure in a cabinet-making workshop where the organization of work is not standardized and where the production is done on a small scale by workers who are not specifically assigned to a work station.								
	This unit also refers to: . the manufacture of game tables having a wood structure such as billiard tables, Mississippi tables or card tables; . the manufacture of products made of wood or having a wood								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio		
				2021	2022	2020	2021	2022
	structure requiring assembly operations such as jewelry boxes, letter boxes, frames, toys, bird feeders, hockey sticks, snowboards, snowshoes, skis or trophies;							
	the operation of an upholstery workshop;							
	the operation of a furniture stripping or restoration workshop;							
	the application in the plant or workshop of products such as paint, stain or varnish, to wood or wood products;							
	the manufacture or repair, excluding mechanical repairs, of wood boats such as canoes or rowboats;							
	the manufacture of wood structure docks;							
	the manufacture of garden furniture made of wood or having a wood structure such as swings, benches or picnic tables.							
	This unit also refers to the drying of wood when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.							
	This unit does not refer to:							
	framing service;							
	the installation of manufactured products.							
18050	Manufacturing furniture or cabinets having a metal structure; manufacturing metal coffins; manufacturing metal boats outside shipyards	2.24	2.03	0.2551	0.2402	0.2141	0.8502	0.8502
	This unit refers to:							
	the manufacture of furniture or cabinets having a metal structure;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of metal coffins;								
.	the manufacture outside shipyards of metal boats such as canoes, pedalos, pleasure pontoons, sailboats or yachts.								
	This unit also refers to:								
.	the manufacture of metal counters;								
.	the manufacture of office partitions having a metal structure;								
.	the manufacture of game tables having a metal structure such as ping-pong tables or card tables;								
.	the manufacture of metal frames;								
.	the manufacture of docks having a metal structure;								
.	the manufacture of marina walkways or gangways made of metal for boats;								
.	the manufacture of metal stretchers;								
.	the manufacture of metal display units;								
.	the manufacture of metal storage units such as lockers, filing cabinets, shelves, tool boxes or safes;								
.	the manufacture of metal mail boxes or postal boxes;								
.	the manufacture of bicycles;								
.	the manufacture of wheelchair;								
.	the manufacture of snowshoes having a metal base;								
.	the manufacture of recreation equipment having a metal structure for daycare nurseries or playgrounds such as swings, slides, playground psychomotor apparatuses;								
.	the manufacture of physical fitness equipment having a metal structure.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit does not refer to:								
	the manufacture in a foundry of products referred to under this unit;								
	the manufacture of wrought iron furniture;								
	framing service;								
	the installation of manufactured products.								
18060	Manufacturing cabinets having a wood structure intended to be attached to a structure; manufacturing counters having a wood structure; manufacturing integrated furnishings having a wood structure	2.46	2.25	0.2777	0.2393	0.1989	0.8771	0.8771	0.8771
	This unit refers to:								
	the manufacture of cabinets having a wood structure intended to be attached to a structure such as kitchen cabinets, bathroom cabinets, storage cabinets;								
	the manufacture of counters having a wood structure;								
	the manufacture of integrated furnishings having a wood structure.								
	Integrated furnishings refer to a set of products generally installed permanently and arranged to complement or to create a décor such as cabinets, counters, storage cabinets or display racks, as well as the accompanying mouldings or other decorative elements made of wood.								
	An employer who engages in an activity referred to under this unit and in the manufacture of furniture made of wood or having a wood structure is classified in this unit for these activities.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit does not refer to:								
	the installation of manufactured products.								
18070	Mass producing furniture or furniture frames made of wood or having a wood structure; manufacturing mattresses or box springs	2.03	1.82	0.2252	0.1965	0.1570	0.7178	0.7178	0.7178
	This unit refers to:								
	the mass production of furniture or furniture frames made of wood or having a wood structure;								
	the manufacture of mattresses or box springs.								
19010	Manufacturing, installation of commercial signs or exhibition stands	2.95	2.73	0.2908	0.2908	0.1931	0.9422	0.9422	0.9422
	This unit refers to:								
	the manufacture or installation of commercial signs;								
	the manufacture or installation of exhibition stands.								
	This unit also refers to:								
	the manufacture or installation of billboards;								
	the installation of signs on billboards;								
	the manufacture or permanent installation of traffic signs;								
	the manufacture or installation of stage sets;								
	the manufacture of floats;								
	the arrangement of the offices, including the assembly of office								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	furniture.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. lettering on automobile vehicles;								
	. the manufacture or installation of canopies;								
	. the manufacture or installation of electronic poster panels;								
	. the manufacture of display racks or displays;								
	. the manufacture of advertising accessories;								
	. printing on banners, signs and posters;								
	. the manufacture of indoor signs.								
	This unit does not refer to:								
	. the moving of institutional or commercial furniture including the assembly and disassembly of this furniture.								
26050	Printing; reprography; binding; manufacturing paper or paperboard office supplies	1.29	1.11	0.1213	0.1235	0.0836	0.4243	0.4243	0.4243
	This unit refers to:								
	. printing, whether artisanal or commercial, using all types of processes, such as offset, digital, serigraphy, flexographic printing, ink jet, lithography, print transfer, rotogravure or hot stamping and on any support, in particular paper, paperboard, plastic or balloons;								
	. reprography;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	binding, whether artisanal or commercial, and the other finishing operations such as gilding or embossing;								
.	the manufacture of paper or paperboard office supplies, such as writing, pads, note pads, forms, folders, order books, index cards, labels, envelopes, continuous feed forms, exercise booklets, rolls of paper for cash registers, mobile sheet separators, agendas or sheets for ring binders.								
	This unit also refers to:								
.	the manufacture of paperboard or vinyl-covered paperboard ring binders or photo album;								
.	the assembly of sample catalogues such as wallpaper, carpets, hair or paint shades;								
.	the restoration of books;								
.	the manufacture of folding boxes made out of non-corrugated paperboard;								
.	the transformation of paper into wrapping paper or wallpaper;								
.	the manufacture of embroidered articles such as badges and decorative articles;								
.	embroidery on clothing;								
.	the copying of CDs or DVDs;								
.	the lamination of documents;								
.	the manufacture of rubber stamps for offices;								
.	mail-out preparation services;								
.	inserting service;								
.	the bagging of publicity documents;								
.	the manufacture of plastic bags when the employer does not manufacture plastic film.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· design when this employer does not publish the printed product;								
	· plate preparation service for printing.								
	This unit does not refer to:								
	· the manufacture of woven or stitched plastic bags;								
	· the printing done by the workers of an employer as part of the manufacture of a product referred to under another unit.								
34010	Sawmill; drying of wood; treatment of wood	4.11	3.85	0.4241	0.4330	0.3236	1.4617	1.4617	1.4617
	This unit refers to:								
	· the operation of a stationary or mobile sawmill;								
	· the drying of wood;								
	· the treatment of wood, whether or not under pressure, using chemical substances such as pentachlorophenol (PCP), creosote, chromium-copper-arsenic (CCA) or ammonia-copper-arsenic (ACA).								
	This unit also refers to:								
	· the manufacture of log construction homes, using round timber or square timber, elsewhere than on the work site or on the job;								
	· the manufacture of shingles, laths or plywood sheets;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the manufacture of veneer by slicing or rotary cutting; . the manufacture of wood chips outside the forest; . wood planing or wood piece cutting services; . the application in the plant or workshop of products such as paint or varnish, to wood or wood products when the employer treats the wood, whether or not under pressure. <p>An employer who trades in wood and who also dries wood is classified in this unit for the trade in this wood.</p> <p>An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.</p>								
34030	<p>Manufacturing or assembling pallets or containers made of wood used in the handling and transportation of merchandise; manufacturing wooden fences; manufacturing roof trusses, joists or rafters made of wood</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the manufacture or assembly of wood pallets or containers used in the handling and transportation of merchandise; . the manufacture of wooden fences; . the manufacture of roof trusses, joists or rafters made of wood. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the manufacture of components of pallets, containers or fences made of wood; . the repair and recycling of pallets or containers made of wood; . the manufacture of reels made of wood; 	4.24	3.97	0.4485	0.5404	0.3454	1.4807	1.4807	1.4807

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the manufacture of pools made of wood; . the manufacture in the plant or workshop of wood frame house panels when the employer manufactures roof trusses, joists or rafters made of wood. 								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . the installation of manufactured products. 								
	An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.								
34200	Manufacturing paper pulp; manufacturing paper and paperboard; manufacturing wood fibre boards	1.35	1.17	0.0829	0.1030	0.0778	0.3143	0.3143	0.3143
	This unit refers to:								
	<ul style="list-style-type: none"> . the manufacture of paper pulp; . the manufacture of paper, paperboard, felt paper; . the manufacture of wood fibre insulation boards. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . the manufacture of cores for paper rolls for its own purposes; . the production of electricity for its own purposes; . the manufacture of chemicals for its own purposes. 								
	This unit also refers to the following activities when they are done by the workers of an employer as part of the carrying out by this employer								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	unwinding and rewinding paper and paperboard.								
	An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.								
34210	Transforming paper and paperboard; treating paper and paperboard; manufacturing particle board; coating of boards	2.42	2.21	0.2285	0.2358	0.1831	0.7873	0.7873	0.7873
	This units refers to:								
.	the transformation of paper or paperboard into products such as toilet paper, paper towels, plates, facial tissues, diapers, napkins, cups, straws, tubes, cores, cigarette paper, medical paper, bags, sandpaper, laminated products, cellulose fibre insulation, wrapping products or lids;								
.	unwinding and rewinding of paper and paperboard products; cutting of paper or paperboard into sheets;								
.	making of corrugated paperboard;								
.	transformation of corrugated paperboard into products such as stands, protective corners, separators or boxes;								
.	transformation of laminate into all types of products;								
.	treatment of paper or paperboard by the application of products such as melamine resin, paraffin, wax or silicone or by superimposing sheets of material such as plastic, aluminum, paper or paperboard;								
.	transformation of felt paper into products such as asphalt saturated paper or asphalt shingles;								
.	transformation of wood fibre panels into products such as								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
.	insulating boards or acoustic or decorative tiles;						
.	impregnating membranes with a coating;						
.	manufacturing of particle boards, such as wood particle boards, waferboard or oriented strand board;						
.	covering of boards with materials or products such as plastic, thermoplastic, melamine, laminate or paint;						
.	printing of panels.						
.	This unit also refers to:						
.	the cutting of more than one of the following raw materials :						
.	rubber;						
.	cork;						
.	paper;						
.	plastic;						
.	paperboard;						
.	felt						
.	the manufacture of adhesive tape;						
.	the manufacture of floating wood floors;						
.	the manufacture of laminated counter tops;						
.	the manufacture of pellets or mini-logs from sawdust;						
.	the manufacture of cotton wool for body hygiene and care, cotton swabs, remover pads, nursing pads, pharmaceutical coils, adhesive bandages, and sanitary tampons or napkins.						
.	This unit does not refer to:						
.	the manufacture of wallpaper;						
.	the manufacture of foldable non-corrugated cardboard boxes;						
.	the installation of the manufactured products.						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	An employer classified under this unit can also be classified in exceptional units 34410, 90010 and 90020.								
Exceptional unit 34410	Forestry transportation, of wood and paper	3.17	2.94	0.3046	0.1686	0.3158	0.9624	0.9624	0.9624
	This unit includes the services of workers who transport, as truck drivers, bark, wood chips, logs, tree-length wood, timber, gravel, paper or other similar material.								
	This unit also includes the loading of wood performed by the truck driver where it is performed during transportation activities.								
35010	Manufacturing freestone products	2.35	2.14	0.2458	0.3064	0.1843	0.8678	0.8678	0.8678
	This unit refers to:								
	the manufacture of freestone products such as grave monuments, furniture, slabs or curbs.								
	Freestone refers to such stones as granite, marble or slate.								
	This unit also refers to:								
	the cutting, grinding, shaping or finishing of freestone.								
	This unit also refers to the following activity when done by the workers								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. stone engraving.								
	This unit does not refer to:								
	. the installation referred to under units 80030 to 80250.								
35020	Manufacturing ready-mixed concrete; manufacturing asphalt	3.96	3.71	0.2559	0.2604	0.2538	1.2570	1.2570	1.2570
	This unit refers to:								
	. the operation of a stationary or mobile ready-mixed concrete manufacturing plant;								
	. the operation of a stationary or mobile asphalt manufacturing plant.								
	This unit also refers to:								
	. the delivery of ready-mixed concrete;								
	. the mixing and bagging of sand-cement, cold asphalt or dry concrete;								
	. the manufacture of monolithic refractory products.								
	This unit does not refer to:								
	. the pumping of concrete;								
	. the operation of a quarry, cement, concreting and paving work as well as the installation								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio			
				2021	2022	2023	2020	2021	2022	
35030	<p>of manufactured products.</p> <p>Manufacturing concrete products</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> · the manufacture of concrete products, whatever their composition, such as pipes, bricks or blocks; · the manufacture of concrete structural or architectural elements. <p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> · the manufacture of ready-mixed concrete. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> · the installation of manufactured products. 	2.81	2.58	0.3657	0.2771	0.2598	1.0334	1.0334	1.0334	1.0334
35040	<p>Transforming and finishing glass</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> · the transformation of flat glass into in particular tempered, curved or rolled glass; · the manufacture of cut glassware products such as aquariums, glass doors without framing or tables; · the manufacture of decorative glass products; 	2.61	2.39	0.2373	0.2877	0.2183	0.8200	0.8200	0.8200	0.8200

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the manufacture of stained glass;							
.	the manufacture of mirrors;							
.	glass or mirror work such as cutting, polishing, beveling, drilling, foresting, sanding or engraving;							
.	the manufacture of sealed glass units.							
	This unit also refers to:							
.	the manufacture of glass using a blowing iron.							
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							
.	serigraphy on glass.							
	This unit does not refer to:							
.	the installation referred to under units 80110 or 80150;							
.	the collecting and recycling of glass.							
35050	Manufacturing clay-based products; manufacturing glass; manufacturing cement; manufacturing lime; manufacturing refractory products; manufacturing gypsum panels	1.56	1.38	0.1758	0.1492	0.1592	0.4443	0.4443
	This unit refers to:							
.	the manufacture of products such as pottery, sanitary ware, tiles, table articles or electrical insulators that are clay based or							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	involve similar materials such as porcelain, terracotta, ceramics or earthenware;								
.	the manufacture of glass such as flat glass, hollow glass or glass microbeads from silica sand or recycled glass;								
.	the manufacture of cement;								
.	the manufacture of lime;								
.	the manufacture of refractory products such as brick, tiles or blocks;								
.	the manufacture of gypsum panels.								
	This unit also refers to:								
.	the manufacture of charcoal or activated charcoal;								
.	the manufacture of synthetic olivines;								
.	the manufacture of expanded perlite or exfoliated vermiculite;								
.	the manufacture of mica powder;								
.	the manufacture of grindstone using bonded abrasives;								
.	the manufacture of mineral fibre such as fibreglass or rock fibre;								
.	the manufacture of products made of plaster.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of monolithic refractory products;								
.	the transformation of mineral fibres into products such as bulk insulation or mattresses;								
.	the manufacture of joint compound.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit does not refer to:								
	. the manufacture of ready-mixed concrete;								
	. the manufacture of agricultural limestone;								
	. the operation of pottery cafés;								
	. the operation of a quarry;								
	. the manufacture of wire and textiles made out of mineral fibre;								
	. the installation of manufactured products.								
36050	Manufacturing metal products by cutting, bending, machining or forging; manufacturing metal framing elements; manufacturing wrought metal or ornamental iron products; operating a stationary welding workshop; manufacturing scaffolding	2.47	2.25	0.2540	0.2541	0.1968	0.7911	0.7911	0.7911
	This unit refers to:								
	. metal work, other than with a wire or rod, by mechanical processes such as cutting, bending and rolling to manufacture products other than machines or equipment;								
	. the use of dies to transform a piece of metal, in particular to lengthen it, crush it or drill it;								
	. the heat-assisted forging of metal parts other than machines or equipment;								
	. the manufacture by machining of metal parts other than machines or equipment;								
	. the manufacture of metal framing elements, from structural steel plates and shapes that are not manufactured by the employer;								
	. the manufacture of self-bracing building sections made of steel and the assembly of these sections in the workshop;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the manufacture of ornamental iron products;							
.	the manufacture of wrought metal such as staircases, ramps, balconies, guardrails or walkways;							
.	the operation of a stationary welding workshop including the assembly of metal parts by welding to manufacture products other than machines or equipment;							
.	the manufacture of scaffolding.							
	This unit also refers to:							
.	the manufacture of screws, nuts, bolts and rivets;							
.	the manufacture of metal powder products including sintering operations;							
.	the manufacture by machining of aircraft parts;							
.	the manufacture and refurbishing of jacks;							
.	the manufacture of industrial moulds and dies by machining;							
.	the manufacture of ball bearings, roller bearings and needle bearings;							
.	the refurbishing of parts for automobiles such as brakes, transmission or steering parts when they are not disassembled or assembled on the vehicle by the same workers, in particular by the following operations :							
.	the disassembly of used parts and their refurbishing, in particular by machining;							
.	the assembly of components to obtain a refurbished part;							
.	the refurbishing of diesel engines and automobile vehicle engines when they are not disassembled or assembled on the vehicle by the same workers;							
.	the manufacture of brakes and their components;							
.	the manufacture of non-mechanized and tools;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the sharpening of tools;								
.	reconditioning by using a metal spray gun;								
.	the manufacture by machining of plastic parts other than machines or equipment;								
.	the manufacture of parts of silos made out of metal;								
.	artisanal forging;								
.	aluminothermic welding;								
.	the manufacture of leaf springs;								
.	the manufacture of metal light poles with or without the assembly of the components;								
.	the manufacture of parts of ships, boats and barges made out of metal other than in a shipyard.								
	This unit does not refer to:								
.	the manufacture of industrial moulds made out of cast iron;								
.	the manufacture of products at the place of work or on site;								
.	the installation referred to under units 69960, 80030, 80060, 80080, 80110, 80130, 80160, 80180 and 80250;								
.	the manufacture of synthetic bearing housings by casting;								
.	the manufacture of metal boxes, cabinets and tubs when this manufacturing is done by the workers of an employer as part of the manufacturing by this employer of products referred to under another unit;								
.	the manufacture of brake components by casting;								
.	the manufacture in a foundry of products referred to under this unit;								
.	the operation of a mobile welding unit;								
.	the manufacture of moulded metal light poles.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
36060	Manufacturing metal wire products	3.47	3.23	0.3359	0.3105	0.2508	1.0134	1.0134	1.0134
	This unit refers to:								
	<ul style="list-style-type: none"> · the manufacture by cold drawing of metal wire using drawing stock that is not produced in the same building, whether or not the employer has the wire undergo other operations, for example to insulate it; · the insulation of electric or communication wires and cables, when the metal wire or optical fibre is not produced in the same building; · the manufacture of products such as cables, springs, nails, fences made out of wire or metal rods that are not produced in the same building; · the manufacture of metal wire furniture. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> · the manufacture of reinforcement mesh; · the operation of a bending yard elsewhere than on the work site or on the job. 								
	This unit does not refer to:								
	<ul style="list-style-type: none"> · the manufacture of wire or metal rod products by machining or forging; · the installation referred to under units 80030, 80100 and 80170. 								
	An employer who manufactures furniture or furnishings that are								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
36070	<p>composed of both metal wire and other materials, and an employer who manufactures both furniture or furnishings made out of metal wire and furniture and furnishings made out of other materials are classified under unit 18050 for these activities.</p> <p>Manufacturing doors and windows made out of metal, shopwindows, hothouses made out of metal, metal garage doors; manufacturing architectural products by cutting and assembling metal extrusions and tubular metal; manufacturing doors and panels of refrigerated rooms; manufacturing banisters, fences and railings made out of aluminum</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the manufacture of metal doors with or without windowpanes and windows such as: <ul style="list-style-type: none"> . residential doors and windows; . doors and windows for office buildings, commercial, industrial or institutional establishments; . patio-doors; . folding doors and gates for commercial and public buildings; . doors and windows for transportation equipment; . the manufacture of the following products when they are made out of metal: sills, door and window frames, screens, mouldings and trims; . the assembly of screens; . the manufacture of shopwindows, wall curtains, skylights, venting windows, solariums, atria, bus shelters and gatehouses; 	2.66	2.44	0.2720	0.3021	0.2473	0.8783	0.8783

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of metal hothouses;								
.	the manufacture of metal garage doors, metal hangar doors, metal rolling doors and metal curtains made of embossed curved or flat slats;								
.	the manufacture of architectural products by cutting and assembling metal extrusions and tubular metal with or without the incorporation of glass, fabric or reinforced plastic sheet such as:								
.	canopies;								
.	shelters;								
.	residential or commercial portal frames;								
.	the manufacture of doors and panels of refrigerated rooms;								
.	the manufacture of banisters, with or without glass, fences and railings in aluminum.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the cutting of glass;								
.	the manufacture of metal sheathing boards;								
.	the manufacture of sills, door frames or window frames made out of wood;								
.	the installation of canvas shelters or canopies.								
	This unit also refers to the manufacture of sealed glass units for integration in doors and windows when their manufacture takes place in the building where these doors and windows are manufactured.								
	This unit does not refer to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the installation referred to under units 80110, 80130, 80150 and 80160; . the manufacture of fabrics and sewing work; . the manufacture of outdoor metal siding; . the manufacture of ornamental iron products; . the manufacture in a foundry of products referred to under this unit; . the manufacture by extrusion of forms such as a extruded shapes. 								
36080	<p>Painting in the workshop of metal products; plating and heat treatment of metals in the workshop</p> <p>This unit refers to the following work when done in the workshop, elsewhere than on the work site or on the job:</p> <ul style="list-style-type: none"> . the application on metal products of dry or liquid paint by spraying or other processes, including painting by electrostatic process; . the coating and plating of metal products, including the plating of precious metals; . the heat treatment of metals and metal products. <p>This unit also refers to the following work when done in the workshop, elsewhere than on the work site or on the job:</p> <ul style="list-style-type: none"> . protective coating by using a metal spray gun; . the enameling of metal products; . the polishing of metal; 	3.63	3.38	0.3648	0.3367	0.3339	1.1540	1.1540	1.1540

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the sandblasting of metal; . the plating and heat treatment of airplane parts. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . vehicle body repair and painting work; . the application of rust-proofing and paint sealant to vehicles. <p>An employer who applies rubber coating to products in the workshop and applies coatings involving other materials to these products or other products in the workshop is classified in this unit for these activities.</p>								
36100	<p>Manufacturing farm machines and equipment; manufacturing heavy equipment; manufacturing trucks without the assembly of the power train; manufacturing trailers</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the manufacture of farm machines and equipment; . the manufacture of heavy equipment for construction, for mining, for petroleum and oil development, for logging and for road maintenance; . the manufacture and installation of trailer bodies, boxes, tanks or other equipment, without the assembly of the power train on vehicles such as: <ul style="list-style-type: none"> . garbage trucks; . dump trucks; . fire trucks; . commercial trucks; . ice melters and abrasive spreaders; . tanker trucks; 	2.66	2.44	0.2743	0.2956	0.2383	0.8132	0.8132	0.8132

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	tow trucks;								
.	armored cars;								
.	the manufacture of trailers such as:								
.	flatbed trailers whether covered or not;								
.	trailers for the transport of automobiles;								
.	dump trailers;								
.	tank trailers;								
.	utility trailers;								
.	deck platform semi-trailers.								
	This unit also refers to:								
.	the manufacture of non-domestic snow blowers;								
.	the manufacture of blades of graders and snow plows;								
.	the manufacture of buckets of mechanical shovels, loaders, backhoes;								
.	the manufacture of mechanized grapples and skidding scissors;								
.	the manufacture and repair of locomotives and freight cars;								
.	the adaptation of road vehicles for use on rails;								
.	the manufacture of off-road heavy vehicles;								
.	the manufacture of metal containers, including Roll-off systems;								
.	the manufacture of garbage compactors;								
.	the manufacture of aerial baskets, with or without the manufacture of baskets;								
.	the manufacture of stalls, cages and paddocks using tubular metal;								
.	the manufacture of forklifts;								
.	the adaptation of vehicles for handicapped persons;								
.	the conversion of buses or trucks;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the interior fitting of trucks and panel trucks.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of forks, picks and hitches for heavy equipment;								
.	the manufacture of farm ventilation systems.								
.	This unit does not refer to:								
.	the manufacture in a foundry of products referred to under this unit;								
.	the manufacture of farm buildings;								
.	the manufacture of wooden floors for trailers by an employer who does not manufacture trailers;								
.	the manufacture of reinforced plastic trailers;								
.	the manufacture of reinforced plastic baskets by an employer who does not manufacture the aerial basket;								
.	the rewinding of electric motors of locomotives;								
.	the manufacture of truck boxes made out of reinforced plastic;								
.	the manufacture of silos;								
.	the manufacture of wire mesh containers;								
.	the installation of interior fitting elements on light duty trucks done by a merchant.								
36110	Manufacturing boilers and metal tanks; manufacturing heavy industrial machines and equipment	2.06	1.86	0.2022	0.1975	0.1551	0.5989	0.5989	0.5989

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit refers to:								
	the manufacture of boilers and metal tanks.								
	This unit refers to the manufacture of the following heavy industrial machines and equipment:								
	industrial dust extractors, cyclones and heat exchangers;								
	machines and equipment for the paper industry;								
	machines and equipment for the sawmill industry;								
	machines and equipment for the mining industry;								
	machines and equipment for the primary iron industry.								
	This unit also refers to the manufacture of the following heavy machines and equipment:								
	industrial stacks made out of metal;								
	machines and industrial equipment for wastewater and drinking water treatment;								
	overhead cranes, hoists, monorails and winches;								
	bridge or mounted cranes;								
	turbines.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	the manufacture of industrial fans and centrifugal blowers;								
	the manufacture and assembly of industrial piping other than on the work site or on the job.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the manufacture of cast iron boilers; . the installation referred to under units 80080, 80140 and 80250; . the manufacture of products on the work site or on the job; . the manufacture in a foundry of products referred to under this unit. 								
36120	<p>Manufacturing heating, ventilation, air conditioning and refrigeration equipment; manufacturing home appliances; manufacturing or assembling electric lighting fittings; manufacturing pumps and compressors</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the manufacture of heating equipment, such as: <ul style="list-style-type: none"> . unit heaters; . solar energy heaters; . burners; . water heaters; . furnaces; . electric radiators; . heat pumps; . metal fireplaces; . wood stoves; . the manufacture of ventilation equipment, such as: <ul style="list-style-type: none"> . commercial and industrial exhaust fans; . household fans; 	1.38	1.20	0.1477	0.1351	0.1323	0.4226	0.4226	0.4226

Unit Number	Unit Title	General Rate			Special Rate			First-level experience ratio			Second-level experience ratio		
								2021	2022	2023	2020	2021	2022
.	air-air heat exchangers;												
.	air supply units;												
.	electronic filters;												
.	the manufacture of air conditioning equipment, such as:												
.	air conditioners;												
.	humidifiers;												
.	dehumidifiers;												
.	the manufacture of refrigeration equipment, such as:												
.	refrigerated counters and show cabinets;												
.	refrigeration equipment for coolers or refrigerated warehouses;												
.	the manufacture of home appliances, such as:												
.	refrigerators and freezers for the home;												
.	ranges for the home;												
.	dishwashers for the home;												
.	washers and dryers for the home;												
.	vacuum cleaners;												
.	suction hoods for the home;												
.	carpet cleaning machines;												
.	floor cleaning machines;												
.	the manufacture of electric lighting fittings, other than lamp poles for non-residential use;												
.	the assembly of electric lighting fittings, including electric and solar energy light poles;												
.	the manufacture of pumps and compressors.												
	This unit also refers to:												
.	the manufacture of automatic distributing machines;												
.	the manufacture of refrigerated fountains and water coolers;												

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of household drinking water treatment equipment;								
.	the manufacture or repair of automobile radiators when they are not disassembled or assembled on the vehicle by the same workers;								
.	the manufacture of sprayers;								
.	the manufacture of pressure washer equipment;								
.	the manufacture of tanning beds.								
	This unit does not refer to:								
.	the manufacture of equipment only requiring sheet metal work without the assembly of electrical or mechanical components, such as roof fans or chimney stacks;								
.	the manufacture of heavy industrial refrigeration equipment requiring the assembly of pipes;								
.	the manufacture in a foundry of products referred to under this unit;								
.	the manufacture of non-electric lighting fittings;								
.	glass work in the manufacture of electric lighting fittings;								
.	the moulding of metal in the manufacture of electric lighting fittings;								
.	the manufacture of lamp shades;								
.	the installation referred to under units 69960, 80030 to 80250;								
.	the manufacture of equipment for farm spraying or dusting;								
.	the manufacture of thermostats;								
.	the repair of radiators when the radiator is mounted on or removed from the vehicle by the workers of the employer.								
36130	Manufacturing commercial kitchen appliances and equipment;	1.39	1.21	0.1083	0.1370	0.1195	0.3769	0.3769	0.3769

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	manufacturing machines and equipment for the food, pharmaceutical and cosmetics industry; manufacturing machines and equipment for the maple growing industry; manufacturing machine-tools for working metal and woodworking; manufacturing machines and equipment for the rubber, plastic, furniture and lumber industry								
	This unit refers to:								
	the manufacture of commercial kitchen appliances and equipment, such as:								
	· cooking appliances, stoves and ovens;								
	· food warming appliances;								
	· dishwashers;								
	the manufacture of machines and equipment for the food industry, such as:								
	· bakery product machines and equipment;								
	· bottling machines and equipment;								
	· slaughterhouse machines and equipment;								
	· brewery machines and equipment;								
	the manufacture of machines and equipment for the pharmaceutical and cosmetics industry;								
	the manufacture of machines and equipment for the maple products industry;								
	the manufacture of machine tools for working metal or woodworking;								
	the manufacture of machines and equipment for the rubber, plastic, furniture or lumber industry.								
	This unit also refers to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
.	the manufacture of machines and equipment for mobile sawmills;						
.	the manufacture of assembly lines;						
.	the manufacture of packaging machines;						
.	the manufacture of mechanized hand tools;						
.	the manufacture of snow blowers for the home.						
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:						
.	the manufacture of dies;						
.	the manufacture and assembly of industrial piping elsewhere than on the work site or on the job;						
.	the manufacture of metal counters.						
.	This unit does not refer to:						
.	the manufacture of tanks;						
.	the installation referred to under units 80080 and 80250;						
.	the manufacture of products on the work site or on the job;						
.	the manufacture in the foundry of products referred to under this unit.						
36140	Manufacturing and refurbishing transformers; manufacturing electric motors, generators, alternators, generating sets; rewiring of electric motors, alternators and starters	1.53	1.34	0.0855	0.1005	0.0791	0.4198
	This unit refers to:						0.4198

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the manufacture and refurbishing of power, switchboard and voltage transformers;							
.	the manufacture of electric motors;							
.	the manufacture of generators;							
.	the manufacture of alternators;							
.	the manufacture of generating sets;							
.	the rewiring of electric motors, alternators and starters.							
.	This unit also refers to:							
.	the manufacture of high-power condensers;							
.	the manufacture of ignitions;							
.	the manufacture of starters;							
.	the manufacture of solenoids;							
.	the manufacture of bus-bars;							
.	the manufacture of accumulators and batteries.							
.	This unit does not refer to:							
.	the rewiring of electric motors, alternators and starters on the work site or on the job;							
.	the installation referred to under unit 80060.							
36150	Manufacturing computer hardware and peripherals, telephone and communication hardware, audio-video hardware, electric switching and connection devices, electric and electronic parts and components, control panels and electric and electronic measurement and control instruments panels	0.62	0.46	0.0394	0.0431	0.0400	0.1508	0.1508
.	This unit refers to:							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of computer hardware and peripherals, such as :								
.	computers;								
.	peripherals installed inside or outside the computer such as monitors, keyboards, mice, joysticks, storage devices, disk drives and printers;								
.	automatic bank tellers;								
.	sales terminals;								
.	bar code readers;								
.	data entry terminals;								
.	video lottery machines;								
.	the manufacture of telephone and communication hardware, such as :								
.	telephones;								
.	telephone consoles and exchanges;								
.	radio-broadcasting and television broadcasting hardware;								
.	traditional or wireless communication hardware and systems;								
.	alarm and intercom equipment;								
.	satellite communication hardware;								
.	telecommunication antennas;								
.	the manufacture of audio-video material, such as :								
.	speakers;								
.	amplifiers;								
.	televisions;								
.	the manufacture and assembly of electronic components, such as :								
.	connectors and other connection elements;								
.	the manufacture of chips and microprocessors;								
.	the manufacture of printed circuit laminates;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of printed circuit board assembly units;								
.	the manufacture of semiconductors;								
.	the manufacture of connection and switching equipment, such as :								
.	circuit breakers;								
.	switches;								
.	the manufacture of auxiliary electric parts and components for transformers and connection devices such as lightening arrestors, breakers, relays, electric fuses;								
.	the manufacture of application transformers;								
.	the manufacture of light and fluorescent ballasts;								
.	the manufacture of application condensers;								
.	the manufacture of electrical distribution devices, such as :								
.	electrical connectors;								
.	switches;								
.	toggles;								
.	the manufacture of electric light bulbs;								
.	the manufacture of sealed-beam automobile headlights and other lights for automobile vehicles;								
.	the manufacture of navigation and guidance instruments, such as :								
.	aerial navigation instruments;								
.	maritime navigation instruments;								
.	the manufacture of electric or electronic medical equipment;								
.	the manufacture of devices and hardware comprising electronic computers for integrated control and command purposes;								
.	the manufacture of industrial electronic components;								
.	the manufacture of control panels;								
.	the manufacture of industrial process automatization or robotization systems;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	the manufacture of analysis and measurement instruments and devices.								
	This unit also refers to:								
	the manufacture of battery chargers;								
	the assembly of traffic lights;								
	the manufacture of auditory prostheses;								
	the manufacture of optic fibre.								
	This unit does not refer to:								
	the installation referred to under units 69960 and 80030 to 80250;								
	the manufacture of machines, devices or equipment controlled by a device or system, the manufacturing of which is referred to under this unit;								
	the manufacture in the foundry of products referred to in this unit.								
36160	Manufacturing aircraft	1.07	0.90	0.0900	0.0833	0.0715	0.3223	0.3223	0.3223
	This unit refers to:								
	the manufacture of aircraft.								
	This unit also refers to:								
	the manufacture of the following parts for aircraft : ailerons, wings, landing gear, fuselage, gas turbines;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the manufacture and overhauling of aircraft engines; . major modifications to aircraft systems or equipment; . mechanical maintenance and refurbishing of aircraft when done by an employer other than an air carrier. 								
36170	Shipbuilding in a shipyard	3.81	3.56	0.3828	0.2401	0.2490	1.0638	1.0638	1.0638
	This unit refers to:								
	<ul style="list-style-type: none"> . the building, repairing, transforming and modifying in a shipyard of ships such as : dredge scows, commercial fishing boats, passenger lines, ferries, ice-breakers; . manufacturing parts of ships and barges in a shipyard; . the repair of ships such as : dredge scows, commercial fishing boats, liners, ferries, ice-breakers. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . vessel refitting and boiling out services in a shipyard; . the building, repairing, transformation and modification of drilling platforms. 								
36190	Manufacturing snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles and motorized golf carts; manufacturing scooters; manufacturing and refurbishing passenger coaches for rail and subway transportation	0.67	0.51	0.0503	0.0781	0.0657	0.2136	0.2136	0.2136
36200	Manufacturing buses, ambulances, trucks with the assembly of the	1.51	1.32	0.1700	0.1748	0.2044	0.4672	0.4672	0.4672

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	power train, travel trailers, camping trailers, caravans and motorized trailers							
	This unit refers to:							
	the manufacture of the following vehicles :							
	. buses and motor coaches;							
	. ambulances;							
	. trucks with assembly of the power train;							
	. the manufacture of travel trailers;							
	. the manufacture of camping trailers;							
	. the manufacture of caravans and motorized trailers.							
	This unit also refers to:							
	. the manufacture of extended body limousines;							
	. the manufacture of motor homes.							
36300	Manufacturing of pig iron or steel; manufacturing ferroalloys; rolling, extruding or hot drawing ferrous metals	1.51	1.32	0.1704	0.1455	0.1488	0.4519	0.4519
	This unit refers to:							
	. the manufacture of pig iron or steel by smelting iron ore or scrap metal;							
	. the manufacture of ferroalloys;							
	. the rolling or extruding of ferrous metals to manufacture simple forms such as sheets, plates, bars, rods or profiles;							
	. the hot drawing, through a die, of ferrous metals to manufacture drawing stock.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
363 10	This unit also refers to:								
	. forging using ferrous metals manufactured in the same building;								
	. the cold drawing, through a die, of ferrous metals manufactured in the same building;								
	. the manufacture of titanium slag;								
	. the manufacture of metallic powder;								
	. the manufacture of welding electrodes, welding wire or welding powder;								
	. the manufacture of silicon;								
	. the manufacture of products made from ferrous metal wire when drawing stock is manufactured in the same building;								
	. the manufacture of products made from ferrous metal rods manufactured in the same building.								
	Manufacturing or rolling of aluminum	1.19	1.01	0.1576	0.1642	0.1565	0.3929	0.3929	0.3929
	This unit refers to:								
	. the extraction of alumina from bauxite ore;								
	. the manufacture of aluminum through the electrolysis of alumina;								
	. the hot or cold rolling of aluminum to manufacture simple forms such as bars, sheets, plates or strips.								
	This unit also refers to:								
	. the recycling of aluminum slag and the remelting of ingots;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of magnesium from mineral compounds; the extrusion or the hot or cold drawing of aluminum or magnesium manufactured in the same building.								
.	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: the manufacture of non-ferrous metal alloys.								
36320	Refining of non-ferrous metals; rolling, extrusion or hot drawing of non-ferrous metals This unit refers to: the electrolytic refining of non-ferrous metals; the hot or cold rolling of non-ferrous metals to manufacture simple forms such as bars, sheets, plates or strips; the extrusion of simple forms in non-ferrous metals, such as rods, tubes or profiles; the hot drawing, through a die, of non-ferrous metals to manufacture drawing stock. This unit also refers to: the remelting of non-ferrous metal waste; the advanced refining of non-ferrous metals by distillation or zone melting; the manufacture of non-ferrous metal alloys; the forging of non-ferrous metals manufactured in the same building.	1.24	1.06	0.1001	0.1119	0.1294	0.3751	0.3751	0.3751

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the cold drawing, through a die, of non-ferrous metals manufactured or extruded in the same building;								
.	the aluminizing by co-extrusion of metal wires or cables;								
.	the cold drawing of aluminum tubes when the aluminum is not manufactured in the same building;								
.	the manufacture of non-ferrous metal products from drawing stock manufactured in the same building;								
.	the manufacture of products from non-ferrous metal rods manufactured in the same building.								
	This unit does not refer to:								
.	the activities referred to under unit 54260.								
36330	Ferrous metals casting	3.55	3.30	0.5056	0.4164	0.4092	1.0863	1.0863	1.0863
	This unit refers to:								
.	the manufacture by casting of cast iron, cast iron alloy, steel or steel alloy parts, including their machining and finishing.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the manufacture of models, moulds or dies;								
.	the manufacture of cores.								
	This unit does not refer to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
36350	<p>the manufacture by casting of parts using the cire perdue process.</p> <p>An employer who engages in the manufacture by casting of cast iron, cast iron alloy, steel or steel alloy parts and in an activity referred to under unit 36300 is classified in this unit for these activities.</p> <p>Casting of non-ferrous metals; manufacturing by casting of parts using the cire perdue process</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> the manufacture of non-ferrous metal parts by processes such as gravity die casting, die casting, sand casting or plaster mould casting, including their machining and finishing; the manufacture by casting of parts using the cire perdue process, including their finishing. <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> the manufacture of models, moulds or dies; the manufacture of cores. <p>An employer who engages, in the same building, in the manufacture by casting of non-ferrous metal parts and in an activity referred to under unit 36310 or unit 36320 is classified in this unit for these activities.</p>	1.98	1.78	0.2426	0.2896	0.1921	0.6451	0.6451
54010	Trading in or renting indoor or outdoor furniture for the home, the	1.67	1.48	0.1632	0.1422	0.1283	0.5857	0.5857

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	office, or commercial, industrial or institutional establishments; trading in antique furniture; trading in or renting big home appliances; trading in, renting or repairing audio and video equipment; repairing small or big home appliances								
	This unit refers to:								
	. the trade in or rental of indoor or outdoor furniture for the home, the office or commercial, industrial or institutional establishments;								
	. the trade in antique furniture;								
	. the trade in or rental of big home appliances, such as :								
	. freezers;								
	. stoves;								
	. dishwashers;								
	. washers and dryers;								
	. refrigerators;								
	. the trade in, rental or repair of audio and video equipment;								
	. the repair of small or big home appliances.								
	This unit also refers to:								
	. the trade in, rental or repair of stage lighting and public address equipment;								
	. the trade in, rental or repair of vending machines offering food products, toys or cigarettes;								
	. the trade in, rental or repair of can or bottle recycling machines;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the trade in refrigerated cabinets or counters;								
.	the trade in coffins or urns;								
.	the trade in, rental or repair of arcade games;								
.	the repair of video lottery terminals;								
.	the trade in parabolic antennas;								
.	the rental of exhibition stands;								
.	the trade in or repair of commercial kitchen machines and equipment, such as :								
.	cooking appliances, stoves and ovens;								
.	appliances for reheating food;								
.	dishwashers;								
.	the trade in or rental of automatic bank tellers;								
.	the repair or maintenance of systems, other than central refrigeration or air conditioning systems.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of trading or renting activities referred to under this unit:								
.	the trade in or rental of interior decorating accessories, vacuum cleaners, small household appliances, floor covering, lighting fixtures or air conditioners;								
.	the trade in antiques;								
.	the trade in compact discs, software or DVDs;								
.	the trade in commercial cooking accessories, such as :								
.	dishware;								
.	cookware;								
.	utensils.								

This unit does not refer to:

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	<ul style="list-style-type: none"> the restoration of furniture, such as : <ul style="list-style-type: none"> stripping; upholstering; painting, staining or varnishing; the installation of parabolic antennas; the installation of products sold or rented when referred to in units 80030 to 80250; the installation of audio or video systems for automobile vehicles. 								
	An employer who sells or rents in the same building a product referred to under this unit and a product referred to under unit 54020 is classified in this unit for these activities.								
54020	<p>Trading in or renting office machines and equipment; trading in small home appliances; trading in, renting or repairing computer equipment and peripherals; trading in or renting electric or electronic medical or laboratory equipment; trading in medical, dental or surgical instruments or supplies; trading in or renting telephone or communication equipment; trading in, renting or repairing photographic material and equipment; photography service; film development and printing service</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> the trade in or rental of office machines and equipment, such as : <ul style="list-style-type: none"> photocopiers; fax machines; calculators; 	0.77	0.61	0.0365	0.0445	0.0345	0.2068	0.2068	0.2068

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the trade in small home appliances, such as :							
.	kettles;							
.	percolators;							
.	toasters;							
.	food processors;							
.	microwave ovens;							
.	the trade in, rental or repair of computer hardware and peripherals, such as :							
.	computers;							
.	peripherals installed inside or outside the computer such as monitors, keyboards, mice, joysticks, storage devices, disc drives or printers;							
.	sales terminals;							
.	bar code readers;							
.	data entry terminals;							
.	the trade in or rental of electric or electronic medical or laboratory equipment, such as :							
.	devices to measure blood pressure;							
.	electrocardiographs;							
.	microscopes;							
.	the trade in medical, dental or surgical instruments or supplies, such as :							
.	scalpels;							
.	stethoscopes;							
.	the trade in or rental of telephone or communication equipment, such as :							
.	telephones;							
.	regular or cordless communication equipment and systems;							
.	two-way communication systems;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the trade in, rental or repair of photographic material and equipment, such as :								
.	cameras;								
.	lenses;								
.	film rolls;								
.	tripods;								
.	photography service;								
.	film development and printing service.								
	This unit also refers to:								
.	the trade in, rental or repair of sewing machines;								
.	the trade in personal care equipment, such as :								
.	curling irons;								
.	razors;								
.	hair dryers;								
.	the trade in lighting fixtures, such as :								
.	lamps;								
.	lights;								
.	the trade in video game consoles;								
.	the trade in alarm systems without installation;								
.	the trade in or rental of water coolers;								
.	the trade in or rental of domestic equipment used to treat drinking water;								
.	the rental of medical oxygen equipment;								
.	the trade in equipment for making beverages at home such as:								
.	juice;								
.	wine;								
.	beer.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the trade in compact discs, software or DVDs;								
.	the trade in office supplies, such as :								
.	paper;								
.	cash register rolls;								
.	pencils;								
.	the repair of office machines and equipment;								
.	the trade in vacuum cleaners;								
.	the trade in orthoses;								
.	the trade in parabolic antennas;								
.	the assembly of computers;								
.	the repair of small household appliances or personal care equipment;								
.	the trade in lighting supplies, such as :								
.	bulbs;								
.	fluorescent lights;								
.	the repair of lighting fixtures;								
.	the trade in video game supplies, such as :								
.	joysticks;								
.	cables;								
.	memory cards;								
.	the repair of video game consoles;								
.	the repair of water coolers or domestic equipment to treat drinking water;								
.	the trade in concentrates for making beverages at home;								
.	the trade in water.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit does not refer to:								
	the installation of parabolic antennas;								
	the installation of products sold or rented when it is referred to in units 80030 to 80250;								
	the laminating of photographs;								
	the installation of communication systems for automobile vehicles.								
54030	Trading in floor coverings; trading in fabrics; trading in notions; trading in decorating and furniture accessories made of textile; trading in blinds; trading in paint and wallpaper; trading in wrapping supplies made of paper, plastic, paperboard or polystyrene; trading in disposable dishware and utensils made of paper, plastic, paperboard or polystyrene; trading in plastic films and sheets; trading in sanitary supplies; trading in maintenance or cleaning products	1.31	1.13	0.1177	0.0939	0.0960	0.4113	0.4113	0.4113
	This unit refers to:								
	the trade in floor coverings, such as :								
	slate;								
	ceramics;								
	vinyl tiles and linoleum;								
	marble;								
	parquetty;								
	hardwood flooring;								
	carpeting;								
	the trade in fabrics;								
	the trade in notions, such as :								
	staples;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
.	needles;						
.	buttons;						
.	zippers;						
.	patterns;						
.	the trade in decorating and furniture accessories made of textile, such as :						
.	pillows;						
.	drapes;						
.	bedding;						
.	curtains;						
.	towels;						
.	the trade in blinds;						
.	the trade in paint or wallpaper;						
.	the trade in wrapping supplies made of paper, plastic, paperboard or polystyrene, such as :						
.	boxes or containers;						
.	bags;						
.	the trade in disposable dishware or utensils made of paper, plastic, cardboard or polystyrene;						
.	the trade in plastic film and sheets;						
.	the trade in sanitary supplies, such as :						
.	toilet paper;						
.	paper towels;						
.	the trade in maintenance or cleaning products, such as :						
.	soaps or detergents;						
.	waxes;						
.	disinfectants.						

This unit also refers to:

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the trade in windowpanes or mirrors;								
.	store window decoration service;								
.	the trade in or rental of vacuum cleaners, polishing machines or machines to wash floors or carpets;								
.	the trade in cleaning products for vehicles, such as :								
.	waxes;								
.	soaps;								
.	the trade in manual wrapping equipment;								
.	the trade in cleaning articles, such as :								
.	brooms;								
.	mops;								
.	feather dusters;								
.	dish mops.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the trade in interior decorating accessories, such as :								
.	lighting fixtures;								
.	knick-knacks;								
.	bathroom accessories;								
.	the trade in hand soap;								
.	the trade in adhesive tape for packaging;								
.	the repair of vacuum cleaners, polishing machines or machines for washing floors or carpets;								
.	interior decorating design service.								
	This unit does not refer to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the manufacture of blinds; . the transformation and finishing of glass; . the installation when it is referred to in units 80030 to 80250; . the trade in machines and equipment for packaging and bottling; . the trade in body hygiene and care products; . the recycling, sorting and resale of cardboard. 								
54040	Trading in clothing or clothing accessories; trading in shoes; trading in luggage or leathercraft	0.88	0.71	0.0614	0.0649	0.0628	0.2755	0.2755	0.2755
	This unit refers to:								
	<ul style="list-style-type: none"> . the trade in clothing or clothing accessories; . the trade in shoes; . the trade in luggage and leathercraft. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . the trade in sports apparel and shoes, such as : <ul style="list-style-type: none"> . bathing suits; . figure skating outfits; . hockey sweaters; . ballet shoes; . ceremonial ware and costume rental service; . storage service for clothing and clothing accessories made of fur; . the trade in wigs or hairpieces. 								
	This unit also refers to the following activities when done by the								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· adjustments and minor repairs to clothing;								
	· printing by transfer or using specialized printers;								
	· trading in jewellery.								
	This unit does not refer to:								
	· the making of clothing samples.								
54050	Department stores; retailing supplies for the home and for automobiles; one-price stores	1.57	1.38	0.1957	0.1997	0.1717	0.5653	0.5653	0.5653
	This unit refers to:								
	· department stores or fixed auction sites engaging under one roof in the trade in a variety of merchandise, such as :								
	· furniture, electric appliances or audio and video equipment;								
	· dishware, glassware or cutlery;								
	· clothing or shoes;								
	· books, office supplies, gift wrapping supplies or greeting cards;								
	· seasonal articles or tools;								
	· games or toys;								
	· food stuffs;								
	· make-up or perfume;								
	· the retailing of supplies for the home and for automobiles in								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
	the same building, such as :						
	· small electrical appliances or audio and video equipment;						
	· dishware, glassware or cutlery;						
	· sports or gardening articles;						
	· seasonal articles or tools;						
	· parts, supplies and accessories for automobiles;						
	· one-price stores engaging under one roof in the trade in a variety of low-cost merchandise, such as :						
	· dishware, glassware and cutlery;						
	· games, toys or handicraft supplies;						
	· office supplies, gift wrapping supplies or greeting cards;						
	· seasonal articles;						
	· food stuffs.						
	This unit also refers to :						
	· the retail trade in food, equipment or supplies for pets such as dogs, cats or budgies;						
	· the placing of merchandise on shelves;						
	· the operation of stands or squad services for promotional activities such as :						
	· the tasting of food products;						
	· the distribution of samples, posters or documents;						
	· the demonstration of products;						
	· the trade in a varied range of promotional items, such as :						
	· agendas;						
	· calendars;						
	· clothing;						
	· key-rings;						
	· cups.						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> . the trade in trees, bushes, plants or flowers. <p>Retail trade refers to mainly selling goods to consumers for personal or home use.</p> <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . a photography service or a film printing and development service; . pet grooming or boarding services; . the activities referred to in unit 54350; . the retailing of gasoline or diesel fuel; . the cutting, making, preparation or processing of food stuffs intended for sale. <p>This unit also refers to the printing by transfer or by using specialized printers when it is done by workers of an employer as part of the carrying out by this employer of the trade in a variety of promotional items.</p>	0.94	0.77	0.0628	0.0595	0.0383	0.2900	0.2900	0.2900
54060	Trading in dishes, pottery, knick-knacks, glassware, cutlery, utensils or cookware; trading in or lending of games or toys; trading in or repairing jewellery; operating a jewellery store; trading in posters, paintings, frames or materials for artists; framing service for canvasses, documents or posters; trading in records, cassettes, compact discs,								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2023	2020
	DVDs or software; operating a video club; trading in or distribution of documents; trading in office supplies, gift-wrapping supplies or greeting cards						
	This unit refers to:						
	· the trade in dishes, pottery, knick-knacks, cutlery, utensils or cookware;						
	· the trade in or lending of games or toys;						
	· the trade in or repair of jewellery;						
	· the operation of a jewellery store;						
	· the trade in posters, paintings, frames or materials for artists, such as :						
	· brushes;						
	· canvasses;						
	· tubes of paint;						
	· framing service for canvasses, documents or posters;						
	· the trade in records, cassettes, compact discs, DVDs or computer software;						
	· the operation of a video club;						
	· the trade in or the distribution of documents such as books, newspapers, magazines or advertising pamphlets;						
	· the trade in office supplies, gift-wrapping supplies or greeting cards.						
	This unit also refers to:						
	· the assembly, setting or engraving of jewels;						
	· the trade in watches or clocks;						
	· the trade in eye glasses;						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the trade in small collector's items, such as:							
.	stamps;							
.	currencies;							
.	figurines;							
.	cards;							
.	art galleries;							
.	the trade in handicrafts or souvenirs;							
.	the trade in religious articles, such as :							
.	medals;							
.	statuettes;							
.	rosary beads;							
.	the trade in candles and candlesticks;							
.	the trade in erotic articles and clothing;							
.	the trade in lottery tickets;							
.	the trade in trophies and commemorative plaques.							
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							
.	the repair of watches or clocks;							
.	laminating service.							
	This unit also refers to the manufacture of jewellery when done by the workers of an employer as part of the operation of a jewellery store. This unit does not refer to:							
.	the trade in eye glasses done by a dispensing optician or optometrist;							
.	the manufacture of mouldings for frames.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
54070	Trading, in the same building, in a variety of products mainly intended for construction, renovation and decoration; trading in wood; trading in building materials; trading in prefabricated joinery; trading in fences or balustrades; trading in doors, windows or outdoor siding; trading in kitchen or bathroom cabinets or counters; trading in trees, shrubs, plants or flowers, including flower shops; trading in grave monuments	1.98	1.77	0.2217	0.2145	0.1771	0.6980	0.6980	0.6980
	This unit refers to:								
	the trade, in the same building, in a variety of products mainly intended for construction, renovation and decoration, such as :								
	· wood or other building materials;								
	· electrical supplies;								
	· tools;								
	· paint and wallpaper;								
	· plumbing;								
	· doors and windows;								
	· hardware articles;								
	· floor covering;								
	· sanitary fixtures;								
	· heating and air conditioning equipment;								
	the trade in wood, such as :								
	· rough or planed timber;								
	· plywood;								
	· wood or wood fibre panels;								
	the trade in building materials, such as :								
	· bricks;								
	· flagstones;								
	· gravel;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
.	insulation;						
.	pipes;						
.	the trade in prefabricated joinery, such as :						
.	stairways;						
.	handrails;						
.	mouldings;						
.	the trade in fences or balustrades;						
.	the trade in doors, windows or exterior siding;						
.	the trade in kitchen or bathroom cabinets or counters;						
.	the trade in trees, shrubs, plants or flowers, including florists;						
.	the trade in grave monuments.						
	This unit also refers to:						
.	the engraving of grave monuments;						
.	the trade in fountains and statues;						
.	the trade in or rental of wood pallets;						
.	the manufacture of floral or plant arrangements.						
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:						
.	the rental of tools;						
.	the trade in gardening supplies, such as :						
.	fertilizer;						
.	seeds;						
.	herbicides;						
.	shovels;						
.	rakes;						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . pruning shears; . interior decorating design service. 								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . the trade in shreds, chips or sawdust; . the installation of products sold when it is referred to in units 80030 to 80250; . landscaping work; . the repair of wood pallets. 								
	The employer who engages both in the trade of trees, shrubs, plants or flowers, including florists, and in the trade in gift articles referred to in unit 54060 is classified in this unit for these activities.								
54080	Trading, renting or repairing snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles, motorized golf carts or scooters; trading or renting travel trailers, camping trailers, park trailers, worksite trailers, fifth wheel trailers or camper bodies; trading, renting or doing mechanical repairs on boats with a motor; trading, renting or repairing machines and equipment for outdoor household maintenance work or landscaping work; trading, renting or repairing power tools; rental centre offering machines and equipment for outdoor household maintenance work or landscaping work or tools	1.57	1.38	0.0821	0.1256	0.0953	0.3841	0.3841	0.3841
	This unit refers to:								
	<ul style="list-style-type: none"> . the trade in, rental or repair of snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles, motorized golf carts or scooters; 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the trade in or rental of travel trailers, camping trailers, park trailers, worksite trailers, fifth wheel trailers or camper bodies;							
.	the trade in, rental or mechanical repairs to boats with a motor, such as :							
.	yachts;							
.	pleasure pontoons;							
.	the trade in, rental or repair of machines and equipment for outdoor household maintenance work or landscaping work, such as :							
.	cultivators;							
.	roto spaders;							
.	chainsaws;							
.	snowblowers;							
.	hedge trimmers or edge trimmers;							
.	garden tractors or lawnmowers;							
.	the trade in, rental or repair of power tools, such as :							
.	drills;							
.	sanders;							
.	saws;							
.	sharpeners;							
.	drill presses;							
.	table saws;							
.	the rental of a variety of machines and equipment for outdoor home maintenance work or landscaping work or tools.							

This unit also refers to:

- . the trade in, rental or repair of outboard motors;
- . the trade in or rental of sailboats;

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	a rental centre for a variety of articles or equipment for receptions and celebrations, such as : <ul style="list-style-type: none"> . tents or big tops; . tables or chairs; . lighting systems or audio and video equipment; . dishware, glassware or cutlery; . kitchen equipment; 								
.	the rental of tents or big tops;								
.	the trade in, rental or installation of temporary wood garages;								
.	the trade in or rental of equipment and material for traffic safety, such as : <ul style="list-style-type: none"> . road signs; . cones; . safety barriers; 								
.	the trade in, rental or installation of canvas shelters or canopies.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: <ul style="list-style-type: none"> . the trade in or rental of non-motorized boats, such as : <ul style="list-style-type: none"> . kayaks; . canoes; . pedalos; . sailboards; . the trade in or rental of boat accessories; . the trade in utility trailers; . the mechanical repair of sailboats; . the repair of caravans, camping trailers, park trailers, building 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	site trailers, fifth wheel trailers or camper bodies;								
.	the trade in propane gas;								
.	the trade in accessories for power tools, such as :								
.	grindstones;								
.	abrasives;								
.	blades;								
.	drill bits.								
	<p>This unit also refers to the rental of the following equipment when it is done by the workers of an employer as part of the activity of renting a variety of machines and equipment for outdoor household maintenance work or landscaping or tools:</p>								
.	welding equipment;								
.	generators or compressors;								
.	tow-hoes;								
.	scaffolding;								
.	mobile elevating platforms.								
	<p>This unit does not refer to:</p>								
.	the installation of scaffolding or big tops;								
.	the rental of motor boats or sailboats with the services of a captain;								
.	the rental of snowmobiles, personal watercraft, recreational all-terrain vehicles, motorcycles or non-motorized boats with a guide service;								
.	the operation of a trailer park;								
.	the installation of road safety equipment or material.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
54090	Trading in connection or communication devices, electric or electronic parts or components; trading in measurement, calibration or control instruments; trading in sanitary appliances; trading in heating equipment; trading in woodstoves or prefabricated fireplaces; trading in air conditioning equipment	0.72	0.55	0.0695	0.0499	0.0469	0.1970	0.1970	0.1970
	This unit refers to:								
	the trade in connection or communication devices, electric or electronic parts or components, such as :								
	switches;								
	chips or microprocessors;								
	printed circuit boards;								
	connectors or other connection elements;								
	semi-conductors;								
	electric fuses;								
	breakers;								
	electric light bulbs;								
	the trade in measurement, calibration or control instruments, such as :								
	water metres;								
	gages;								
	thermostats;								
	the trade in sanitary appliances, such as :								
	bathtubs;								
	toilet bowls and tanks;								
	sinks;								
	urinals;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the trade in heating equipment, such as : . space-heaters; . furnaces; . heat pumps; . electric baseboards; . the trade in woodstoves or prefabricated fireplaces; . the trade in air conditioning equipment, such as : . air conditioners; . dehumidifiers; . humidifiers.								
	This unit also refers to:								
.	the trade in hardware articles, such as : . bolts; . hinges; . nails; . nuts; . rivets; . screws; . the trade in safes; . the trade in household ventilation equipment, such as : . air supply units, . air-air heat exchangers.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the installation, repair or maintenance of heating or air								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	conditioning equipment; the trade in plumbing supplies.								
	This unit does not refer to:								
	the maintenance of measurement, calibration or control instruments;								
	the installation, repair or maintenance of the products sold when referred to in units 80110, 80170 to 80200 and 80250;								
	work related to plumbing, pipefitting and boiler-making;								
	the trade in safety locks.								
54100	Trading in or renting of sporting goods or equipment; trading in or renting musical instruments and accessories; trading in pools or spas; trading, renting or repairing bicycles	0.78	0.61	0.0594	0.0672	0.0802	0.2165	0.2165	0.2165
	This unit refers to:								
	the trade in or rental of articles or equipment for sports, such as :								
	· skiing;								
	· fishing;								
	· golf;								
	· racket sports;								
	· diving;								
	· bowling;								
	· hockey;								
	the trade in or rental of music instruments and accessories;								
	the trade in pools or spas;								
	the trade in, rental or repair of bicycles.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to:								
	the trade in or rental of physical fitness equipment, such as :								
	. exercise equipment;								
	. weight-lifting equipment;								
	the trade in or rental of equipment for shooting, such as :								
	. firearms;								
	. bows;								
	. crossbows;								
	. ammunition;								
	. arrows;								
	. targets;								
	the trade in or rental of equipment for camping or the outdoors, such as :								
	. tents;								
	. sleeping bags;								
	. portable stoves;								
	. mess-kits;								
	. air mattresses;								
	the trade in game tables and accessories, such as :								
	. billiards;								
	. table hockey;								
	. ping-pong;								
	the repair and adjustment of musical instruments;								
	the trade in equipment for playgrounds, such as :								
	. swings;								
	. slides;								
	. monkey bars;								
	the trade in or rental of non-motorized boats, such as :								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	kayaks;							
.	canoes;							
.	pedalos;							
.	sailboards;							
.	the trade in or rental of boat accessories, such as :							
.	paddles;							
.	life jackets;							
.	the sharpening of skis or skates;							
.	the operation of a pawnbrokerage business.							
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							
.	the repair of sporting goods and equipment;							
.	the trade in outdoor furniture;							
.	the filling of compressed air bottles;							
.	the opening, closing and cleaning of pools or spas;							
.	the trade in, rental or installation of canvas shelters or canopies;							
.	the trade in cassettes, compact discs or DVDs;							
.	the trade in pool and spa accessories or maintenance products.							
	This unit does not refer to:							
.	the installation, construction or repair of pools and spas;							
.	the installation of the products sold or rented when they are referred to in units 80030 to 80250;							
.	the repair of church organs.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
54210	<p>An employer who engages both in the trade in or rental of sporting, camping, outdoor or bicycling articles or equipment and in the trade in sporting, camping, outdoor or bicycling clothing or shoes is classified in this unit for these activities.</p> <p>Trading in metals or alloys in primary or laminated forms; operating a metal or alloy cutting workshop</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the trade in metals or alloys in primary or laminated forms, such as : <ul style="list-style-type: none"> . pig; . ingots; . billets; . sheets; . the operating of a metal or alloy cutting workshop. <p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of the trade in metals or alloys:</p> <ul style="list-style-type: none"> . the cutting of metals or alloys. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the operation of a welding workshop; 	2.44	2.22	0.2324	0.2171	0.1891	0.8746	0.8746	0.8746

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the manufacture of reinforcement mesh; . the operation of a scrapping workshop; . the manufacture of metal framing members. 								
	An employer who cuts both metal sheets referred to in unit 36050 and other primary or laminated forms of metal or alloy is classified in this unit for these activities.								
54220	<ul style="list-style-type: none"> Trading in, renting or repairing farm tractors; trading in, renting or repairing farm equipment for working the land and crops; trading in, renting or repairing heavy equipment for construction, mining, oil or gas development, logging or road maintenance; trading in, renting or repairing forklifts; trading in, renting or repairing mobile lifting devices <p>This unit refers to:</p> <ul style="list-style-type: none"> . the trade in, rental or repair of farm tractors; . the trade in, rental or repair of farm machines and equipment for working the land and crops, such as : <ul style="list-style-type: none"> . seed drills; . crop sprayers; . combine reaper-threshers; . planting machines; . reaping machines; . baling machines; . the trade in, rental or repair of heavy equipment for construction, mining, oil and gas development, logging, or road maintenance, such as : <ul style="list-style-type: none"> . excavators; . loaders; 	2.03	1.82	0.1691	0.1554	0.1284	0.5801	0.5801	0.5801

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	graders;							
.	off-road heavy trucks;							
.	vibrating steel-wheeled rollers;							
.	street sweepers;							
.	the trade in, rental or repair of forklifts;							
.	the trade in, rental or repair of mobile lifting devices, such as :							
.	aerial baskets;							
.	mobile elevating platforms.							
.	This unit also refers to :							
.	the rental of scaffolding or bleachers;							
.	the trade in or rental of equipment that can be attached to farm tractors, heavy equipment, forklifts or mobile lifting devices, such as :							
.	buckets;							
.	mechanized grapples or scissors;							
.	non-domestic snowblowers;							
.	grader or snow plow blades;							
.	the trade in parts for farm tractors, heavy equipment, forklifts or mobile lifting devices;							
.	the trade in or rental of locomotives or freight cars;							
.	the trade in or rental of containers.							
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							
.	the trade in, rental or repair of household machines and equipment used for maintenance or landscaping work, such as :							
.	rotary cultivators;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	roto spaders;								
.	chainsaws;								
.	snowblowers;								
.	hedge trimmers or edge trimmers;								
.	lawn tractors;								
.	the rental of tools;								
.	the trade in or rental of trailers;								
.	the trade in hoists or shelves;								
.	the repair of containers;								
.	the trade in or rental of wood pallets.								
	This unit does not refer to:								
.	the installation of scaffolding or bleachers;								
.	the rental, with an operator, of farm tractors, heavy equipment, forklifts or mobile lifting devices;								
.	the rental, with installation, of stationary cranes;								
.	the operation of a mobile welding unit;								
.	the repair of locomotives or freight cars;								
.	the repair of wood pallets;								
.	the operation of a body shop.								
	An employer who performs in the same building an activity referred to under this unit and an activity referred to in unit 54080 is classified in this unit for these activities.								
54230	Trading in or renting heavy industrial machines and equipment; trading in or renting machines and equipment for the manufacturing industry; trading in or renting farm machines and equipment other than for working the land or crops; trading in or renting stationary lifting or	0.80	0.64	0.0583	0.0793	0.0590	0.2155	0.2155	0.2155

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	handling equipment								
	This unit refers to:								
	the trade in or rental of the following heavy industrial machines and equipment :								
	· industrial dust extractors, cyclones or heat exchangers;								
	· machines and equipment for the paper industry;								
	· machines and equipment for the sawmill industry;								
	· machines and equipment for the mining industry;								
	· machines and equipment for the primary metallurgy industry;								
	the trade in or rental of machines and equipment for the manufacturing industry, such as :								
	· machines and equipment for bakeries and pastry-makers;								
	· machines and equipment for bottling or packaging;								
	· slaughterhouse machines and equipment;								
	· brewery machines and equipment;								
	· machines and equipment for the pharmaceutical and cosmetics industry;								
	· machines-tools for working metal or wood;								
	· machines and equipment for the rubber, plastics, furniture or machined lumber industry;								
	· machines and equipment for mobile sawmills;								
	the trade in or rental of farm machines and equipment other than for working the land and crops, such as :								
	· cow ties;								
	· grain silos;								
	· maple product equipment;								
	· equipment for dairy, hog, poultry or cattle production;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the trade in or rental of stationary lifting or handling equipment, such as :								
.	conveyors;								
.	hoists;								
.	pulleys;								
.	conveyor parts or bells.								
.	This unit also refers to :								
.	the trade in or rental of compressors;								
.	the trade in or rental of industrial machines and equipment for the treatment of wastewater and drinking water;								
.	the trade in equipment for mechanical or bodywork repairs, such as :								
.	tire machines;								
.	machines for aligning or balancing tires;								
.	lifts;								
.	the trade in fuel tanks or pumps;								
.	the trade in pressure washer equipment;								
.	the trade in industrial or commercial scales;								
.	the trade in or rental of pumps, such as :								
.	water pumps;								
.	swimming pool pumps;								
.	sewer pumps;								
.	industrial pumps;								
.	the trade in equipment for greenhouse or hydroponic operations;								
.	the trade in or rental of :								
.	motor-generator sets;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio		
				2021	2022	2020	2021	2022
	<ul style="list-style-type: none"> . transformers; . electricity generators; . electric or diesel motors; . the trade in or rental of industrial ovens, furnaces or heat chambers; . the trade in or rental of welding equipment or devices without the trade in the related gases. 							
	<p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> . the trade in or rental of tools; . the trade in parts intended for machines and equipment referred to under this unit; . repairs when done elsewhere that on the worksite or on the job, 							
	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the construction of grain silos or greenhouses; . the refurbishing of electric or diesel motors; . repairs to a pump when the employer also rewires the motor of said pump; . the rewiring of electric motors. 							
	<p>This unit does not refer to the installation, maintenance and repair of machines and equipment referred to in units 69960 or 80030 to 80250.</p>							
54240	Trading in fuel oil, propane gas, lubricating oils and greases or butane; trading in chemical products; trading in or maintaining fire	1.71	1.52	0.1388	0.1348	0.1194	0.5024	0.5024

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	extinguishers								
	This unit refers to:								
	the trade in :								
	fuel oil;								
	propane gas;								
	lubricating oils and greases;								
	butane;								
	the trade in chemical products, such as :								
	acetylene;								
	oxygen;								
	the trade in or maintenance of fire extinguishers.								
	This unit also refers to:								
	the trade in gasoline or diesel fuel when not done at the pump;								
	the trade in or rental of welding equipment or devices with the trade in related gases;								
	the trade in dyes, colorants or inks;								
	the trade in chemical preparations for the manufacturing industry;								
	the trade in explosives;								
	the trade in pyrotechnical devices such as signal flares or fireworks.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the trade in, rental, maintenance or installation of equipment, such as : burners; furnaces or floor furnaces; barbecues or ranges; water heaters or heat pumps; tanks or bottles; the trade in fire protection equipment, such as : emergency light fixtures; hoses; alarms; the bottling of sold products.							
.	An employer who engages both in the trade in pyrotechnical devices or explosives and in the presentation of pyrotechnical shows is classified in this unit for these activities.							
.	This unit does not refer to: chimney sweeping service; the trade in maintenance or cleaning products; the trade in pest control products; work related to pipefitting, plumbing, sheet metal work, electricity or electronics; the installation of underground tanks; the trade in coating products.							
54250	Trading in food for farm animals; trading in seeds, seeds for sowing or mixed or unmixed cereal crops; trading in pest control products; trading in domestic animals; pet grooming service	1.59	1.40	0.1226	0.1164	0.1229	0.5217	0.5217

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit refers to:								
	the trade in food for farm animals such as cattle, hogs, horses or poultry;								
	the trade in seeds, seeds for sowing or mixed or unmixed cereals, such as :								
	wheat;								
	corn;								
	barley;								
	beans or dried peas;								
	the trade in pest control products, such as :								
	insecticides;								
	rat poison;								
	pesticides;								
	fungicides;								
	the trade in domestic animals;								
	domestic animals grooming service.								
	This unit also refers to:								
	grain elevator service;								
	the trade in shreds, chips or sawdust;								
	shred, chip or sawdust bagging service;								
	the trade in fertilizers;								
	the wholesale trade in food, equipment or supplies for pets;								
	the trade in potting soil.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	activities referred to under this unit:								
	· the trade in body hygiene and care products for animal use;								
	· the pressing of shreds, chips or sawdust;								
	· the sifting of seeds;								
	· pet boarding service.								
	Wholesale trade refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.								
	This unit does not refer to:								
	· the mixing or treatment of grains.								
	An employer who engages, in the same building, in the trade in food for farm animals and in the retail trade in food or equipment and supplies for pets is classified in this unit for these activities.								
	An employer who engages, in the same building, in the retail trade in food or equipment and supplies for pets and in the trade in pets is classified in this unit for these activities.								
54260	Recycling of materials or objects	4.28	4.01	0.3804	0.3384	0.2874	1.2938	1.2938	1.2938
	This unit refers to:								
	· the recycling, the sorting, cleaning or washing, the shredding, crushing, the bundling or the granulation of recyclable materials or objects, such as :								
	· clothing or textiles;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	glass;							
.	tires;							
.	plastic;							
.	paper;							
.	cardboard;							
.	metal;							
.	rubber;							
.	This unit also refers to:							
.	the demolition by crushing of automobile vehicles;							
.	the removal or transportation of recyclable materials or objects when done by the workers of an employer as part of the carrying out by this employer of the recycling of recyclable materials or objects. This unit then refers to the rental of the related containers.							
.	An employer who engages both in the recycling of clothing or textile materials and in the manufacture of diapers or cloths made of fabric is classified in this unit for these activities.							
.	This unit does not refer to:							
.	the demolition or the stripping referred to in units 80080 to 80110;							
.	recycling with the trade in automobile parts or accessories;							
.	the trade in clothing;							
.	the collection for reconditioning and resale of objects, such as :							
.	furniture;							
.	household appliances;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	· sporting goods.								
54320	Trading in new or used automobile vehicles; trading in new or used caravans or motorized trailers; renting automobile vehicles; renting caravans or motorized trailers; trading in or renting trailers	1.19	1.01	0.0787	0.0879	0.0802	0.3121	0.3121	0.3121
	This unit refers to:								
	· the trade in new or used automobiles, trucks, buses or coaches;								
	· the trade in new or used caravans or motorized trailers;								
	· the rental of automobiles, trucks, buses or coaches;								
	· the rental of caravans or motorized trailers;								
	· the trade in or rental of trailers, such as :								
	· flatbed trailers whether covered or not;								
	· trailers for the transport of automobiles;								
	· dump trailers;								
	· tank trailers;								
	· low-bed semi-trailers;								
	· utility trailers.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of the activities referred to under this unit:								
	· the trade in tourism trailers, camping trailers, park trailers, building site trailers, fifth wheel trailers or camper bodies.								
	This unit does not refer to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	the activities referred to in units 54340, 54350 and 54360.								
	An employer who performs both an activity referred to under this unit and the hand washing or cleaning of automobile vehicles, caravans or motorized trailers is classified in this unit for all of these activities.								
	An employer who performs both an activity referred to under this unit and activities referred to under units 54340, 54350 or 54360 can be classified in this unit if at least one of his workers only performs tasks related to the activities referred to under this unit.								
54330	Trading, with installation or repair on automobile vehicles, of windows, tinted glass, audio or video systems, theft-security systems, electronic engine immobilizers, cruise controls, remote starters, sun roofs, air conditioning systems or vehicle management systems; operating a workshop to apply rust-proofing or paint sealant for automobiles; hand washing or cleaning service for automobile vehicles	2.04	1.84	0.1401	0.1413	0.1100	0.6532	0.6532	0.6532
	This unit refers to:								
	the trade, with installation or repair on automobile vehicles, of windows, tinted glass, audio or video systems, theft security systems, electronic engine immobilizers, cruise control, remote starters, sun roofs, air conditioning systems or vehicle management systems;								
	operation of a workshop to apply rust proofing or paint sealant for automobiles;								
	service for washing or cleaning automobile vehicles by hand.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	This unit also refers to:							
	the operation of an oil change and lubrication workshop for automobile vehicles;							
	the operation of a workshop to install decorative strips, mouldings or lettering on automobile vehicles;							
	the operation of a vehicle bodywork shop where only the "paintless dent removal technique" is used;							
	the installation and conversion of odometers;							
	vehicle mechanical inspection services.							
	An employer who engages in an activity referred to under this unit and in the upholstery of automobile vehicle seats is classified in this unit for these activities.							
	This unit does not refer to:							
	a mobile automobile vehicle washing service.							
54340	Trading in parts or accessories for automobile vehicles, caravans or motorized trailers	1.63	1.44	0.1232	0.1374	0.1108	0.5319	0.5319
	This unit refers to:							
	the trade in parts or accessories for automobile vehicles, caravans or motorized trailers, such as :							
	· mechanical or bodywork parts;							
	· hub caps.							
	This unit also refers to:							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the trade in transportation material parts; the part or accessory supply service of an employer who trades in new automobile vehicles, caravans or motorized trailers for the purposes of the carrying out by this employer of an activity referred to in units 54350 or 54360.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: the trade in maintenance products for automobile vehicles, such as : waxes; soaps; additives; antifreeze; oils; lubricants; the trade in tires; the trade in automobile vehicle paint.								
.	This unit does not refer to: the repair or installation of sold products.								
54350	Trading in or installing tires or tubes; operating an automobile vehicle repair workshop; automobile vehicle road service or towing service; recycling with the trade in used automobile vehicle parts and accessories; operating an automobile vehicle muffler components	2.42	2.21	0.2118	0.1977	0.1884	0.7809	0.7809	0.7809

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	installation workshop; operating an automobile vehicle suspension repair workshop							
	This unit refers to:							
	<ul style="list-style-type: none"> . the trade in or installation of tires or tubes; . the operation of an automobile vehicle repair workshop; . an automobile vehicle road service or towing service; . recycling with trade in used automobile vehicle parts and accessories; . the operation of an automobile vehicle muffler components installation workshop; . the operation of an automobile vehicle suspension repair workshop. 							
	This unit also refers to:							
	<ul style="list-style-type: none"> . on-the-road truck or trailer tire repair service; . injection pump repair service; . wheel alignment adjustment or balancing service; . the trade in, repair or installation of trailer parts and equipment, such as: <ul style="list-style-type: none"> . refrigerating units; . hitches; . slings; . the repair of tires, brakes, suspensions or other parts of trailers. 							
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<ul style="list-style-type: none"> . the operation of an automatic car wash; . the application of rust-proofing or paint sealant treatments to automobile vehicles; . the installation or repair of air conditioning systems or sun roofs on automobile vehicles. 								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . bodywork repairs on automobile vehicles or trailers; . the vulcanization of tires; . a mobile car wash service. 								
	An employer who, in the same building, operates both an automobile vehicle repair shop and engages in the retail trade in gasoline or diesel fuel is classified under this unit for these activities.								
	An employer who, in the same building, does both mechanical inspections and the mechanical repair of automobile vehicles is classified under this unit for these activities.								
54360	Operating an automobile or trailer bodywork repair shop	3.11	2.87	0.2227	0.2348	0.1897	1.0981	1.0981	1.0981
	This unit refers to:								
	<ul style="list-style-type: none"> . the operation of an automobile or trailer bodywork repair shop. 								
	This unit also refers to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	the painting of automobile vehicle bodies.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	the use of the paintless dent removal technique;								
	the application of rust proofing or paint sealant treatments.								
	An employer who does automobile vehicle body repair work cannot be classified in unit 54350 unless one of his employees only performs tasks related to the activities referred to under this unit.								
	An employer who does both the evaluation of damages to vehicles and bodywork repairs is classified under this unit for these activities.								
54410	Wholesale trade in foodstuffs; wholesale trade in beverages, whether alcoholic or non-alcoholic; transporting of raw milk	2.55	2.33	0.2595	0.2735	0.2455	0.8037	0.8037	0.8037
	This unit refers to:								
	the wholesale trade in foodstuffs such as:								
	coffee;								
	cereal or nuts;								
	condiments or sauces;								
	confectionery products;								
	spices or seasonings;								
	fruits or vegetables;								
	fruit or vegetable juices;								
	ready-made dishes;								
	dairy products;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	eggs;								
.	bakery or pastry products;								
.	soups;								
.	meat, fish or seafood;								
.	the wholesale trade in beverages, both alcoholic and non-alcoholic;								
.	the transport of raw milk.								
	This unit also refers to:								
.	the itinerant wholesale trade in foodstuffs;								
.	the wholesale trade in natural ice;								
.	the wholesale trade in tobacco products;								
.	the wholesale trade in water.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	the wholesale trade in non-food products such as:								
.	body hygiene or care products;								
.	over-the-counter drugs;								
.	maintenance and cleaning products;								
.	wrapping supplies;								
.	sanitary supplies.								
	Wholesale trade refers to the trade in goods for resale or for commercial, industrial, institutional or professional use.								
	Retail trade refers to mainly selling goods to consumers for personal or								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	home use.								
	This unit does not refer to:								
	. the bottling of water.								
54420	Grocery store; butcher shop; fish shop; retail trade in fruit or vegetables	1.68	1.49	0.2062	0.2178	0.1957	0.6274	0.6274	0.6274
	This unit refers to:								
	. the operation of a grocery store or supermarket;								
	. the operation of a butcher shop;								
	. the operation of a fish shop;								
	. the retail trade in fruit or vegetables.								
	This unit also refers to:								
	. the retail trade in cold meats, country-style pâtés, cretons, terrines or other similar products;								
	. the retail trade in ready-made dishes;								
	. the operation of a food bank.								
	This unit also refers to the following activities when done by the workers of an employer as part of the operation by this employer of a grocery store, a supermarket, a butcher shop, a fish shop or the retail trade in fruits or vegetables:								
	. the development and printing of films;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the manufacture of ready-made dishes;								
.	the manufacture of bakery or pastry products.								
.	This unit also refers to the following activity when done by the workers of an employer as part of the operation by this employer of a retail trade in ready-made dishes or a retail trade in cold meats, country style pâtés, cretons, terrines or other similar products:								
.	the cooking of dough for pastry or bakery products.								
.	Retail trade refers to mainly selling goods to consumers for personal or home use.								
.	An employer who engages in the same building in the retail trade in cold meats, country style pâtés, cretons, terrines or other similar products and the retail trade in cheese is classified in this unit for these activities.								
.	An employer who operates a convenience store and engages in the retail trade of fresh meat there is classified in this unit for these activities.								
54430	Convenience store; retail trade in beverages, whether alcoholic or non-alcoholic; trading in gasoline or diesel fuel at the pump	1.21	1.03	0.1402	0.1110	0.0925	0.4350	0.4350	0.4350
.	This unit refers to:								
.	the operation of a convenience store;								
.	the retail trade in beverages, both alcoholic and non-alcoholic;								
.	the trade in gasoline or diesel fuel at the pump.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to:								
.	the retail trade in water;								
.	the retail trade in tobacco products;								
.	the retail trade in coffee, tea or herbal tea;								
.	the retail trade in spices;								
.	the retail trade in pastry products;								
.	the retail trade in bakery products;								
.	the retail trade in confectionery products;								
.	the retail trade in nuts;								
.	the retail trade in cheese;								
.	the operation of an automatic car wash.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:								
.	the cooking of dough for pastry or bakery products;								
.	the rental of films or video game software;								
.	the retail trade in ready-made products;								
.	the retail trade in products for automobile vehicles such as:								
.	oil;								
.	windshield wiper fluid;								
.	maintenance or cleaning products.								

Retail trade refers to mainly selling goods to consumers for personal or home use.

This unit does not refer to:

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	. the roasting of coffee; . the manufacture of ready-made dishes except for sandwiches when they are manufactured as part of the carrying out by the employer of activities referred to in this unit. . the activities referred to in units 68010 and 68020.								
54440	Trading in body hygiene and care products; trading in drugs This unit refers to: the trade in body hygiene and care products, for human or animal use, such as: . cosmetics; . toothpastes; . lotions; . perfumes; . hair products; . soaps; the wholesale trade in prescription or over-the-counter drugs for human or animal use, such as: . analgesics; . anesthetics; . antibiotics; . anti-inflammatory; . antiseptics; . hormones; the operation of a drugstore.	0.69	0.52	0.0620	0.0548	0.0558	0.1912	0.1912	0.1912

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to:								
.	the trade in nutraceutical products such as:								
.	black radish vials;								
.	probiotic yoghourt capsules;								
.	lycopene capsules;								
.	the trade in vitamins and dietary minerals;								
.	the trade in therapeutic substances such as:								
.	homeopathic remedies;								
.	phytotherapy products;								
.	the trade in or leasing of orthoses such as:								
.	crutches;								
.	cervical collars;								
.	wheelchairs;								
.	lumbar supports;								
.	the operation of a postal outlet;								
.	clothing depot service;								
.	the trade in bus and sightseeing bus tickets.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:								
.	the trade in functional foods such as:								
.	soya beverages;								
.	margarines enriched with phytosterols;								
.	the trade in shoes;								
.	the repair of orthoses.								
	Wholesale trade refers to the trade in goods for resale or for								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
55010	<p>commercial, industrial, institutional or professional use.</p> <p>An employer who operates a postal outlet or a clothing depot service or who engages in the trade in bus or sightseeing bus tickets and another activity is classified for these activities in the unit that refers to this other activity.</p> <p>Air transportation; services related to air transportation</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the transportation by air of persons or merchandise, such as: <ul style="list-style-type: none"> . air transportation whether or not according to a fixed schedule; . transportation of letters, documents or parcels by air; . tourism or recreational air transportation; . air ambulances; . services related to air transportation, such as : <ul style="list-style-type: none"> . operating an airport; . aircraft rentals; . loading and unloading of aircraft; . aircraft inspection and maintenance other than aircraft mechanics; . mechanical maintenance and refurbishing of aircraft when done by an air carrier; . passenger transfer service; . replenishing; . reception and baggage transfer service; . air traffic controller service; 	1.33	1.15	0.0966	0.1338	0.1314	0.4156	0.4156	0.4156

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	de-icing of planes.								
	This unit also refers to:								
	spreading and dispersing of products by air;								
	aerial surveillance;								
	aerial surveying;								
	aerial photography and mapping;								
	aerial advertising;								
	aerial collection of geophysical data;								
	flying schools;								
	skydiving schools.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	storage services;								
	maintenance of landing strips.								
55020	Maritime and rail transport; services related to maritime and rail transport	2.67	2.45	0.1885	0.1808	0.1364	0.6697	0.6697	0.6697
	This unit refers to:								
	transportation of passengers or merchandise by water, such as :								
	maritime transport whether or not according to a fixed schedule;								
	tourism or recreational maritime transport;								
	services related to maritime transport, such as :								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	towing and docking boats;							
.	barge or platform towing service;							
.	installation and maintenance of maritime markers;							
.	maritime piloting services;							
.	operating port facilities;							
.	rail transport of passengers and merchandise, such as :							
.	rail transport whether or not according to a fixed schedule;							
.	tourism or recreational rail transport;							
.	services related to rail transport, such as :							
.	brush and snow removal along railway tracks;							
.	cleaning rail cars;							
.	loading and unloading rail cars;							
.	merchandise stowage service related to rail transport;							
.	operating a railway station.							
	This unit also refers to:							
.	towing and wood collection services on water using boats;							
.	boat with crew rental services;							
.	operating a lock.							
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of the maritime transport activity or services related to the operation of port facilities:							
.	loading and unloading of ships or trucks.							
	This unit also refers to the following activities when done by the							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· storage services;								
	· mechanical maintenance.								
	This unit does not refer to:								
	· the services offered in a marina;								
	· the building and repairing of rail lines;								
	· whitewater tourism services.								
55030	Loading or unloading boats	2.56	2.34	0.1815	0.2054	0.1214	0.6772	0.6772	0.6772
	This unit refers to:								
	· the loading of boats;								
	· the unloading of boats.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· loading and unloading rail cars or trucks;								
	· maritime stowage.								
55040	Transportation of passengers by road	2.19	1.98	0.1970	0.2074	0.1804	0.7975	0.7975	0.7975

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit refers to:								
	· transportation of passengers in a motor coach or a bus whether or not according to a fixed schedule;								
	· school bus transportation;								
	· adapted transportation;								
	· tourism or recreational transportation in a motor coach or bus;								
	· remunerated passenger transportation by automobile;								
	· transportation of passengers in a limousine;								
	· transportation in a minibus.								
	This unit also refers to:								
	· subway transportation;								
	· shuttle services;								
	· driving courses to operate automobiles, motorcycles or heavy equipment.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· the operation of a call centre;								
	· mechanical maintenance;								
	· the operation of a bus terminal.								
55050	Transport of merchandise by road	4.31	4.04	0.2556	0.2753	0.2433	1.2595	1.2595	1.2595
	This unit refers to the transport of merchandise by road when done using any type of truck, except for dump trucks.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. . . mechanical maintenance;								
	. . . storage services.								
	An employer who engages in both transport brokerage services and the transport of merchandise referred to under this unit is classified under this unit for these activities.								
55060	Moving services	6.88	6.54	0.6067	0.5040	0.3201	2.4166	2.4166	2.4166
	This unit refers to:								
	. . . the moving of used goods by truck.								
	This unit also refers to:								
	. . . the transport of works of art by truck;								
	. . . the moving of used institutional or commercial material by truck;								
	. . . the moving of institutional or commercial furniture including the assembly and disassembly of this furniture;								
	. . . the hiring of the services of movers or material handlers within the context of the activities referred to under this unit.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	activities referred to under this unit:								
	. mechanical maintenance;								
	. storage services;								
	. packing and unpacking.								
55070	Transport by dump truck; snow removal	2.78	2.56	0.1600	0.1788	0.1383	0.8043	0.8043	0.8043
	This unit refers to:								
	. transport by dump truck;								
	. snow removal using a vehicle.								
	This unit also refers to:								
	. spreading ice melters and abrasives;								
	. transporting by the Roll off container system, with or without the rental of the related containers.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	. mechanical maintenance;								
	. storage services.								
	The employer classified under this unit for the dump truck transport activity cannot also be classified under unit 13140 except where at least								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
55080	Storage services; wrapping, packaging, boxing, labeling and label changing services	2.54	2.32	0.2558	0.2285	0.2225	0.7672	0.7672	0.7672
	This unit refers to:								
	. the storage of miscellaneous merchandise;								
	. refrigerated storage;								
	. wrapping, packaging, boxing, labeling and label changing services								
	This unit also refers to:								
	. document archiving services;								
	. mobile confidential document shredding services;								
	. inventory services.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this another unit:								
	. the loading and unloading of trucks;								
	. the handling of wood in a wood yard.								

one of his workers only performs tasks related to the activities referred to under this latter unit.

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to the following activity when not done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· logistics services, notably break of load, control and management of stocks.								
	This unit does not refer to :								
	· rental of storage spaces without handling.								
55090	Messenger or delivery services	5.02	4.73	0.4734	0.5872	0.4713	1.8576	1.8576	1.8576
	This unit refers to:								
	· messenger services or services related to the delivery of letters, documents, small parcels or objects weighing less than 40 kilograms.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· transport by air of letters, documents or small parcels;								
	· transport of letters, documents or small parcels between warehouses, sorting or distribution centres;								
	· mechanical maintenance;								
	· storage services.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
57010	Television network or station; production of films, publicity films, video clips or television programs; production of music, singing, theatre or dance shows or shows of a similar nature; cinema hall; drive-in; performance hall; organization of periodic events of a cultural, sports or commercial nature; museum; historic site	1.01	0.83	0.0728	0.0793	0.0676	0.2794	0.2794	0.2794
	This unit refers to:								
	. the operation of a television network or station;								
	. the production of films, publicity films, video clips or television programs;								
	. the production of music, singing, theatre or dance shows or shows of a similar nature;								
	. the operation of a cinema hall or drive-in;								
	. the operation of a performance hall;								
	. the organization of periodic events of a cultural, sports or commercial nature, such as festivals, marathons, book fairs, or commercial fairs;								
	. operation of a museum;								
	. operation of a historic site.								
	This unit also refers to:								
	. the audiovisual recording of events such as conferences, marriages, shows or speeches;								
	. the operation of a mobile disco;								
	. the operation of an exhibition centre.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							
	. the trade in souvenir articles;							
	. restaurant services;							
	. tourist information service.							
	This unit does not refer to:							
	. the operation of an arena that also serves as a performance hall.							
57020	Recreation centre; bowling alley; billiard parlor; physical fitness centre; racket sports centre; stationary amusement park; aquatic park	1.12	0.94	0.1012	0.1102	0.0925	0.3398	0.3398
	This unit refers to:							
	. the operation of a recreation centre;							
	. the operation of a bowling alley;							
	. the operation of a billiard parlor;							
	. the operation of a physical fitness centre;							
	. the operation of a racket sports centre such as tennis, squash, racquetball;							
	. the operation of a stationary amusement park;							
	. the operation of an aquatic park.							
	This unit also refers to:							
	. the operation of a racetrack for horses or vehicles;							
	. the operation of a miniature putting course;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the operation of a curling centre;								
.	the operation of a golf practice course;								
.	the operation of a shooting or archery club;								
.	the operation of an amusement centre such as an arcade or a combat game site;								
.	the operation of a marina;								
.	the operation of a boating club;								
.	the operation of a day camp;								
.	the operation of a professional or amateur sports club;								
.	the operation of a zoo or an aquarium;								
.	the operation of a casino;								
.	the operation of a bingo hall;								
.	the operation of a stadium;								
.	the operation of an arena;								
.	dance or circus arts instruction services								
.	instruction services pertaining to sports or sports-related recreation such as:								
.	golf;								
.	hockey;								
.	karate;								
.	underwater diving;								
.	tai chi;								
.	tennis;								
.	yoga;								
.	organizations whose activities consist of organizing social, sports or recreational activities such as:								
.	golden age clubs;								
.	social clubs;								
.	scouts;								
.	sports or recreational associations or federations when these								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	organizations organize sports or recreational activities, assign officials or trainers to such activities or offer practical training.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:								
	. restaurant or bar service;								
	. literacy promotion services;								
	. homework assistance services;								
	. organization of periodic events of a cultural, sports or commercial nature such as festivals, marathons, books fairs or commercial fairs;								
	. the sale, rental, maintenance or repair of sports equipment;								
	. the rental of rooms;								
	. tourist information service;								
	. massage services.								
	An employer who offers both the instruction services referred to in this unit and:								
	. language instruction services; or								
	. instruction services pertaining to arts and non-sports-related recreation								
	is classified in this unit for these services.								
	An employer who engages in both an activity referred to in this unit and the promotion of social, sports or recreational activities is classified in this unit for these activities.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	This unit does not refer to:							
	. . . accommodation services.							
57030	Golf club	1.68	1.48	0.1108	0.1649	0.0934	0.6852	0.6852
	This unit refers to:							
	. . . the operation of a golf club.							
	This unit also refers to:							
	. . . the operation of a botanical garden.							
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:							
	. . . the operation of a golf practice course;							
	. . . restaurant or bar service;							
	. . . instruction service;							
	. . . the sale, rental, maintenance or repair of sports equipment;							
	. . . the rental of rooms.							
	This unit does not refer to:							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
57040	<p>accommodation services.</p> <p>Downhill or cross-country ski centre</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> the operation of a downhill ski centre; the operation of a cross-country ski centre. <p>This unit also refers to:</p> <ul style="list-style-type: none"> the operation of a snowmobiling club; the operation of an ATV club; the operation of snow slides; the operation of a traveling circus with a big top; the operation of a traveling amusement park. <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit:</p> <ul style="list-style-type: none"> restaurant or bar service; instruction service; the sale, rental, maintenance or repair of sports equipment; the rental of rooms. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> accommodation services. 	4.07	3.81	0.4003	0.4530	0.3534	1.3901	1.3901	1.3901
58010	Services related to the environment	2.71	2.49	0.2166	0.2389	0.1974	0.8539	0.8539	0.8539

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<p>This unit refers to:</p> <ul style="list-style-type: none"> . the operation of a sanitary landfill site; . the operation of a garbage incinerator; . pumping service carried out by means of a vacuum truck such as emptying septic tanks, sumps or tanks; . sewer network cleaning service; . service to clean surfaces contaminated by hazardous materials; the recovery, treatment or elimination of hazardous material or liquid or semi-liquid waste such as greases, soaps, waxes, colorants, acids, cyanides, oils or industrial sludge; . clean-up service carried out in enclosed areas within the meaning of the Regulation respecting occupational health and safety enacted by Order-in-council 885-2001 (2001, G.O. 2, 3888); . soil decontamination service; . rental service with maintenance of portable chemical toilets. <p>Hazardous material refers to any material which, by reason of its properties, poses a threat to health or the environment and which is explosive, gaseous, inflammable, toxic, radioactive, corrosive, combustible or leachable.</p>								
58020	<p>This unit also refers to:</p> <ul style="list-style-type: none"> . the operation of a snow dump. <p>Garbage collection services; recyclable materials and objects collection services; chimney sweeping service</p>	6.11	5.79	0.4637	0.4783	0.5189	1.8854	1.8854	1.8854

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit refers to:								
	· a garbage collection service;								
	· collection service for recyclable materials such as paper, plastic, glass, cardboard, clothing, textiles or metal;								
	· collection service for compost material such as grass or dead leaves;								
	· collection service for old tires;								
	· collection service for fats or meats that are unfit for human consumption such as animal carcasses, bones, marrow or fat;								
	· chimney sweeping service.								
	This unit also refers to:								
	· the hiring of services of personnel carried out within the context of activities referred to under this unit.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· the rental of containers used to collect recyclable material and objects or garbage.								
58030	Provincial detention services	3.67	3.42	0.2882	0.2088	0.2154	1.3246	1.3246	1.3246
	This unit refers to:								
	· the activities carried out by provincial detention services.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
58040	Services of the Provincial Administration not otherwise specified in the other units This unit refers to: the activities carried out by services of the Provincial Administration such as departments, agencies or the Sûreté du Québec. This unit also refers to: the activities carried out by a metropolitan community or a regional county municipality when the employer only performs activities of an administrative nature; the activities carried out by the persons referred to in subsection 3 of section 11 of the Act; the activities carried out by persons who are doing work under an agreement entered into pursuant to section 16 of the Act; the activities carried out by persons referred to in subsection 4 of section 11 of the Act. This unit does not refer to: the activities referred to by another unit when they are carried out by services of the provincial administration.	0.38	0.23	0.0176	0.0158	0.0152	0.0578	0.0578	0.0578
58060	Ministère des Transports du Québec	1.08	0.90	0.0749	0.0882	0.0736	0.3143	0.3143	0.3143

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
58070	<p>This unit refers to:</p> <ul style="list-style-type: none"> . the activities carried out by the ministère des Transports du Québec. . Services of a municipal administration or an Indian band <p>This unit refers to:</p> <ul style="list-style-type: none"> . the activities carried out by municipalities; . the activities carried out by intermunicipal boards; . the activities carried out by Indian bands. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the activities carried out by a metropolitan community or a regional county municipality when the employer performs both activities of an administrative nature and other activities such as the operation of a sanitary landfill site, the operation of a police department, the operation of a fire department or the operation of a waste water treatment plant; . the operation of a water filtration or sewage treatment plant. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . the construction work done as part of the construction of a building; . other construction work when it is not done on the immovable property of an employer referred to under this unit; . the activities referred to in units 11110, 14010 or 14020; . underwater diving, including the underwater inspection of 	1.42	1.24	0.1435	0.1539	0.1384	0.4593	0.4593	0.4593

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
58080	cables, wharfs, the installation of underground cables, the cleaning of water intakes, the recovery of wood under water, underwater construction work, and other service activities carried out under water. Reintegration support fund This unit refers to: . the activities carried out by a reintegration support fund created under section 74 of the Act respecting the Québec correctional system (chapter S-40.1).	2.31	2.10	0.4899	0.1876	0.2741	0.9552	0.9552	0.9552
58090	Production of electricity; energy transmission or distribution network This unit refers to: . production of electricity; . the operation of an energy transmission or distribution network such as electricity or natural gas. This unit also refers to: . steam production and distribution; . the operation of an aqueduct network. This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit: . the connecting of customers to the energy distribution network;	0.42	0.27	0.0358	0.0308	0.0321	0.0780	0.0780	0.0780

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the maintenance and repair of the energy transmission or distribution network; the trade in or rental of heating equipment.								
	This unit does not refer to:								
.	the operation of a water filtration plant.								
59010	Barbershop/hairdresser; beauty salon; epilation clinic; operation of a funeral parlor; operation of a crematorium; operation of a columbarium	1.05	0.87	0.0660	0.0694	0.0555	0.3404	0.3404	0.3404
	This unit refers to:								
.	the operation of a barbershop or hairdresser;								
.	the operation of a beauty salon;								
.	the operation of an epilation clinic;								
.	the operation of a funeral parlor;								
.	the operation of a crematorium;								
.	the operation of a columbarium.								
	This unit also refers to:								
.	thanatology services;								
.	the operation of a relaxation centre offering one or more services such as massotherapy, thalassotherapy, spa or sauna and not offering accommodations;								
.	the operation of a tanning salon;								
.	tattooing service.								
	This unit also refers to the following activity when done by the workers								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	of an employer as part of the operation of a funeral parlor:							
	· the trade in grave monuments, urns and coffins.							
59020	Nursing care services; hiring out of the services of nursing staff	2.17	1.96	0.1503	0.1391	0.1154	0.6217	0.6217
	This unit refers to:							
	· nursing care services;							
	· the hiring out of the services of nursing staff.							
	This unit also refers to telephone advisory services of a medical nature when provided by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.							
	An employer who both carries out an activity referred to under this unit and operates a clinic is classified under this unit for these activities.							
59030	Residential and long-term care centre	4.19	3.93	0.4328	0.3536	0.4487	1.4308	1.4308
	This unit refers to:							
	· the operation of a residential and long-term care centre.							
	This unit also refers to:							
	· the operation of a palliative care centre;							
	· the operation of a convalescence centre.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
59040	Retirement home offering personal assistance; personal assistance services; leasing of the services of orderlies	4.38	4.11	0.3712	0.3789	0.3359	1.5519	1.5519	1.5519
	This unit refers to:								
	<ul style="list-style-type: none"> . the operation of a retirement home offering personal assistance such as: <ul style="list-style-type: none"> . assistance with food; . assistance in getting around; . assistance with getting dressed; . assistance with hygiene. . personal assistance services; . the hiring out of the services of attendants staff. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . the operation of an intermediate resource for seniors, regardless of their mental or physical condition; . the operation of an intermediate resource for persons with physical disabilities, regardless of their mental condition; . the operation of a home for persons with physical disabilities. 								
	This unit also refers to the following services when they are provided to a beneficiary by an employer who also offers the beneficiary personal assistance services in the home:								
	<ul style="list-style-type: none"> . accompanying the person during travel; . going shopping in grocery and other stores; . the preparation of meals; . friendship visits. 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	An employer who engages, in the same building, in an activity referred to under this unit and in one or more of the following activities is classified in this unit for these activities:							
	. the accommodation of persons benefiting from palliative care;							
	. the accommodation of persons who are convalescing;							
	. the accommodation of persons with mental health problems;							
	. the accommodation of persons with an intellectual impairment or a pervasive development disorder;							
	. the accommodation of seniors without a personal assistance service;							
	. the operation of beds under a residential and extended care centre permit.							
59050	Home for persons in difficulty; rehabilitation centre for young persons with adjusting problems; rehabilitation centre for mothers with adjusting problems	1.92	1.72	0.1238	0.1413	0.1014	0.6337	0.6337
	This unit refers to:							
	. the operation of a home for persons in difficulty such as:							
	. young people who have trouble adapting;							
	. compulsive gamblers;							
	. mothers who have trouble adapting;							
	. persons with mental health problems;							
	. persons with an alcohol or drug addiction;							
	. the homeless;							
	. victims of violence.							
	. the operation of a rehabilitation centre for young persons with							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
.	adjusting problems; the operation of rehabilitation centre for mothers with adjusting problems.						
.	This unit also refers to:						
.	the operation of a rehabilitation centre with accommodations for persons with an addiction;						
.	the operation of a rehabilitation centre with accommodations for persons with an intellectual impairment or a pervasive development disorder;						
.	the operation of an intermediate resource for persons with mental health problems or for persons with an intellectual impairment or a pervasive developmental disorder;						
.	the operation of an intermediate resource for young people in difficulty;						
.	the operation of an intermediate resource for persons with an alcohol or drug addiction;						
.	the operation of a half-way house for former inmates.						
.	An employer who, in the same building, both provides accommodations for persons in difficulty and carries out an activity referred to under unit 59110 is classified under this unit for these activities.						
59060	Ambulance service	3.96	3.70	0.3912	0.4580	1.1950	1.1950
.	This unit refers to:						
.	the operation of an ambulance service.						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
59070	Practicing medicine; consultation services in the health or social services fields; physical treatment services; optometrist services; services of a dispensing optician	0.80	0.63	0.0402	0.0456	0.0506	0.1904	0.1904
	This unit does not refer to call reception or dispatching activities.							
	This unit refers to:							
	the practice of medicine by professionals such as:							
	. dermatologists;							
	. gynecologists;							
	. general practitioners;							
	. ophthalmologists;							
	. prosthetist-orthotists;							
	. pediatricians;							
	. psychiatrists;							
	consultation services in the health or social services field by professionals such as:							
	. homeopaths;							
	. nutritionists;							
	. psychologists;							
	. social workers;							
	physical treatment services offered by professionals such as:							
	. acupuncturists;							
	. chiropractors;							
	. osteopaths;							
	. physiotherapists;							
	. optometry services;							
	. services of a dispensing optician.							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to:								
.	the manufacture of corrective lenses or contact lenses;								
.	the services of a hearing aid acoustician;								
.	the services of a midwife;								
.	blood donor services;								
.	biological sampling services;								
.	biological sample analysis services;								
.	vocational counselling services;								
.	first aid training;								
.	the operation of a first aid stand;								
.	the operation of a clinic offering the services of professionals referred to under this unit;								
.	the operation of a child and youth protection centre;								
.	alternative justice organizations;								
.	the operation of a family medicine group;								
.	the operation of a radiology laboratory;								
.	the operation of a general and specialized care hospital centre;								
.	the operation of a local community service centre;								
.	the operation of a rehabilitation centre for persons with a physical impairment;								
.	the services of prehospital intervention first responders;								
.	the operation of a birth centre.								
	This unit does not refer to:								
.	the operation of a palliative care centre.								
	An employer who both carries out first aid training and who engages in the trade in first aid kits is classified under this unit for these activities.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
59080	<p>An employer who operates, in the same facility, both a general and specialized care hospital centre and beds under a license of a residential and long-term centre is classified under this unit for the activities.</p> <p>Practicing dentistry; practicing veterinary medicine</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the practice of dentistry by professionals such as : <ul style="list-style-type: none"> . dental surgeons; . dentists; . orthodontists; . periodontists; . the practice of veterinary medicine. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the operation of a clinic offering the services of professionals referred to under this unit; . animal artificial insemination services; . the manufacture of dental prostheses; . the manufacture of orthodontic appliances; . the manufacture of ocular prostheses. <p>This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:</p> <ul style="list-style-type: none"> . pet grooming services; 	1.33	1.15	0.0769	0.0657	0.3603	0.3603

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	animal boarding services; the trade in animal food.								
.	This unit does not refer to: the breeding of animals.								
59090	Childcare centre; day care centre; nursery school	2.76	2.54	0.2932	0.2859	0.3019	0.9859	0.9859	0.9859
.	This unit refers to: the operation of a childcare centre; the operation of a day care centre; the operation of a nursery school.								
.	This unit also refers to: the operation of a stop-over centre; the operation of a family day care service; the supervision of family day care services; kindergarten teaching services.								
.	This unit does not refer to: school transportation.								
59100	Social economy enterprise providing domestic assistance	4.48	4.21	0.4052	0.4443	0.4051	1.6875	1.6875	1.6875
.	This unit refers to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	the activities carried out by a social economy enterprise providing domestic assistance whether or not as part of a financial exemption program for domestic assistance services.							
59110	Help centre for persons in difficulty; employment assistance centre; help centre for families; help centre for consumers	0.98	0.81	0.0680	0.0654	0.0632	0.2744	0.2744
	This unit refers to:							
	the operation of a help centre for persons in difficulty such as :							
	· seniors;							
	· the disabled;							
	· immigrants;							
	· persons with a drug addiction;							
	· victims of violence;							
	the operation of an employment assistance centre offering services such as:							
	· help in looking for a job;							
	· job readiness training;							
	· supervision of on-the-job training;							
	the operation of a help centre for families;							
	the operation of a help centre for consumers.							
	This unit also refers to:							
	the operation of a rehabilitation centre without accommodations for persons with an addiction;							
	the operation of a rehabilitation centre without accommodations for persons with an intellectual impairment or a development disorder;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	coaching services for persons facing situations such as:							
.	adoption;							
.	death;							
.	financial difficulties;							
.	divorce;							
.	pregnancy or nursing;							
.	illness;							
.	the operation of a youth centre;							
.	the operation of a community kitchen;							
.	organizations offering support services in everyday life such as:							
.	company when traveling;							
.	going shopping in grocery and other stores;							
.	friendship visits;							
.	organizations that recruit, train or recommend volunteers;							
.	mentorship organizations that support youth;							
.	the services of streetworkers;							
.	the management of a foundation;							
.	the search for missing persons except when done in high places,							
.	in hard-to-reach locations or by way of underwater diving;							
.	international assistance or humanitarian organizations.							
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							
.	literacy promotion services;							
.	language instruction services;							
.	homework assistance services;							
.	the operation of a meals-on-wheels service;							
.	the operation of a soup kitchen;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the operation of a food bank;								
.	the operation of a telephone assistance service;								
.	the operation of a registration office;								
.	the operation of a thrift shop or used clothing counter;								
.	the organization of periodic events of a cultural, sports or commercial nature;								
.	the trade in flowers;								
.	the activities referred to under 54060;								
.	the promotion, prevention or defence services referred to under unit 67100.								
	This unit does not refer to:								
.	moving services;								
.	the activities referred to under unit 77020;								
.	restaurant activities;								
.	the activities referred to under units 80030 to 80250;								
.	the activities referred to under units 14010 to 14030;								
.	para-transit.								
	An employer who manages a foundation and who also carries out an activity contemplated by another unit cannot be classified under this unit unless at least one of his workers only performs tasks related to the activities referred to under this unit.								
	An employer who performs both an activity referred to under this unit and a professional consultation service in the social services field is classified under this unit for these activities.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
59120	Adapted enterprise; rehiring firm	3.22	2.98	0.3857	0.3785	0.2602	1.2387	1.2387	1.2387
	This unit refers to:								
	· the operation of an “adapted enterprise”;								
	· the operation of a rehiring firm employing workers who have difficulty entering the work market under a fixed term contract.								
	This unit also refers to:								
	· the activities carried out by persons who work under an agreement reached in accordance with section 16 of the Act between the Société de l’assurance automobile du Québec and the Commission;								
	· the activities carried out by the persons referred to in paragraphs 1, 2 and 2.1 of section 11 of the Act;								
	· the operation of a “centre for on-the-job training and recycling”;								
	· the operation of an occupational workshop.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· help in finding a job;								
	· job readiness training.								
59150	Retirement home not offering personal assistance	2.50	2.29	0.2149	0.2718	0.2046	0.8704	0.8704	0.8704

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit refers to:								
	the operation of a retirement home not offering personal assistance.								
59160	Santé Québec	1.96	1.76	0.1850	0.1525	0.1885	0.5936	0.5936	0.5936
	This unit refers to:								
	the activities carried out by Santé Québec.								
60100	Primary, secondary or vocational instruction	0.83	0.66	0.0762	0.0797	0.0857	0.2397	0.2397	0.2397
	This unit refers to:								
	primary, secondary or vocational instruction services.								
	Vocational instruction refers to instruction which leads to the obtaining of a vocational diploma recognized by the competent government authorities.								
	This unit also refers to:								
	literacy promotion services;								
	homework assistance services;								
	special education services;								
	language instruction services;								
	instruction services pertaining to arts or non-sports-related								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	recreation such as:								
	· music;								
	· painting;								
	· theatre;								
	· chess;								
	· continuing education services;								
	· evening courses offered by a primary, secondary or vocational training institution;								
	· the operation of a training centre in such fields as:								
	· jewellery;								
	· osteopathy;								
	· bodywork;								
	· cinema;								
	· arts and crafts;								
	· esthetics;								
	· massotherapy.								
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· the operation of a dormitory for students which may or may not be used as a residential hotel during periods outside the school year.								
	This unit does not refer to:								
	· school transportation.								
	An employer who performs both an activity referred to under this unit								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
60110	<p>and an activity referred to under unit 59090 is classified under this unit for these activities.</p> <p>An employer who performs, in the same building, both college-level teaching services and secondary-level teaching services is classified under this unit for these activities.</p> <p>College- or university-level teaching; library; laboratory or research centre</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . college- or university-level teaching services; . the operation of a library; . the operation of a laboratory or research centre in such fields as: <ul style="list-style-type: none"> . pure sciences; . applied sciences; . human sciences. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . the operation of a music or theatre conservatory; . the operation of a regional public library service centre; . the operation of a documentation or archive centre; . the operation of a film library or a media centre; . university teaching services in theology; . evening courses offered by a college- or university-level teaching institution. 	0.45	0.29	0.0231	0.0262	0.0818	0.0818

This unit also refers to the following activity when done by the workers

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· the operation of a dormitory for students which may or may not be used as a residential hotel during periods outside the school year.								
61100	Church services; cemetery	1.01	0.83	0.0539	0.0671	0.0444	0.2461	0.2461	0.2461
	This unit refers to:								
	· church services;								
	· the operation of a cemetery.								
	This unit also refers to:								
	· the operation of a place of worship;								
	· the administration of a diocese;								
	· pastoral services;								
	· religious training.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
	· the trade in religious articles;								
	· the trade in funeral urns or monuments;								
	· the operation of a crematorium or a columbarium.								
	This unit does not refer to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the activities referred to under units 80030 to 80250.								
61110	Lodging facility for the members of religious communities or for secular priests This unit refers to: . the operation of lodging facilities for the members of religious communities or for secular priests. This unit also refers to the lodging of laypersons done within the context of the carrying out by this employer of one of the following activities: . the operation of lodging facilities for the members of religious communities or for secular priests; . pastoral services; . religious training.	1.99	1.79	0.1723	0.2608	0.2312	0.6755	0.6755	0.6755
65100	Bank, savings and credit union; insurance company; public insurance or pension organization This unit refers to: . the operation of a bank; . the operation of a savings and credit union; . the operation of an insurance company;	0.33	0.18	0.0055	0.0055	0.0054	0.0267	0.0267	0.0267

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the operation of a public insurance or pension organization.							
.	This unit also refers to:							
.	the operation of a loan or financing company;							
.	the operation of a trust company;							
.	the operation of a pension plan through activities such as the establishment of premiums or the payment of annuities.							
65110	Brokerage firm; professional services firm; firm offering administrative support services	0.31	0.16	0.0049	0.0062	0.0053	0.0274	0.0274
.	This unit refers to:							
.	the operation of a brokerage firm in such fields as:							
.	real estate;							
.	insurance;							
.	mortgages;							
.	securities;							
.	transportation;							
.	customs;							
.	merchandise;							
.	the operation of a professional services firm offering administrative, financial, legal or computer services such as:							
.	a firm of lawyers or a notary's office;							
.	a firm of accountants;							
.	a firm of financial service advisors;							
.	a firm of computer consultants;							
.	a firm of human resource consultants;							
.	a firm of business management consultants;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	the operation of a firm offering administrative support services such as:							
.	secretarial services;							
.	word-processing;							
.	accounting or bookkeeping;							
.	payroll;							
.	debt collection.							
.	This unit also refers to:							
.	the operation of a marine agency;							
.	the operation of a travel agency;							
.	the operation of an office of a trustee in bankruptcy;							
.	the operation of a bailiff's office;							
.	the operation of an office of a selling agent;							
.	the operation of a franchising office;							
.	the operation of an investment management business such as for:							
.	mutual funds;							
.	retirement funds;							
.	the operation of a foreign exchange office;							
.	the operation of a credit office or credit investigation service;							
.	the operation of a cheque cashing agency;							
.	the operation of a business that designs or develops software or software packages;							
.	the operation of a private firm that issues licence plates.							
.	An employer who operates an office of a selling agent or a merchandise brokerage firm and who also transports or stores such merchandise is classified under the unit that refers to the trade in this merchandise for							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	all these activities.							
	This unit does not refer to:							
	· the transport or storage of merchandise.							
65120	Traditional or wireless telecommunications network; radio station; advertising agency; survey firm; marketing agency; public relations agency; document publishing business; call centre	0.33	0.18	0.0061	0.0065	0.0072	0.0306	0.0306
	This unit refers to:							
	· the operation of a traditional or wireless telecommunications network;							
	· the operation of a radio station;							
	· the operation of an advertising agency;							
	· the operation of a survey firm;							
	· the operation of a marketing agency;							
	· the operation of a public relations agency;							
	· the operation of a business that publishes documents such as newspapers, periodicals, books or records;							
	· the operation of a call centre.							
	This unit also refers to:							
	· long-distance telephone services;							
	· the services of an Internet service provider;							
	· the operation of an audio recording or dubbing studio;							
	· the operation of a translation agency;							
	· the operation of a telemarketing agency;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the operation of a press agency;								
.	the operation of an agency that leases advertising space on billboards or other supports;								
.	the operation of a graphic arts, computer graphics, or multimedia business;								
.	the operation of an agency of artists or involved in artistic distribution.								
	This unit also refers to the trade in or rental of telecommunications equipment when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.								
	This unit does not refer to:								
.	the distribution of documents such as books, newspapers, periodicals or records;								
.	the activities referred to under units 19010, 26050, 54050, 57010, 80030 to 80250.								
65130	Professional engineering services firm; scientific advisory services firm	0.48	0.32	0.0208	0.0249	0.0197	0.0841	0.0841	0.0841
	This unit refers to:								
.	the operation of a professional engineering services firm;								
.	the operation of a scientific advisory services firm in such fields as:								
.	geology;								
.	geophysics;								
.	agronomy.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to:								
.	the operation of a land surveying or geophysical survey firm;								
.	the operation of an engineering test or research and development laboratory for the manufacturing industry;								
.	a building material laboratory analysis service;								
.	the operation of a professional services firm in architecture or urban planning;								
.	an interior decoration design service;								
.	the operation of an engineering drawing firm;								
.	the operation of a claims expertise firm;								
.	the operation of a building inspection firm;								
.	the operation of a building or personal property evaluation firm;								
.	the service of an auctioneer offered on the premises of the client;								
.	service to protect forests against fires, insects or diseases;								
.	engineering consultant services carried out by the workers of an employer recognized by the Minister of Natural Resources and Wildlife pursuant to section 132 of the Sustainable Forest Development Act (chapter A-18.1), even if these services are rendered within the context of the activities referred to under unit 14010, 14020 or 68040.								

This unit also refers to the design and sale of software and software packages when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.

This unit does not refer to:

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	drilling activities; the activities referred to under units 14010 to 14030 and 80030 to 80250.								
	An employer classified in this unit is also classified in unit 68040 if the employer scales timber, marks trees in forests or does forest inventories. The employer thus classified declares with respect to this unit the salary of a worker who directly contributes to activities referred to this unit and indirectly to the activities in unit 68040. If the employer is classified only in units 65130 and 68040, the employer also declares with respect to this unit the salary of an ancillary worker.								
	An employer classified in a unit that refers to the manufacture of a good is classified under this unit for his research and development activities carried out in support of his manufacturing activity if at least one of his workers assigned solely to professional, technical or administrative tasks related to these research and development activities works exclusively elsewhere than in a building where manufacturing takes place. Only the wages of such a worker may then be stated by the employer with respect to this unit.								
65140	Security or investigation agency, securities transportation service by armored car	1.73	1.54	0.1311	0.1622	0.1606	0.6019	0.6019	0.6019
	This unit refers to:								
.	the operation of a security or investigation service;								
.	the transportation of securities by armored car.								
	This unit does not refer to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio		
				2021	2022	2020	2021	2022
	flag person services.							
65150	Administration of the operations of subsidiaries or branch offices located outside Québec This unit refers to: the administration of the operations of subsidiaries or branch offices located outside Québec. Administration refers to activities such as planning, organization, management and coordination.	0.31	0.16	0.0049	0.0062	0.0274	0.0274	0.0274
65160	Flag person services; temporary installation of road safety equipment or material This unit refers to: flag person services; the temporary installation of road safety equipment or material. This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit: the manufacturing of road safety equipment or material;	6.31	5.99	0.4264	0.5256	2.2444	2.2444	2.2444

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	the transportation, storage and handling of road safety equipment or material.								
	An employer classified in this unit cannot be classified in unit 54080, unless at least one of his workers only performs tasks related to the activities under that unit.								
67100	Associations of businesses, of institutions or of organizations; union organizations; hiring out of the services of office workers	0.48	0.32	0.0185	0.0198	0.0182	0.0870	0.0870	0.0870
	This unit refers to:								
	<ul style="list-style-type: none"> . associations of businesses, of institutions or of organizations such as : <ul style="list-style-type: none"> . boards of trade; . associations of public or parapublic institutions; . associations of manufacturers; . union organizations; . hiring out of the services of office workers such as receptionists, secretaries, administrative assistants, accountants, administration technicians, computer technicians. 								
	This unit also refers to:								
	<ul style="list-style-type: none"> . the hiring out of the services of white-collar personnel active in the trade in goods or services such as sales persons, representatives or cashiers; . the hiring out of the services of scientific or technical personnel such as laboratory technicians, designers, engineers; . political parties or associations; 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
.	consulates;						
.	accredited evaluation organizations in the field of quality records;						
.	professional associations or bodies;						
.	parity committees;						
.	negotiating committees;						
.	consultation tables;						
.	students' associations except for activities referred to under units 26050, 54020, 54060, 54430, 68010 and 68020;						
.	intercultural exchange organizations;						
.	promotion, prevention or defence organizations in fields such as :						
.	culture or history;						
.	economic development;						
.	environment;						
.	teachers;						
.	health and social services;						
.	sports or recreation;						
.	tourism;						
.	joint sector-based associations on occupational health and safety;						
.	tourist information services;						
.	employee assistance program services;						
.	coordination of adapted transportation.						
.	This unit does not refer to:						
.	the activities referred to under units 14010 to 14030, 68010, 68030, 77020 and 80030 to 80250.						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
67110	Hiring out of the services of warehouse, workshop or factory personnel	3.34	3.10	0.3107	0.3141	0.1731	1.2403	1.2403	1.2403
	This unit refers to:								
	the hiring out of the services of warehouse, workshop or factory personnel:								
	. forklift operators;								
	. material handlers;								
	. day labourers;								
	. labourers;								
	. assemblers;								
	. stationary machinery operators;								
	. welders;								
	. machinists or millwrights.								
	This unit also refers to:								
	. the hiring out of the services of forklift operators, material handlers, packaging clerks and inventory clerks;								
	. the hiring out of the services of butchers;								
	. the hiring out of the services of mechanical repair shop personnel such as mechanics or bodyworkers;								
	. the hiring out of the services of janitors or housekeeping personnel;								
	. the hiring out of the services of farm workers.								
67120	Hiring out of the services of truckers, delivery drivers or driver helpers	7.30	6.95	0.4011	0.6218	0.4700	2.2054	2.2054	2.2054
68010	Restaurant; fast food counter; drinking establishment	1.24	1.06	0.1055	0.1007	0.0854	0.3942	0.3942	0.3942

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit refers to:								
.	the operation of a restaurant where the serving of alcoholic beverages is only offered when a meal is eaten or is not authorized;								
.	the operation of a fast food counter;								
.	the operation of a drinking establishment.								
	This unit also refers to:								
.	the operation of a discotheque;								
.	the operation of a sugar shack;								
.	the operation of a stationary dairy bar;								
.	services associated with the rental of rooms with catering or alcoholic beverage services;								
.	the making of beer by the operator of a drinking establishment referred to under this unit when the entire production is intended for consumption on the premises of this establishment.								
	This unit also refers to car attendant services when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit.								
	This unit does not refer to:								
.	maple syrup production and the manufacture of maple products.								
	An employer who does, in the same building, both catering services and the operation of a restaurant, a fast food counter, a drinking								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
68020	<p>establishment, a discotheque or a sugar shack is classified under this unit for these activities.</p> <p>An employer who both offers room rental services with catering and alcoholic beverage services and room rental services without catering or alcoholic beverage services is classified under this unit for these activities.</p> <p>Cafeteria; catering services; mobile canteen; operation of vending machines</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> . the operation of a cafeteria; . catering services; . the operation of a mobile canteen; . the operation of vending machines. <p>This unit also refers to:</p> <ul style="list-style-type: none"> . coffee break services; . the operation of a motorized dairy bar; . the operation of a meals-on-wheels; . the operation of a soup kitchen; . the hiring out of the services of cooks. <p>This unit also refers to the rental of dishware, glassware, chairs, tables, table cloths, tennis or festival tents when done by the workers of an employer as part of the carrying out by this employer of catering services.</p>	1.87	1.67	0.1496	0.1809	0.1410	0.6544	0.6544	0.6544

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to the trade in, rental or repair of vending machines when done by the workers of an employer as part of the operation by this employer of such machines.								
	This unit also refers to the following activities when done by the workers of an employer as part of the operation by this employer of a meals-on-wheels or a soup kitchen: <ul style="list-style-type: none"> . the operation of a thrift shop or used clothing counter; . the operation of a food bank; . the operation of a community kitchen. 								
	This unit does not refer to: <ul style="list-style-type: none"> . the installation of big tops. 								
	An employer who offers, in the same building, both catering services and room rental services is classified under this unit for these activities.								
68030	Hotel establishment; youth hostel; residential hotel; relaxation centre offering accommodations; bed and breakfast	1.74	1.54	0.1261	0.1488	0.1419	0.5861	0.5861	0.5861
	This unit refers to: <ul style="list-style-type: none"> . the operation of a hotel establishment such as a: <ul style="list-style-type: none"> . hotel; . motel; . the operation of a youth hostel; . the operation of a residential hotel; . the operation of a relaxation centre offering accommodations; 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	the operation of a bread and breakfast.								
	This unit also refers to:								
	the operation of a boarding house;								
	the rental of cottages.								
	This unit also refers to those services which, without being support services, are offered in an establishment referred to under this unit by the employer who operates this establishment.								
	This unit does not refer to:								
	the production of performances;								
	the operation of a performance hall.								
	An employer who does, on the same site, both an activity referred to under unit 68010 and an activity referred to under this unit is classified under this unit for all these activities.								
68040	Outfitting establishment; campground; mobile home park; camp with accommodations; management and upkeep of parks of the Provincial Administration	2.34	2.13	0.2067	0.2306	0.1935	0.8920	0.8920	0.8920
	This unit refers to:								
	the operation of an outfitting establishment;								
	the operation of a campground;								
	the operation of a mobile home park;								
	the operation of a camp with accommodations such as a								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	vacation camp or nature camp; the management and upkeep of parks of the Provincial Administration.								
.	This unit also refers to:								
.	the operation of an outdoor centre;								
.	the operation of a nature discovery centre;								
.	the operation of a beach when the employer also offers accommodation services on the site;								
.	the operation of a controlled harvesting zone (ZEC);								
.	river or whitewater rafting services;								
.	outdoor excursion services;								
.	the services of outdoor guides;								
.	timber scaling;								
.	marking of trees in forest;								
.	forest inventory.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	services such as restaurant services, accommodations, refueling, air transportation and guides;								
.	the operation of a convenience store and the rental of equipment such as row boats, sailboats or pedal boats;								
.	the rental of cabins;								
.	the operation of a day camp;								
.	the laying out of trails.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit does not refer to:								
	the activities referred to under units 14010 to 14030, 80030 to 80200 and 80250.								
68050	Operation of buildings; management of buildings; dormitories for students; parking lots; rental of storage spaces without handling activities	1.58	1.39	0.0880	0.0871	0.0767	0.4446	0.4446	0.4446
	This unit refers to:								
	the operation of buildings;								
	The operation of buildings refers to the management of buildings when the employer also takes care of the upkeep.								
	management of buildings;								
	The management of buildings refers to the carrying out of administrative tasks only, such as:								
	the rental and marketing of dwelling units;								
	the negotiation and renewal of leases;								
	the recruitment of subcontractors;								
	the purchase of buildings for resale;								
	the operation of a dormitory for students;								
	the operation of parking lots;								
	the rental of storage spaces without handling activities.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to:								
.	room rental services without catering or alcoholic beverage services;								
.	the rental of premises within the context of which administrative support services are offered, such as:								
.	secretariat;								
.	telephone operator;								
.	accounting;								
.	the management of housing or housing construction programs for seniors or persons with a low income done by a municipal housing board;								
.	the management or the operation of apartments for seniors or persons with a low income done by a municipal housing board;								
.	condominium corporations.								
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	security services;								
.	car attendant services;								
.	the washing or cleaning of automobile vehicles by hand.								
	This unit does not refer to:								
.	the activities referred to under units 14010 to 14030, 59040, 59070, 59080, 59150 and 80030 to 80250.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
69960	<p>An employer who carries out, in the same building, both the operation of a dormitory for students and the operation of a residential hotel is classified under this unit for these activities.</p> <p>Repairing, installing or maintaining production machinery; operating a mobile welding unit</p> <p>This unit refers to works relating to:</p> <ul style="list-style-type: none"> . millwright works such as production machinery installation, repair, maintenance, adjustment, assembly, dismantling and handling; . the manufacture of templates for such machinery; . operating a mobile welding unit. <p>This unit does not refer to works relating to:</p> <ul style="list-style-type: none"> . millwright works other than production machinery installation, repair, maintenance, adjustment, assembly, dismantling and handling; . the manufacture of templates for such machinery. <p>An employer classified under this unit may also be classified under exceptional units 80020 and 90010.</p>	2.86	2.63	0.2410	0.2365	0.2097	0.8662	0.8662
77010	<p>Laundry services; dry cleaning services; linen supply services with washing</p> <p>This unit refers to:</p>	3.01	2.78	0.2474	0.3096	0.2335	0.9427	0.9427

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	dry cleaning services;								
.	laundry services;								
.	linen supply services with washing for such articles as tablecloths, sheets, towels, aprons, hand towels or diapers.								
.	This unit also refers to:								
.	work uniform supply services with washing.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	clothing dyeing or fading service;								
.	clothing repair service;								
.	clothing pick-up service;								
.	self-service laundromat;								
.	the trade in linen or work uniforms.								
77020	Building maintenance services	2.98	2.75	0.2309	0.2561	0.2129	1.0227	1.0227	1.0227
.	This unit refers to:								
.	housekeeping service;								
.	specialized cleaning service;								
.	carpet, rug, upholstery cleaning service;								
.	ventilation system cleaning service;								
.	service to clean blinds using ultrasound;								
.	lawn and green space maintenance service such as cutting, aerating, scraping down, fertilization, weed control, insect								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	control, trimming hedges, planting flowers or winter protection; window washing service; spray cleaning service using a portable power washer for household use.							
	This unit also refers to:							
	mobile automobile vehicle wash service; cleaning, opening or closing of pools or spas; manual snow removal service; extermination and fumigation services; building disinfection services.							
77040	Domestic help services for individuals	2.30	2.09	0.1023	0.0839	0.0715	0.7633	0.7633
	This unit refers to:							
	domestic help services provided to individuals by domestic workers within the meaning of section 2 of the Act; domestic help services provided by the persons referred to in the agreement entered into pursuant to section 16 of the Act between the Minister of Health and the Commission.							
Exceptional unit 80020	Work done both inside and outside offices	0.50	0.34	0.0208	0.0222	0.0255	0.0772	0.0772
	This unit refers to:							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	employers who use workers who only perform tasks of an administrative, a commercial, a technical or a professional nature and who are called upon, as part of their duties, to do a portion of their work outside the offices of their employer. This unit refers in particular to workers holding the position of seller, real estate agent, sales agent, real estate broker, representative, project director, project manager, superintendent, project leader, director of security and engineer.							
	This unit does not refer to:							
	those persons who directly supervise workers, such as a foreman;							
	a commissioner, a delivery person or a labourer.							
	An employer classified under this unit cannot also be classified under unit 65150 or under unit 90020.							
80030	Excavation work; paving work; assembly of fences; installation of guardrails; rental of cranes with operators	3.48	3.23	0.2247	0.2106	0.1838	0.9983	0.9983
	This unit refers to work related to:							
	digging, moving, filling, compaction, leveling earth or granular materials, including work related to culverts;							
	excavation and earthwork both for the construction of buildings and civil engineering works and for irrigation, drainage and dredging work;							
	the excavation and installation of aqueducts and sewers;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the excavation and installation of underground lines for gas and water purification plants;								
.	the excavation and installation of underground energy distribution or telecommunications network conduits, with or without the running of wire;								
.	the rental of construction equipment with operators;								
.	forest clearing carried out using construction equipment;								
.	the installation of septic tanks;								
.	the construction and repair of curbs and sidewalks;								
.	the asphalt surfacing of roads, streets, sidewalks, curbs, bikeways, private roads and parking lots;								
.	the concrete surfacing of roads, streets, sidewalks, curbs, bikeways, private roads and parking lots carried out using a spreader-grader;								
.	the scarification of paved surfaces;								
.	the pulverizing of paved surfaces;								
.	the waterproofing of paved surfaces, ditches along thoroughfares, sanitary landfills, snow dumps, composting areas and cells for contaminated soils;								
.	the waterproofing of works made of earth, rock or backfilling such as dams, canals, levees, cofferdams, wastewater treatment basins, retention basins and aerated ponds;								
.	the marking of lines on the pavement;								
.	the installation of fences;								
.	the installation of traffic safety barriers and guardrails.								
	This unit also refers to:								
.	demolition work on civil engineering structures or buildings including the operations required to carry out such work, such								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	as sawing or breaking concrete and the erection of protective walls if such operations are carried out by the employer in charge of the demolition work;								
.	the rental, with operators, of cranes, crane-trucks, boom trucks, or any other conventional truck equipped with a telescopic or hydraulic arm, or equipped with a hoist winch that can be used as cranes or other equipment of the same type;								
.	the operation of a crane within the framework of work related to:								
.	. demolition;								
.	. dismantling when this dismantling is carried out as part of demolition work;								
.	. ore prospecting done using crawler tractors.								
.	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:								
.	. cleaning using abrasive sprays, with or without water such as silica sand, synthetic olivine, glass microbeads, steel grit or plastic billets;								
.	. cleaning or preparation using a water or steam spray in order to alter or cause to crumble the surface layer of the surfaces.								
.	This unit does not refer to:								
.	. manual forest clearing as well as forest clearing carried out using specialized machinery such as a skidder, tree feller or delimiting machine;								
.	. divers participating in works referred to in this unit;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the rental drilling machines with operators;								
.	the dismantling of metal structures and machinery;								
.	preparatory work for the installation of fences done in a workshop elsewhere than on the work site or on the job;								
.	the operation of a quarry, a sandpit or a gravel pit;								
.	snow removal;								
.	cement and concrete work other than that related to small art works, sidewalks and curbs;								
.	work related to blasting, drilling for blasting, pile-driving, special foundations, digging of tunnels and underground drilling, caissons, excavation supports, tie rods, consolidation of foundations and injections in the ground and in rock;								
.	the manufacture of prepared concrete;								
.	the installation of road lighting networks and traffic lights, as well as the installation of lamp posts;								
.	construction work related to underground energy distribution lines with installation of machinery and equipment in addition to the excavation and installation of conduits;								
.	the operation of an asphalt plant;								
.	landscaping work;								
.	the installation of interlocking blocks (slope blocks/pavers).								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80040	Blasting; drilling; soil mechanics; pile-driving and special foundations	3.97	3.72	0.2141	0.2520	0.2573	1.0852	1.0852	1.0852
	This unit refers to work related to:								
.	drilling, charging holes and igniting explosive products;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
.	blasting including that done during demolition work on civil engineering structures or buildings;							
.	digging tunnels and underground drilling;							
.	drilling artesian wells with or without the installation of pumps;							
.	soil mechanics such as setting up excavation supports, installation of tie rods, consolidation of foundations and injections in the ground or in rock;							
.	geothermal drilling and drilling of elevator shafts;							
.	preliminary drilling for construction work;							
.	pile-driving;							
.	pile-driving, including screw piles, and special foundations such as the placing, raising and maintenance of the following elements : steel sheet piling, shoring piles, walings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground;							
.	the rental of a drilling machine with an operator.							
	This unit also refers to:							
.	work done in caissons and cofferdam work;							
.	the construction, maintenance, removal and demolition of caissons and cofferdam work;							
.	underwater diving, including the underwater inspection of cables, wharfs, the installation of underground cables, the cleaning of water intakes, the recovery of wood under water, underwater construction work, and other service activities carried out under water;							
.	preliminary consolidation work related to the moving of buildings, including excavation, concrete drilling and pile							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	driving; the putting in place, straightening and lifting of buildings; consolidation work on a building, the moving of building on a flat-bed trailer done by the workers of an employer as part of the carrying out by this employer of works referred to in this unit.								
	This unit does not refer to:								
	the drilling of ore to obtain test samples; the drilling of oil or natural gas wells.								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80060	Construction of energy transmission or distribution lines; construction of energy transforming stations	3.55	3.30	0.2225	0.3005	0.1810	0.9363	0.9363	0.9363
	This unit refers to construction, maintenance and repair work related to:								
	power plant substations; overhead or underground energy transmission and distribution lines; telecommunications lines or networks; road lighting networks and traffic lights; microwave and telecommunications towers; manholes for underground telecommunications and energy distribution networks; wind turbines.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	This unit also refers to:								
	<ul style="list-style-type: none"> . the installation of street lamps; . the installation of transformers connected to the energy transmission and distribution network; . the installation of antennas in telecommunications towers; . the planting of poles. 								
	This unit also refers to the splicing of telecommunications cables when done by the workers of an employer as part of the carrying out by this employer of activities referred to in this unit.								
	This unit does not refer to:								
	<ul style="list-style-type: none"> . the construction of buildings; . the digging of tunnels; . specific contracts to excavate and install underground energy transmission or telecommunications network conduits, with or without the running of wire. 								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80080	Erecting metal frame structures and tanks	7.59	7.23	0.4218	0.5109	0.3650	2.0028	2.0028	2.0028
	This unit refers to work related to:								
	<ul style="list-style-type: none"> . the setting up, assembly and dismantling of architectural elements and metal framing that go into the construction of buildings, civil engineering works, outside tanks, stacks, silos, coal, stone, coke, sand and ore hoppers, water towers and 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	machinery;								
.	the installation of prefabricated metal industrial stacks;								
.	the installation of steel panels that are used in structures, cladding and roofing;								
.	the installation of pre-cast concrete structural or architectural elements.								
	This unit does not refer to:								
.	preparatory work carried out at the workshop other than on the work site or on the job;								
.	exterior cladding work using metal sheets;								
.	the installation of radio and television station broadcasting and cellular telephone antennas;								
.	the erection of microwave towers;								
.	the erection of wooden silos, water towers or tanks;								
.	the installation of tanks, other than outside tanks;								
.	the boilermaking work related to the installation of outside tanks.								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80100	Cement work; concrete work; concrete forming work	6.54	6.21	0.4701	0.4462	0.4110	1.9127	1.9127	1.9127
	This unit refers to work related to :								
.	reinforcement work such as cutting, shaping, assembling by various processes, as well as the installation of metal ties or wire mesh used in the construction of concrete work;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio		Second-level experience ratio	
				2021	2022	2020	2021
.	concrete formwork for building and civil engineering work framing and machinery;						
.	the preparation and finishing of concrete and cement surfaces;						
.	the pouring and placement of concrete;						
.	the cutting, pumping and drilling of concrete;						
.	concrete paving without the use of a spreader-grader;						
.	concrete injection and grouting;						
.	the cutting of asphalt;						
.	the crushing of concrete during alteration work;						
.	the waterproofing of concrete floors or concrete surfaces.						
	This unit also refers to the following activities when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:						
.	cleaning using abrasive sprays, with or without water such as silica sand, synthetic olivine, glass microbeads, steel grit or plastic billets;						
.	cleaning or preparation using a water or steam spray in order to alter or cause to crumble the surface layer of the surfaces.						
	This unit does not refer to:						
.	the operation of a reinforcement workshop other than on the work site or on the job;						
.	the installation of pre-cast concrete structural or architectural elements;						
.	the delivery and pouring of concrete by concrete mixer;						
.	the construction and repair of curbs and sidewalks.						

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
80110	<p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p> <p>Carpentry work; joinery work; exterior cladding work on buildings; work related to indoor systems; painting work; installation of flexible coverings; installation of marble, granite, ceramics and terrazzo; plastering and jointing work; insulation work; installation of scaffolds or bleachers</p> <p>This unit refers to work related to:</p> <ul style="list-style-type: none"> . the erection of a wooden structure of a building, a silo, a water tower and a tank; . joinery work; . the installation of exterior cladding of buildings using all types of metal sheets or clapboard; . the installation of masonry elements without mortar, cement or any other adhesive material; . parquetry work including sanding and finishing; . carpentry work such as the installation of chevrons and the erection of wood divisions; . carpentry work and joinery work in the installation of prefabricated buildings with a wood structure; . on-site construction of wood recreational equipment for amusement parks, daycare centres, playgrounds and other similar places; . the installation of doors and windows on buildings with a wood structure; . the installation of pre-glazed doors and windows on a non-wooden structure building when done as part of carpentry work; 	5.89	5.58	0.3411	0.3420	0.2847	1.6002	1.6002	1.6002

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the building of wood or wood-substitute patio;								
.	indoor systems such as the installation of metal poles, angle irons, wire moulds, gypsum, lathwork, acoustic ceilings and suspended ceilings;								
.	indoor systems such as the installation of metal poles, gypsum, lathwork, acoustic ceilings and suspended ceilings; plastering and jointing;								
.	the application of paint, surface coatings and protective finishes;								
.	the installation of flexible coverings such as vinyl, asphalt, rubber, cork, linoleum coverings, rugs, carpet underlays and rug underlays;								
.	the installation and polishing of marble, granite, terrazzo concrete, slate, ceramics terrazzo and other similar materials;								
.	the installation of cold room panels;								
.	the thermal insulation of buildings, soundproofing and acoustic control;								
.	the installation and dismantling of all types of scaffolds or bleachers.								
	This unit also refers to work related to:								
.	the removal of asbestos;								
.	the stripping;								
.	the installation and repair of prefabricated fireplaces.								
	Stripping refers to any selective, meticulous and well thought-out demolition operation, of unwanted additions, ruined areas or areas of no interest in buildings, which does not adversely affect the structure, retaining walls or load-bearing walls.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022

This unit refers to the following work when done on the worksite or on the job:

- . cleaning using abrasive sprays, with or without water such as silica sand, synthetic olivine, glass microbeads, steel grit or plastic billets;
- . cleaning or preparation using a water or steam spray in order to alter or cause to crumble the surface layer of the following surfaces :
 - . civil engineering structures such as viaducts, bridges or retaining walls;
 - . building surfaces such as masonry, concrete or steel surfaces;
 - . outer surfaces of tanks such as water towers or oil tanks;
 - . industrial equipment or machinery surfaces.

This unit also refers to the following work when done by the workers of an employer as part of the carrying out by this employer of work to erect a wood structure of a building:

- . the installation of gutters;
- . roofing using asphalt shingles, cedar shingles, sheet metal that is neither welded nor stapled, or sandstone tiles;
- . the installation of sunrooms;
- . foundation formwork;
- . the installation of garage doors.

This unit also refers to the following work when done by the workers of an employer as part of the performance by this employer of

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio	
				2021	2022	2023	2020	2021
	prefabricated fireplace installation and repair work:							
	the installation and repair of prefabricated chimneys.							
	This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities referred to under this unit:							
	the collection of hazardous material.							
	This unit does not refer to :							
	work related to piles and special foundations such as the placing, raising and maintenance of the following elements :							
	steel sheet piling, shoring piles, wallings, struts, horizontal shores, soldier piles and temporary steel or heavy structural lumber struts driven into the ground;							
	work to install curtain walls in marble, granite or other similar materials;							
	work to waterproof concrete floors, concrete surfaces or paved surfaces;							
	stripping work when only one reconstruction operation referred to under another unit is carried out jointly with the stripping of that which is being rebuilt, In such a case, the stripping work is referred to under the unit that refers to this reconstruction operation. For example, when the only work being done by the employer involves the installation of the roof following the stripping of the old roof, all of this work is referred to under unit 80130;							
	engraving using a spray;							
	the installation of a freight elevator;							

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	work related to the installation, dismantling and maintenance of permanent swing scaffolds;								
	the preparatory work and manufacturing done in a workshop other than on the site when they are subject to unit 36050.								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80130	Roofing work; installation of gutters	6.93	6.59	0.3840	0.3925	0.3906	1.8536	1.8536	1.8536
	This unit refers to work related to:								
	the installation and repair of all types of roofing, including waterproofing;								
	the installation of gutters;								
	the removal of snow from roofs.								
	This unit does not refer to:								
	the installation of steel panels which are used in structures, cladding and roofing;								
	the preparatory work and manufacturing done in a workshop other than on the site when they are subject to unit 36050.								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80140	Masonry work	6.69	6.35	0.3446	0.3634	0.3049	1.9025	1.9025	1.9025
	This unit refers to work related to:								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
.	the cutting, setting with mortar, cement or any other adhesive material as well as the jointing of masonry elements such as the following : bricks, natural or artificial stones; acid bricks, fire bricks, plastic bricks, cements bricks or bricks made of any other refractory material laid by hand or by a pneumatic or mechanical method; tiles made of refractory material; blocks of gypsum, concrete or glass, blocks of composite materials, blocks of lightweight aggregates for walls or partitions, anticorrosive tiles; the installation of silos made of concrete staves.	6.42	6.09	0.3962	0.4001	0.3470	1.8950	1.8950	1.8950
.	This unit does not refer to: jointing, aligning, anchoring and grouting work done by manufacturers of pre-cast concrete structural or architectural elements; cleaning work using a pressure spray referred to in unit 80110; work related to the installation of slope blocks or pavers; work related to the installation of marble or granite tile flooring; the installation of curtain walls made of masonry elements; form work prior to the installation of silos made of concrete staves.								
.	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80150	Glass work; glazing work	6.42	6.09	0.3962	0.4001	0.3470	1.8950	1.8950	1.8950

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<p>This unit refers to work related to :</p> <ul style="list-style-type: none"> · the preparation and installation of glasswork and glazing, such as : <ul style="list-style-type: none"> · the cutting and polishing of glass; · the cutting and assembly of aluminum; · the installation of doors, windows and glazing; · the installation of entrances or show windows made from metal or glass parts; · the installation of curtain walls; · the installation of atriums, skylights and other similar works. <p>This unit also refers to work related to:</p> <ul style="list-style-type: none"> · the construction of greenhouses; · the installation of sunrooms; · the installation of big tops; · the installation of cover shells for manure pits. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> · preparatory or manufacturing work done in a workshop other than on the work site. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>	2.86	2.63	0.2410	0.2365	0.2097	0.8662	0.8662	0.8662
80160	Millwright works; boilermaking work; plumbing and pipefitting work;								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	pipe insulation work; work related to mechanized transit systems								
	This unit refers to work related to:								
	<ul style="list-style-type: none"> . millwright works such as the installation, repair, maintenance, adjustment, assembly, dismantling and handling of machinery other than production machinery; . the making of templates for this machinery; . the installation, repair and maintenance of garage doors, whether mechanized or not; . boilermaking related to machinery other than production machinery and related to the construction, maintenance and repair of steam generators, boilers, tanks or other similar equipment; . the installation, alteration, modification, repair and maintenance of: <ul style="list-style-type: none"> . plumbing systems, such as : <ul style="list-style-type: none"> . piping, fixtures, accessories and other fittings needed to supply these systems with fluids; . piping, fixtures, accessories and other fittings used for rainage, run-off and ventilation of traps in these systems; . heating and combustion systems, such as : <ul style="list-style-type: none"> . piping, fixtures, accessories and other fittings needed to distribute fluids or heat; . fire protection and localized fire protection systems, such as : <ul style="list-style-type: none"> . piping, fixtures, accessories and other fittings used to prevent and fight fires; . insulation, whether it is carried out by spraying or by any other 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	method, such as :								
	· thermal insulation of any new or existing piping system;								
	· thermal insulation of radiators, furnaces, boilers, tanks and any other similar device;								
	· the installation, alteration, modification, repair and maintenance of mechanized transit systems, composed of devices, accessories and other apparatuses, such as :								
	· elevators, freight elevators, escalators, permanent swing scaffolds, slope hoists, dumbwaiters, removable platforms on a theatre stage, moving sidewalks and other similar devices generally used or which may be used to transport persons, objects or materials.								
	This unit also refers to the operation of a temporary or uncompleted system as well as the operation of a completed system when it is used to move construction workers and materials.								
	This unit does not refer to:								
	· the construction of outside tanks or metal tanks other than for the boiler systems;								
	· the installation of metal ducts for heating, ventilation and air conditioning systems, including the installation of internal insulation for ducts;								
	· the laying of bricks used in boiler walls;								
	· installation work related to pre-insulated ventilation ducts;								
	· cleaning using sandblasting;								
	· work related to millwright works such as the installation, repair, maintenance, adjustment, setting up, dismantling and handling of production machinery as well as the making of								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<p>templates for this machinery; the installation and operation by an employer of a temporary freight elevator as part of the carrying out by this employer of work not referred to in this unit; the installation of temporary swing scaffolds.</p> <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>								
80170	<p>Electrical work</p> <p>This unit refers to work related to:</p> <ul style="list-style-type: none"> the installation, alteration, modification, repair and maintenance of electrical installations for lighting, heating and motive force purposes, including in all cases wires, cables, conduits, accessories and electrical devices that are part of the actual installation and, being related to the connection of the installation to the public or municipal utility network, which point of connection is on the wall of the building that is nearest to the public utility line; the installation of lightning rods and unit heaters; electrical hook-up of a building. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> construction work on energy distribution and transforming stations done by electrical contractors; electrical work done by energy distribution and transforming station construction contractors; 	2.69	2.47	0.2099	0.2110	0.1886	0.7911	0.7911	0.7911

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	installation work related to alarm, security, control or electronic equipment systems; street lamp installation work along roads as well as traffic light installation work.								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80180	Sheet metal work	5.32	5.02	0.2992	0.3597	0.3285	1.4467	1.4467	1.4467
	This unit refers to work related to:								
	sheet metal having a maximum thickness of 10 gauge (iron, copper, aluminum, stainless steel) and all metal or electrometallurgical materials, vinyl and other metal or plastic based materials, such as :								
	the marking out, manufacture and installation, on the work site or on the job, of all sorts of metal objects, in sheets;								
	the assembly and repair of ventilation, air conditioning and hot air heating duct systems and any conduit system to remove various materials such as chips, fumes, smoke or dust, the installation of internal insulation with respect to these systems and the installation of prefabricated devices;								
	the installation of prefabricated metal objects such as shelves, lockers, screens, ceilings, fire barriers, and ceiling and wall coverings;								
	the installation of prefabricated devices such as air conditioners, fans, heat pumps, air exchangers as well as								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	the installation of mechanized elements associated with these systems, when done at the same time as the installation of ducts or conduits.								
	This unit does not refer to work related to:								
	· work related to outdoor cladding in metal sheets or clapboard of all types, installation and repair of all types of roofing;								
	· preparatory and manufacturing work done in the workshop other than on the work site;								
	· work related to the installation of gutters.								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80190	Installation of electronic equipment, alarm or control systems	1.78	1.59	0.2182	0.1993	0.1799	0.6343	0.6343	0.6343
	This unit refers to work related to:								
	· the installation, alteration, modification, repair and maintenance of intercom, cabledistribution, public address, synchronous clock, visual, aural or oral signaling, telephony, closed-circuit television, access card or surveillance systems or cabling related to these systems;								
	· the installation, rebuilding, modification, repair and maintenance of computer cabling;								
	· the installation, alteration, modification, repair and maintenance of electrical or pneumatic control, and instrumentation systems related to heating, air conditioning, ventilation and air removal;								
	· the installation, alteration, modification, repair and maintenance								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	of electrical systems or pneumatic control systems, quantity measurement and calibration systems on a variety of industrial production machinery; . the installation, alteration, modification, repair and maintenance of burglar and fire alarm systems; . the sale, installation and repair of safety locks; . the testing, adjustment and stabilizing of air circulation and distribution systems; . the splicing of telecommunications cables.								
	This unit also refers to work related to: . the installation of parabolic antennas.								
	An employer who installs fire and theft alarm system and also trades in these systems is classified in this unit for these activities.								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
80200	Refrigeration work, air conditioning work The unit refers to work related to: . the installation, rebuilding, modification, repair or maintenance of central air conditioning or refrigeration systems, including the piping, the units, accessories and other devices needed to distribute fluids and produce cold using these systems; . the installation of machinery for central air conditioning or refrigeration systems.	2.82	2.59	0.2749	0.2693	0.2013	0.8754	0.8754	0.8754

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
80230	<p>This unit does not refer to:</p> <ul style="list-style-type: none"> · the insulation of refrigeration and air conditioning systems; · the testing, adjustment and stabilizing of air circulation and distribution systems; · the installation of metal ducts for air conditioning systems; · the installation, alteration, modification, repair and maintenance of instrumentation and control systems related to heating, air conditioning and ventilation. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p> <p>Landscaping work; installation of pools or spas</p> <p>This unit refers to:</p> <ul style="list-style-type: none"> · landscaping work, such as : <ul style="list-style-type: none"> · the installation of interlocking blocks or concrete paving blocks; · the installation of sod; · site preparation work; · the planting of trees and shrubs; · the erection of low walls, stairs, etc.; · the maintenance of slopes alongside roads; · the installation of outdoor underground pipes to water the lawn or for decorative lighting systems; · the installation, construction or repair of pools; · the installation or repair of spas. 	3.32	3.08	0.2834	0.2764	0.2237	1.1517	1.1517	1.1517

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	<p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of landscaping work:</p> <ul style="list-style-type: none"> . the installation of fences. <p>This unit also refers to the following activity when done by the workers of an employer as part of the carrying out by this employer of activities related to the installation, construction or repair of pools or spas:</p> <ul style="list-style-type: none"> . cement or concrete work. <p>This unit does not refer to:</p> <ul style="list-style-type: none"> . paving work; . snow removal; . the installation of septic tanks and septic beds. <p>An employer classified under this unit can also be classified under exceptional units 80020 and 90010.</p>	6.07	5.75	0.2283	0.2720	0.2938	1.3071	1.3071	1.3071
80250	<p>Ornamental building metal work</p> <p>This unit refers to work related to :</p> <ul style="list-style-type: none"> . building metal work such as the tracing out, cutting, preparation and assembly of any metal part, including outdoor and indoor stairs, handrails, fences, gates, canopies, cellar doors and inspection holes, all types of wire fencing; 								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
	coal chutes, vault doors, fire doors, industrial doors, partitions, rails and balconies.								
	This unit does not refer to:								
	<ul style="list-style-type: none"> · preparatory and manufacturing work done in workshops other than on the work site or on the job, · installation of all other types of fences. 								
	An employer classified under this unit can also be classified under exceptional units 80020 and 90010.								
Exceptional unit 90010	Work done exclusively in offices	0.30	0.15	0.0052	0.0068	0.0050	0.0195	0.0195	0.0195
	This unit refers to:								
	<ul style="list-style-type: none"> · an employer who uses the services of workers who only perform tasks of an administrative, commercial, technical or professional nature and, who unlike the workers referred to under unit 90020 or 80020, only work in offices. This unit refers in particular to office staff and persons holding the position of accountant, controller, administrative director, draftsman, purchaser, bidder, computer technician and sales director. 								
	An employer classified under this unit cannot also be classified under unit 65150 for the activity “Managing subsidiaries or branches located outside Québec (head office)”.								

Unit Number	Unit Title	General Rate	Special Rate	First-level experience ratio			Second-level experience ratio		
				2021	2022	2023	2020	2021	2022
Exceptional unit 90020	Salespersons or sales representatives	0.50	0.34	0.0208	0.0222	0.0255	0.0772	0.0772	0.0772
	This unit refers to:								
	<ul style="list-style-type: none"> an employer who uses the services of workers who only engage in the sale of goods or services and who are called upon, as part of their duties, to do a portion of their work outside the offices of their employer. 								
	This unit does not refer to:								
	<ul style="list-style-type: none"> workers who handle or deliver merchandise other than samples used for sales purposes. 								
	An employer classified under this unit cannot also be classified under unit 65150 for the activity “Managing subsidiaries or branches located outside Québec (head office)” or under unit 80020.								

SCHEDULE 1.1

GROUPS OF UNITS CONCERNING THE IMPUTATION OF HEARING IMPAIRMENTS
CAUSED BY NOISE NOT RESULTING FROM AN INDUSTRIAL ACCIDENT

Group of units	Number of classification units constituting the group as determined in Schedule 1
A	10110, 10120, 10130, 10140, 10150, 11110, 14030, 57030, 57040, 68040
B	13110, 13120, 13140, 13150, 13160, 16070, 16080, 16090, 18010, 18020, 18030, 18040, 18050, 18060, 18070, 34030, 34210, 35010, 35020, 35030, 35040, 35050, 36050, 36060, 36070, 36080, 36100, 36110, 36120, 36130, 36140, 36150, 36160, 36170, 36190, 36200, 54320, 54330, 54340, 54350, 54360
C	14010, 14020, 17010, 17030, 17040, 34010, 34200, 34410, 36300, 36310, 36320, 36330, 36350
D	15010, 15020, 15030, 15040, 15050, 15060, 15070, 15080, 16010, 16020, 16040, 16050, 19010, 26050, 54080, 54210, 54220, 54230, 54240, 54260, 67110
E	54010, 54020, 54030, 54040, 54050, 54060, 54070, 54090, 54100, 54250, 54410, 54420, 54430, 54440, 60100, 60110, 65100, 65110, 65120, 65130, 65150, 67100
F	55010, 55020, 55030, 55040, 55050, 55060, 55070, 55080, 55090, 65160, 67120, 69960, 80030, 80040, 80060, 80080, 80100, 80110, 80130, 80140, 80150, 80160, 80170, 80180, 80190, 80200, 80230, 80250
G	57010, 57020, 59010, 59020, 59030, 59040, 59050, 59060, 59070, 59080, 59090, 59100, 59110, 59120, 59150, 59160, 61100, 61110, 65140, 68010, 68020, 68030, 68050, 77010, 77020, 77040
H	58010, 58020, 58030, 58040, 58060, 58070, 58080, 58090

SCHEDULE 2

(s. 39)

RATES PERTAINING TO THE FINANCING OF JOINT SECTOR-BASED ASSOCIATIONS
FOR THE YEAR 2025

	Rate
ACTIVITY SECTORS	
The social affairs sector	0.022
The automobile service sector	0.068
The transportation and storage sectors	0.045
The provincial administration sector	0.045
The printing and allied industries sector, the metal fabricating industries sector, the electrical products industries sector, the clothing industries sector and the textile and knitting sector	0.042
The transportation equipment and machinery industries sector	0.050
The mining and mining services sector	0.080
The municipal affairs sector	0.041
The construction sector	0.039

SCHEDULE 3
(ss. 40 and 41)

LUMP SUM UNDER PARAGRAPH 3 OF SECTION 310 OF THE ACT. AMOUNT UNDER SECTION 313 OF THE ACT AND RATE APPLICABLE TO THE PROTECTION OF A MEMBER OF A BOARD OF DIRECTORS FOR THE YEAR 2025

The lump sum used to establish the assessment of the employer of a student referred to in section 10 of the Act, pursuant to paragraph 3 of section 310 of the Act, is set, for the year 2025, at \$6 per trainee.

The amount referred to in section 313 of the Act is set for the year 2025 at \$65.

The rate used to establish the amount payable by a person who only sits on the board of directors of a legal person and who registers in this capacity or as an executive officer pursuant to section 18 of the Act is that of unit 65110.

SCHEDULE 4
(ss. 49, 62 and 63)

The qualifying threshold for the year 2025 is \$1,560.

The amount used for the calculation in section 62 for the year 2025 is \$4,680.

The amount used for the calculation in section 63 for the year 2025 is \$218,400.

SCHEDULE 7
(ss. 104, 105 and 106)

TABLE OF PREMIUMS FOR THE YEAR 2025
(percentage)

Risk related portion of the assessment	<u>Assumption limit (multiple of the maximum yearly insurable earnings)</u>									
	1½	2	2½	3	4	5	6	7	8	9
14 650 and below	84.2	84.2	84.2	84.2	84.2	84.2	84.2	84.2	84.2	84.2
20 000	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7
27 400	76.8	76.8	76.8	76.8	76.8	76.8	76.8	76.8	76.8	76.8
37 700	72.4	72.4	72.4	72.4	72.4	72.4	72.4	72.4	72.4	72.4
51 000	68.0	68.0	68.0	68.0	68.0	68.0	68.0	68.0	68.0	68.0
69 400	63.2	63.2	63.2	63.2	63.2	63.2	63.2	63.2	63.2	63.2
93 900	58.5	58.5	58.5	58.5	58.5	58.5	58.5	58.5	58.5	58.5
127 300	53.5	53.5	53.5	53.5	53.5	53.5	53.5	53.5	53.5	53.5
172 300	52.0	48.3	48.3	48.3	48.3	48.3	48.3	48.3	48.3	48.3
234 000	49.6	45.4	42.9	42.9	42.9	42.9	42.9	42.9	42.9	42.9
320 200	48.4	42.8	40.4	38.8	37.0	37.0	37.0	37.0	37.0	37.0
443 950	46.2	40.9	37.8	35.6	32.5	30.8	30.8	30.8	30.8	30.8
625 600	44.1	38.4	34.9	32.5	29.1	26.8	25.6	25.1	24.8	24.8
901 950	42.4	36.5	32.7	29.7	25.4	22.2	20.6	19.7	19.2	19.0
1 338 350	41.0	34.7	30.5	27.2	22.1	18.5	16.4	15.4	14.9	14.7
2 058 100	40.0	33.3	28.8	25.1	19.4	15.5	13.1	11.8	11.2	11.0
3 303 950	39.2	32.3	27.5	23.5	17.3	13.1	10.5	9.1	8.5	8.3
5 571 100	38.6	31.5	26.5	22.3	15.7	11.3	8.5	7.0	6.4	6.2
10 105 050	38.2	30.9	25.7	21.4	14.5	9.9	7.1	5.5	4.8	4.6
19 173 350	38.0	30.6	25.3	20.8	13.8	9.0	6.2	4.5	3.7	3.4
37 309 450 and above	37.9	30.4	25.0	20.5	13.3	8.5	5.6	3.9	2.9	2.6

107029



Draft Regulation

Act to amend various legislative provisions with respect to housing
(2024, chapter 2)

Alienation of immovables under section 92 of the Act to amend various legislative provisions with respect to housing

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the draft Regulation respecting the alienation of immovables under section 92 of the Act to amend various legislative provisions with respect to housing, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Regulation sets conditions according to which an immovable may be alienated under section 92 of the Act to amend various legislative provisions with respect to housing (2024, chapter 2).

Further information on the draft Regulation may be obtained by contacting Ghislain Brisson, Policy adviser, Direction des orientations et de la gouvernance municipales, Ministère des Affaires municipales et de l'Habitation, 10, rue Pierre-Olivier-Chauveau, aile Chauveau, 3^e étage, Québec (Québec) G1R 4J3; telephone: 418 691-2015, extension 83196; email: ghislain.brisson@mamh.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Ghislain Brisson at the above contact information.

FRANCE-ÉLAINE DURANCEAU
Minister Responsible for Housing

ERIC GIRARD
Minister of Finance

Regulation respecting the alienation of immovables under section 92 of the Act to amend various legislative provisions with respect to housing

Act to amend various legislative provisions with respect to housing
(2024, chapter 2, s. 92, 5th and 6th par.).

1. This Regulation sets conditions according to which an immovable may be alienated under section 92 of the Act to amend various legislative provisions with respect to housing (2024, chapter 2).

2. An immovable may be alienated only for the carrying out of a project for which a subsidy has been granted by a minister or a government body or that is the subject of an agreement between a minister or a government body and a third person allowing for the immovable to be used for the purposes of social or affordable housing or of dwellings intended for persons pursuing studies within the meaning of article 1979 of the Civil Code.

3. The alienation of an immovable must be authorized by the Minister of Finance in the following cases:

(1) the net book value of the immovable is at least \$5,000,000;

(2) the amount of the consideration is at least \$10,000,000 less than the value of the immovable.

For the purposes of subparagraph 2 of the first paragraph, the value of the immovable is the product obtained by multiplying the value entered on the property assessment roll for the immovable by the comparative factor established under section 264 of the Act respecting municipal taxation (chapter F-2.1). If the immovable is not entered on the assessment roll, its value is the market value established by a chartered appraiser.

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

107045



Draft Regulation

Environment Quality Act
(chapter Q-2)

Act respecting certain measures enabling the enforcement of environmental and dam safety legislation
(chapter M-11.6)

Development, implementation and financial support of a deposit-refund system for certain containers

System of selective collection of certain residual materials

— Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Regulation respecting the development, implementation and financial support of a deposit-refund system for certain containers and the Regulation to amend the Regulation respecting a system of selective collection of certain residual materials, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Regulation to amend the Regulation respecting the development, implementation and financial support of a deposit-refund system for certain containers provides for the establishment of conditions conducive to the successful rollout of the modernized deposit-refund system and to stakeholder buy-in, in particular by keeping the number of return sites at 1200 as of 1 March 2025, providing for a minimum of return sites for each administrative region instead of a minimum number of return points, and allowing that number, when counted for all the inhabitants, to include a maximum of 25% of bulk return points. In addition, the draft Regulation increases the maximum distance between a return site and a retail establishment operated by a group of retailers and extends from 7 to 14 days the time limit for refunding the deposit for containers returned to a bulk return point. It also excludes tins from the containers covered under the system, provides more flexibility for the specification of a different deposit amount for reusable containers to better meet the needs of the industry, allows reusable containers to be collected separately from establishments offering on-site consumption if there is no agreement, extends to 10 years the duration of the designation of the designated management body, and requires the designated management body to set up a contingency fund.

The draft Regulation to amend the Regulation respecting a system of selective collection of certain residual materials extends to 10 years the duration of the designation of the designated management body in consequence of the draft Regulation to amend the Regulation respecting the development, implementation and financial support of a deposit-refund system for certain containers.

The draft Regulation to amend the Regulation respecting the development, implementation and financial support of a deposit-refund system for certain containers would generate annual savings for businesses. Relaxing the requirements for setting up return sites for redeemable containers will create more opportunities to optimize the return site network and support its deployment, thereby generating savings for producers of redeemable containers and for the designated management body. However, in order to improve the financial stability of the system, the producers concerned may be required to pay additional costs, as they would henceforth have to contribute to a contingency fund that would allow the designated management body to meet its obligations for at least 3 months. In short, the draft Regulation would generate annual savings of \$11.5 million for producers of redeemable containers and for the designated management body.

The draft Regulation to amend the Regulation respecting a system of selective collection of certain residual materials would have no financial impact.

Further information on the draft Regulations may be obtained by contacting Valérie Lephât, Direction de la réduction, du réemploi et du recyclage, Direction principale des matières résiduelles, Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs, édifice Marie-Guyart, 9^e étage, boîte 71, 675, boulevard René-Lévesque Est, Québec (Québec) G1R 5V7; email: infoconsigne-collecte@environnement.gouv.qc.ca.

Any person wishing to comment on the draft Regulations is requested to submit written comments within the 45-day period to Gitane Boivin, Director, Direction principale des matières résiduelles, Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs, édifice Marie-Guyart, 9^e étage, boîte 71, 675, boulevard René-Lévesque Est, Québec (Québec) G1R 5V7; email: infoconsigne-collecte@environnement.gouv.qc.ca.

BENOIT CHARETTE

Minister of the Environment, the Fight Against Climate Change, Wildlife and Parks

Regulation to amend the Regulation respecting the development, implementation and financial support of a deposit-refund system for certain containers

Environment Quality Act
(chapter Q-2, s. 53.30, 1st par., subpars. 6 and 8,
s. 53.30.2, pars. 1 and 3 to 7, and s. 53.30.3, pars. 1, 3 to
5 and 7).

Act respecting certain measures enabling the
enforcement of environmental and dam safety
legislation
(chapter M-11.6, s. 30, 1st par., and s. 45, 1st par.).

1. The Regulation respecting the development, implementation and financial support of a deposit-refund system for certain containers (chapter Q-2, r. 16.1) is amended in the first paragraph of section 2

(1) by inserting the following definition in alphabetical order:

““tin” means a hermetically sealed container mainly composed of metal other than aluminum and used for preserving food, whose lid can be fully removed using a tool or a tab attached to it;”;

(2) by inserting “a tin,” after “except” in the definition of “redeemable container”.

2. Section 19 is amended

(1) by inserting “, in particular,” before “the volume” in the second paragraph;

(2) by replacing “to commercialize, market or other distribute a product” in the fourth paragraph by “concerned by the specification or modification”.

3. Section 25 is amended by striking out “except in isolated or remote territories,” in subparagraph 10 of the first paragraph.

4. Section 39 is amended by replacing “7” in paragraph 2 by “14”.

5. Section 41 is amended

(1) in the first paragraph

(a) by striking out “, excluding bulk return sites;”;

(b) by striking out “Beginning on 1 March 2025, a minimum of 1,500 return sites, excluding bulk return sites, must be functional.”;

(2) in the third paragraph

(a) by replacing “points” in the portion before subparagraph 1 by “sites”;

(b) by replacing “point” wherever it appears by “site”;

(3) by adding the following paragraph at the end:

“The minimum number of return sites that each administrative region must have, when counted for all the inhabitants, may include a maximum of 25% of bulk return points.”.

6. Section 48 is amended by adding “provided the retailer has obtained prior approval from any producer that has developed and implemented the deposit-refund system,” after “to join,” in the second paragraph.

7. Section 49 is amended

(1) by replacing “3” in paragraph 2 by “4”;

(2) in paragraph 3

(a) by replacing “2” by “3”; and

(b) by replacing “25,001 to 100,000 inhabitants” by “more than 25,000 inhabitants”;

(3) by striking out paragraph 4.

8. Section 65 is amended by inserting the following after the first paragraph:

“For the purposes of subparagraph 3 of the first paragraph, a collection may be carried out in several phases to allow the establishment to return the reusable containers it has stored separately from other redeemable containers.”.

9. Section 72 is amended by replacing “5” in subparagraph 3 of the first paragraph by “10”.

10. Section 79 is amended

(1) by replacing “5” in the first paragraph by “10”;

(2) by replacing “5” in subparagraph 2 of the second paragraph by “10”.

11. Section 82 is amended by replacing “5-year” by “10-year”.

12. The following is inserted after section 93:

“**93.1.** Within 4 months after its designation, the designated management body must set up a contingency fund that allows it to meet its obligations under this Regulation, and maintain it for the duration of its designation.

Within the same time limit, the body must establish the terms and conditions for contributions to the contingency fund by its members.

As of the third full calendar year of the body's designation, the contingency fund must be sufficient to allow the body to meet its obligations for a period of at least 3 months.

93.2. For the purposes of section 93.1, in the case of a management body designated before 1 March 2025, the time limit is calculated from that date rather than from the date of its designation.”

13. Section 124 is amended by inserting “in section 135.2 is sent and before the report referred to” after “years, before the report referred to”.

14. The following is inserted after section 135.1:

“§§10.2. *Mid-designation report*

135.2. Not later than 6 months before the expiry of the fifth year of its designation or the renewal of its designation, the body must file with the Société and with the Minister a report on the implementation and effectiveness of the deposit-refund system for that period, which must also include consultations and discussions with environmental groups and consumers, the dates of the consultations and discussions, the topics discussed, the recommendations made and any follow-up action taken.

The report must also set out the body's strategic aims and priorities for the deposit-refund system for the following 5 years.”

15. Section 174 is amended by inserting “or joining an existing group” after “retailers” in paragraph 1.

16. Section 177 is amended

- (1) in paragraph 1
- (a) by replacing “1,500” by “1,200”; and
- (b) by striking out “, excluding bulk return points,”;
- (2) by inserting the following after paragraph 3:

“(3.1) fails to comply with the maximum number of bulk return points provided for in the fifth paragraph of section 41;”

17. Section 181 is amended by inserting “or joining an existing group” after “retailers” in paragraph 1.

18. Section 184 is amended

- (1) in paragraph 1
- (a) by replacing “1,500” by “1,200”; and
- (b) by striking out “, excluding bulk return points,”;
- (2) by inserting the following after paragraph 3:

“(3.1) fails to comply with the maximum number of bulk return points provided for in the fifth paragraph of section 41;”.

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

Regulation to amend the Regulation respecting a system of selective collection of certain residual materials

Environment Quality Act
(chapter Q-2, s. 53.30, pars. 6 and 8, and s. 53.30.3, pars. 1, 3, 4, 5 and 7).

1. The Regulation respecting a system of selective collection of certain residual materials (chapter Q-2, r. 46.01) is amended in section 33 by replacing “5” in paragraph 3 by “10”.

2. Section 38 is amended by replacing “5” in the first paragraph by “10”.

3. Section 39 is amended by replacing “5” in the second paragraph by “10”.

4. Section 65 is amended by inserting “that is, before the report referred to in section 72.1 and the report referred to in section 38 are sent,” after “years,”.

5. The following is inserted after section 72:

“§§2.1. *Mid-designation report*

72.1. Not later than 6 months before the expiry of the fifth year of its designation or the renewal of its designation, the body must file with the Société and with the Minister a report on the implementation and effectiveness of the system of selective collection for that period.

The report must contain at least the information referred to in subparagraphs 1 to 7 of the first paragraph of section 39.

The report must set out the aims and priorities of the designated management body for the following 5 years.

The report must also state the comments and recommendations made by environmental groups and consumers, in particular during the consultations held pursuant to section 65. Where the body decides not to act on certain recommendations, it must justify its position in the report.”

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

107044



Draft Regulation

Professional Code
(chapter C-26)

Code of Ethics of dental prosthesis and appliance technologists

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Code of ethics of dental prosthesis and appliance technologists, made by the board of directors of the Ordre professionnel des technologues en prothèses et appareils dentaires du Québec and appearing below, is published as a draft and may be examined by the Office des professions du Québec then submitted to the Government which may approve it, with or without amendment, on the expiry of 45 days following this publication.

The draft Regulation replaces the Code of ethics of the members of the Ordre professionnel des technologues en prothèses et appareils dentaires du Québec (chapter C-26, r. 226) and updates certain duties of the members of the Order to take into account, in particular, the new realities of the practice of the profession.

The draft Regulation has no impact on the public and on enterprises, including small and medium-sized businesses.

Further information on the draft Regulation may be obtained by contacting Annie Bilodeau, Director General and Secretary, Ordre professionnel des technologues en prothèses et appareils dentaires du Québec, 1200, avenue McGill College, bureau 1500, Montréal (Québec) H3B 4G7; telephone: 514 447-7593; email: dg@otpadq.com.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Annie Lemieux, Secretary, Office des professions du Québec, 800, place D'Youville, 10^e étage, Québec (Québec) G1R 5Z3; email: secretariat@opq.gouv.qc.ca. The comments may be forwarded by the Office to the Minister Responsible for Government Administration and Chair of the Conseil du trésor, and may also be sent to the Ordre professionnel des technologues en prothèses et appareils dentaires du Québec and to interested persons, departments and bodies.

ANNIE LEMIEUX
Secretary, Office des professions du Québec

Code of Ethics of dental prosthesis and appliance technologists

Professional Code
(chapter C-26, s. 87).

CHAPTER I PRELIMINARY PROVISION

1. This Code determines the duties and obligations of dental prosthesis and appliance technologists toward the public, their clients and the profession.

CHAPTER II GENERAL DUTIES

2. Dental prosthesis and appliance technologists must take all reasonable steps to ensure that every person they employ or who collaborates with them in the practice of the profession, and every organization within which they practise their professional activities, complies with the Professional Code (chapter C-26) and the regulations and by-laws under the Code as well as with any other law or regulation governing the practice of the profession.

3. Dental prosthesis and appliance technologists may not exempt themselves, even indirectly, from a duty or obligation contained in this Code.

4. Dental prosthesis and appliance technologists must practise their profession in a manner that is respectful of the dignity and freedom of persons.

They must refrain from any form of discrimination based on a ground mentioned in section 10 of the Charter of human rights and freedoms (chapter C-12) and from any form of harassment.

5. Dental prosthesis and appliance technologists must not practise under conditions or circumstances that could impair the quality of their professional services or the dignity of the profession.

6. Dental prosthesis and appliance technologists holding a permit as a director of a dental prosthesis and appliance laboratory issued under section 187.9 of the Professional Code (chapter C-26) must ensure that a laboratory under their direction, or whose services they retain, conforms to the laws and regulations in force and has the installations and equipment necessary to render the professional services that correspond to the mandates they accept.

CHAPTER III DUTIES AND OBLIGATIONS TOWARD THE PUBLIC

7. Dental prosthesis and appliance technologists must consider all the foreseeable consequences that their professional activities, research and work may have on society.

8. Dental prosthesis and appliance technologists must contribute, to the best of their ability, to the promotion of public education and information measures related to the practice of the profession.

9. Dental prosthesis and appliance technologists must keep their competence up to date on evolving technologies, in particular by participating in continuing education activities.

10. Dental prosthesis and appliance technologists must not perform any act or conduct themselves in any manner that is contrary to good professional practices, professional standards or generally recognized scientific data, or that is likely to compromise the honour, dignity and integrity of the profession, or to undermine the public's trust in the profession.

CHAPTER IV DUTIES AND OBLIGATIONS TOWARD CLIENTS

DIVISION I GENERAL

11. Dental prosthesis and appliance technologists must seek to establish a relationship of mutual trust with their client. They must, therefore, practise the profession in such manner as to provide to the client all the professional services to which the client is entitled in accordance with the prescription they fill.

Dental prosthesis and appliance technologists must not interfere in their client's personal affairs in matters unrelated to the practice of the profession.

12. Dental prosthesis and appliance technologists must take reasonable care of the dental prostheses and appliances that are entrusted to them by a client for repair.

Dental prosthesis and appliance technologists may not lend or use dental prostheses and appliances for purposes other than the purposes for which they were entrusted to them.

13. Dental prosthesis and appliance technologists must give their clients opinions and advice that are within the limits of their competence.

In addition, dental prosthesis and appliance technologists must provide, if requested by the client, any explanation necessary to the understanding and evaluation of the composition, properties and quality of the dental prostheses and appliances provided and the professional services rendered to the client.

14. Dental prosthesis and appliance technologists must at all times recognize their client's right to consult another dental prosthesis and appliance technologist, a member of another professional order, or any other person with the required competence and qualifications.

15. Dental prosthesis and appliance technologists must inform their client of any illegal act likely to affect the client and of which they have become aware while carrying out their mandate. They must further inform their client of their refusal to engage in illegal acts of any kind.

16. Dental prosthesis and appliance technologists must respect the privacy of the persons with whom they have a professional relationship, in particular by refraining from gathering information that is unrelated to the practice of the profession.

DIVISION II INTEGRITY

17. Dental prosthesis and appliance technologists must carry out their professional obligations with integrity.

18. Dental prosthesis and appliance technologists must not

(1) commit an act involving collusion, corruption, fraud, malfeasance, breach of trust or influence peddling;

(2) attempt to commit such an act or counsel another person to do so;

(3) conspire to commit such an act.

19. Dental prosthesis and appliance technologists must, before and during the rendering of professional services to a client, take into account the limits of their abilities and competence, and of the means at their disposal.

Dental prosthesis and appliance technologists must not, in particular, undertake work for which the means at their disposal are insufficient or work for which they are not sufficiently prepared without ensuring that the necessary assistance can be obtained.

If the nature of the services requested of them so requires, they must consult another dental prosthesis and appliance technologist, a member of another professional order or another person with the required competence and qualifications, or refer their client to one of those persons.

DIVISION III AVAILABILITY AND DILIGENCE

20. Dental prosthesis and appliance technologists must display reasonable availability and diligence in the practice of the profession.

21. Dental prosthesis and appliance technologists must give an accounting to their client when so requested by the latter.

22. Except for just and reasonable cause, no dental prosthesis and appliance technologist may refuse or cease to provide professional services.

The following are just and reasonable causes:

- (1) an inability to establish or maintain a relationship of trust with the client;
- (2) the fact that the dental prosthesis and appliance technologist is in a real or apparent conflict of interest, or in a context where their professional independence or their integrity could be questioned;
- (3) incitement by the client to engage in illegal, unjust or fraudulent acts;
- (4) a failure by the client to respect the agreed conditions for the rendering of services, including fees, and the impossibility of negotiating a reasonable agreement with the client to re-establish them;
- (5) a dental prosthesis and appliance technologist's decision to reduce or terminate their practice.

Dental prosthesis and appliance technologists who decide to reduce or terminate their practice must offer to help the client to find another dental prosthesis and appliance technologist.

23. If a dental prosthesis and appliance technologist ceases to act on behalf of a client under a particular mandate, the technologist must immediately give the client notice in writing.

DIVISION IV LIABILITY

24. Dental prosthesis and appliance technologists may not evade or attempt to evade professional liability. They are therefore prohibited from requesting or agreeing to accept from a client, in any way whatsoever, a renunciation that releases them, in whole or in part, from their professional liability for any fault committed in their practice of the profession.

DIVISION V INDEPENDENCE AND IMPARTIALITY

25. Dental prosthesis and appliance technologists must act with objectivity and impartiality when dentists, denturologists or physicians who are not their clients request information.

26. Dental prosthesis and appliance technologists must subordinate their personal interests to those of their client and their client's patient.

27. Dental prosthesis and appliance technologists must not perform any professional act that is unfounded, inappropriate or disproportionate to the needs of their client's patient.

28. Dental prosthesis and appliance technologists must at all times safeguard their professional independence and avoid any intervention by a third person that could influence the performance of their professional duties to the detriment of their client.

29. Dental prosthesis and appliance technologists must avoid any situation in which they would be in a conflict of interest. Situations of conflict of interest include

(1) situations in which the interests in question are such that they might tend to favour some of them over those of their client or in which their judgment and loyalty toward the latter might be unfavourably affected;

(2) situations in which the dental prosthesis and appliance technologist derives a direct or indirect, actual or possible, personal benefit from a particular act.

30. As soon as they ascertain that they are in a situation of conflict of interest, dental prosthesis and appliance technologists must notify their client and either terminate the mandate or ask the client's authorization to continue the mandate.

31. Dental prosthesis and appliance technologists must refuse to act as experts on behalf of a third party in a dispute between their client or their client's patient and the third party.

DIVISION VI PROFESSIONAL SECRECY

32. Dental prosthesis and appliance technologists must respect the secrecy of all confidential information brought to their attention in the practice of the profession.

33. To respect professional secrecy, dental prosthesis and appliance technologists must in particular

(1) refrain from participating, in particular on social media, in any indiscreet conversation about their client or their client's patient and about the professional services rendered to them;

(2) refrain from mentioning any information that may be used to identify their client's patient;

(3) make sure that information obtained from their client that they use for didactic, pedagogical or scientific purposes cannot be used to identify the client's patients;

(4) must take reasonable steps to ensure that persons who collaborate with them or are under their supervision respect professional secrecy.

34. When communicating information protected by professional secrecy in accordance with the third paragraph of section 60.4 of the Professional Code (chapter C-26), dental prosthesis and appliance technologists must

(1) communicate only the information needed for the purposes of the communication;

(2) communicate such information only to a person or persons to whom they are permitted to communicate such information;

(3) use a means of communication that, in the circumstances, ensures that the communication remains confidential;

(4) inform the person to whom the information is communicated that it is protected by professional secrecy;

(5) record the following information as soon as possible:

(a) the purpose of the communication, the supporting reasons, the date and time of communication, the name of the person or persons to whom the information is communicated and the means of communication used;

(b) the steps taken with the client before the communication is made or, if applicable, the reason for which no steps have been taken with the client.

35. When dental prosthesis and appliance technologists ask a client to provide confidential information or when they allow such information to be given to them,

they must ensure that the client is fully aware of the purpose of communicating that information and the various ways in which it may be used.

36. Dental prosthesis and appliance technologists must not make use of confidential information which could be prejudicial to a client or a client's patient with a view to obtaining a direct or indirect benefit for themselves or for another.

DIVISION VII ACCESS TO AND CORRECTION OF RECORDS AND RETURN OF DOCUMENTS

§1. *Accessibility and rectification of records*

37. Dental prosthesis and appliance technologists practising the profession in an establishment governed by a specific law that gives clients rights of access and correction must comply with the rules on accessibility and rectification of records set out in that law and facilitate their application.

Dental prosthesis and appliance technologists practising in an establishment other than the one referred to in the first paragraph must comply with the rules on accessibility and rectification of records set out in the Act respecting the protection of personal information in the private sector (chapter P-39.1) and facilitate their application.

In both cases, dental prosthesis and appliance technologists must also

(1) enter in the client's record the reasons for refusing the client's request for access or correction, and file in the record a copy of the decision to that effect transmitted to the client;

(2) upon receipt of a rectification request from a client, inform the client of the client's right to make written comments and to have them filed in the record;

(3) as soon as possible and not later than 30 days of receipt, file in the client's record the comments made by the client and intended for filing and provide to the client an attestation confirming that the comments have been filed.

§2. *Document remittance*

38. Dental prosthesis and appliance technologists must remit to a client any document entrusted by the client as soon as possible and not later than 30 days after receiving a written request to that effect from the client.

DIVISION VIII DETERMINATION AND PAYMENT OF FEES

39. Dental prosthesis and appliance technologists who advertise fees must

- (1) establish fixed prices;
- (2) specify the nature and scope of the services included in those prices and the characteristics of the goods offered;
- (3) indicate whether there are any additional services or goods required that are not included in those prices;
- (4) emphasize the services or goods offered more than the price.

Those specifications and indications must be of such a nature as to be understood by persons having no particular knowledge of the goods or services offered by a dental prosthesis and appliance technologist.

40. Dental prosthesis and appliance technologists must charge fair and reasonable fees.

Fees are fair and reasonable if they are warranted by the circumstances and in proportion to the services rendered.

41. Dental prosthesis and appliance technologists must take the following specific factors into account when determining their fees:

- (1) their experience and expertise;
- (2) the time required to execute the professional service;
- (3) the degree of difficulty and importance of the service;
- (4) the performance of services that are unusual or require exceptional competence or speed;
- (5) the cost of the materials used and the extent of the means necessary to render a specific professional service.

42. Dental prosthesis and appliance technologists may share their fees with another person only to the extent that such sharing corresponds to a distribution of services and responsibility.

43. Aside from the remuneration to which dental prosthesis and appliance technologists are entitled and any customary tokens of appreciation or gifts of small value that they may be offered, they must not accept any advantage, rebate or commission in connection with the practice of the profession.

44. Dental prosthesis and appliance technologists must accept fees for a particular service from one source only, either their client or their client's representative, unless explicitly agreed otherwise by all interested parties.

45. Dental prosthesis and appliance technologists must inform their client of the approximate and foreseeable amount of their fees. They must also inform the client of any changes in that respect.

46. Dental prosthesis and appliance technologists may not demand advance payment of their professional fees.

47. Dental prosthesis and appliance technologists must provide their client with a clear and detailed statement of fees and all the explanations needed to understand it.

48. Aside from legal interest, dental prosthesis and appliance technologists may not charge interest on outstanding accounts unless the interest was agreed in writing by the client. The interest rate must be reasonable.

49. Before having recourse to legal proceedings, dental prosthesis and appliance technologists must exhaust all the other reasonable means at their disposal to collect their fees.

50. Dental prosthesis and appliance technologists must, to the extent possible, ensure that the person to whom they entrust the collection of their fees proceeds with tact and moderation and with respect for confidentiality and the debt collection practices authorized by law.

51. Dental prosthesis and appliance technologists must not propose or agree to issue a false receipt to any person or propose or agree to provide to any person information that is false or unverified.

CHAPTER V DUTIES AND OBLIGATIONS TOWARD THE PROFESSION

DIVISION I INCOMPATIBLE OCCUPATIONS

52. The professions of dentist, denturologist and physician are incompatible with the practice of the profession of dental prosthesis and appliance technologist.

DIVISION II ACTS DEROGATORY TO THE DIGNITY OF THE PROFESSION

53. In addition to the acts derogatory to the dignity of the profession referred to in the Professional Code (chapter C-26), the following acts performed by dental prosthesis and appliance technologists are derogatory to the dignity of the profession:

- (1) fabricating, repairing or allowing a dental prosthesis to be fabricated or repaired without the written prescription of a dentist, denturologist or physician;
- (2) using, in the fabrication or repair of a dental prosthesis, materials other than those specified in the dentist's, denturologist's or physician's prescription without having first given the dentist, denturologist or physician the reasons for such a substitution of materials. Using a substance whose brand name is different from that of the substance prescribed is not a substitution of materials within the meaning of this paragraph provided the substances' properties are identical;
- (3) agreeing to perform professional activities that are reserved for dentists, denturologists, physicians and dental hygienists, subject to the activities reserved for dental prosthesis and appliance technologists under paragraph 1.5 of section 37.1 of the Professional Code;
- (4) claiming fees for professional services that they have not provided or of which they give a false description;
- (5) billing a client for a professional service or part of a professional service the cost of which is assumed by a third person;
- (6) assigning tasks to a person who assists them or is under their supervision and is insufficiently qualified or competent to perform the tasks assigned;
- (7) in respect of a client's record or any report, register, receipt or other document related to the profession,
 - (a) falsifying such a record, report, register receipt or other document, in particular by altering any notes already entered or by inserting notes under a false signature;
 - (b) fabricating a false record, report, register receipt or other document;
 - (c) entering false information in a record, report, register receipt or other document;
- (8) advising, inciting or encouraging a person to act in a way that is contrary to laws or regulations;
- (9) knowingly taking advantage of the fact that a person is unlawfully practising the profession of dental prosthesis and appliance technologist;

(10) placing any person under undue pressure to use their professional services.

DIVISION III RELATIONS WITH THE ORDER AND OTHER DENTAL PROSTHESIS AND APPLIANCE TECHNOLOGISTS

54. Dental prosthesis and appliance technologists must not denigrate, breach the trust of, voluntarily mislead, betray the good faith of or use unfair practices against any person with whom they interact in the exercise of the profession, and in particular another dental prosthesis and appliance technologist or a member of another professional order.

They must not, in particular, take credit for the work of another dental prosthesis and appliance technologist or another person.

55. Dental prosthesis and appliance technologists who are consulted by another dental prosthesis and appliance technologist must provide their opinion and recommendations within a reasonable time, or rapidly inform the dental prosthesis and appliance technologist of their inability to do so.

56. Dental prosthesis and appliance technologists who are called upon to collaborate with another dental prosthesis and appliance technologist must maintain their professional independence. They may ask to be excused from doing any task that is contrary to their conscience or principles.

57. Dental prosthesis and appliance technologists must collaborate with the Ordre des technologues en prothèses et appareils dentaires du Québec in the execution of the Order's mandate to protect the public and must for that purpose, in particular,

- (1) comply with any agreement they have entered into with any person or body acting on behalf of the Order;
- (2) respond as soon as possible to any request from a person or body acting on behalf of the Order and make themselves available for any meeting, in accordance with the terms and conditions set by that person or body;
- (3) refrain from any act of intimidation, obstruction or denigration directed at a person or body acting on behalf of the Order;
- (4) inform the secretary of the Order when they have reason to believe
 - (a) that a person seeking admission to the profession does not meet the conditions for the issue of a permit or for entry on the roll;

(b) that a dental prosthesis and appliance technologist is failing to meet the conditions on which their permit was issued or the limits imposed on their right to practise;

(c) that a person who is not a dental prosthesis and appliance technologist is using a title or abbreviation that may lead to the belief that the person is one;

(d) that a person is illegally engaging in a professional activity reserved for dental prosthesis and appliance technologists;

(5) inform the syndic of the Order when they have reason to believe

(a) that a situation likely to affect the competence or integrity of another dental prosthesis and appliance technologist has arisen; or

(b) that an offence under the Professional Code (chapter C-26) or any of its regulations has been committed by another dental prosthesis and appliance technologist.

Disclosure of such information must be made in accordance with the dental prosthesis and appliance technologist's obligation to preserve professional secrecy.

58. A dental prosthesis and appliance technologist whose participation on a disciplinary council, review committee, professional inspection committee or council of arbitration of accounts, or participation in the exercise of any other function to ensure the protection of the public, is requested by the Order must accept that duty unless the dental prosthesis and appliance technologist has reasonable cause for refusing it.

59. A dental prosthesis and appliance technologist who has been served notice of a complaint or is informed of the holding of an inquiry into their conduct or professional competence must refrain from intimidating or harassing the person who requested the holding of the inquiry or is involved therein.

The dental prosthesis and appliance technologist may not communicate with that person without the prior written permission of the syndic.

CHAPTER VI RESEARCH

60. Before undertaking a research project, dental prosthesis and appliance technologists must consider all the foreseeable repercussions of project for the participants and society.

To that end, they must consult the persons likely to help them in deciding whether to undertake the project or in taking measures intended to eliminate risks to participants.

61. Dental prosthesis and appliance technologists must respect a person's right to refuse to participate in a research project or to withdraw at any time.

To that end, they must refrain from pressuring potential participants.

62. Dental prosthesis and appliance technologists who undertake or participate, in any way whatsoever, in a research project involving human subjects must comply with the generally accepted scientific principles and ethical standards warranted by the nature and purpose of the project.

63. Dental prosthesis and appliance technologists may not participate, in any way whatsoever, in a research project in which the research subjects are offered financial consideration to encourage their participation.

The payment of compensation for losses incurred and constraints endured is not financial consideration within the meaning of the first paragraph.

64. Dental prosthesis and appliance technologists who participate, in any way whatsoever, in a research project must declare their interest and disclose any situation of conflict of interest to the research ethics committee.

65. Where the carrying out of a research project is likely to cause prejudice to participants or the community, or where the research project appears not to comply with generally accepted scientific principles and ethical standards, dental prosthesis and appliance technologists participating in the research must notify the research ethics committee or any other appropriate authority.

66. After having notified the research ethics committee or any other appropriate authority, the dental prosthesis and appliance technologist must cease any form of participation or collaboration in a research project where the dental prosthesis and appliance technologist has reason to believe that the risks to the health of participants are disproportionate to the potential benefits they may derive from it or to the benefits the participants would derive from regular treatment or care, as the case may be.

67. Dental prosthesis and appliance technologists must promote the positive impacts on society of the research projects in which they participate.

To that end, they must support the means intended to ensure that the findings of the projects, whether they are conclusive or not, are made public or made available to interested persons.

In addition, dental prosthesis and appliance technologists must not knowingly conceal from the persons or authorities concerned the negative findings of any research project in which they have participated.

CHAPTER VII ADVERTISING

68. Dental prosthesis and appliance technologists must avoid any misrepresentation with respect to their competence, the effectiveness of their own services and the scope of the services they may render given the means at their disposal.

The same applies in respect of the effectiveness of services generally provided by dental prosthesis and appliance technologists or the services generally provided by persons who work with them or who carry on their professional activities within the same organization as them.

69. Dental prosthesis and appliance technologists must not, in their advertising, use an endorsement or statement of gratitude concerning themselves, nor allow the use of such endorsement or statement, except for awards for excellence and other prizes in recognition of a contribution or a particular achievement related to the practice of the profession.

70. Dental prosthesis and appliance technologists must not make use of advertising, by any means, that directly or indirectly compares, depreciates, denigrates or discredits services or goods provided by another dental prosthesis and appliance technologist or a member of another professional order.

71. Dental prosthesis and appliance technologists must not advertise a product, service or technology that they are unable to provide.

72. Dental prosthesis and appliance technologists must indicate their name and title of dental prosthesis and appliance technologist in any advertising.

73. Dental prosthesis and appliance technologists must not participate in any form of advertising that recommends to the public the purchase or use of a product or service that is unrelated to the field in which they carry on their professional activities.

74. Dental prosthesis and appliance technologists are responsible for the content of an advertisement or public statement relating to the services provided by an organization in which they practise, unless they establish that the advertisement or statement was made without their knowledge or consent and despite the specific

measures they have taken to ensure compliance with the rules set out in this Code and, where applicable, in the other laws and regulations referred to in section 2.

75. Dental prosthesis and appliance technologists must keep a complete copy of every advertisement in its original form for a period of 3 years following the date on which it was last published or broadcast. The copy must be provided to the syndic, an inspector of the professional inspection committee or a member of the committee on request.

76. Dental prosthesis and appliance technologists must not make or allow to be made, by any means whatsoever, including social media, advertising that targets persons who are vulnerable, in particular because of their age, state of health, personal condition or the occurrence of a specific event.

77. Dental prosthesis and appliance technologists must see to it that the persons working with them, in any capacity whatsoever, in the practice of the profession, comply with the rules respecting advertising.

78. Dental prosthesis and appliance technologists who use the graphic symbol of the Order for advertising purposes must ensure that

(1) the symbol complies with the original held by the secretary of the Order;

(2) the advertisement mentions that the dental prosthesis and appliance technologist is a member of the Order;

(3) the advertisement is not interpreted as an advertisement of the Order and does not engage the responsibility of the Order.

CHAPTER VIII FINAL PROVISIONS

79. This Code replaces the Code of ethics of the members of the Ordre professionnel des technologues en prothèses et appareils dentaires du Québec (chapter C-26, r. 226).

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

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