



Part 2

LAWS AND REGULATIONS

4 June 2025 / Volume 157

Summary

Acts
Regulations and other Acts
Draft Regulations

NOTICE TO USERS

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Part 2 – LAWS AND REGULATIONS

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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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PROVINCE OF QUÉBEC

1ST SESSION

43RD LEGISLATURE

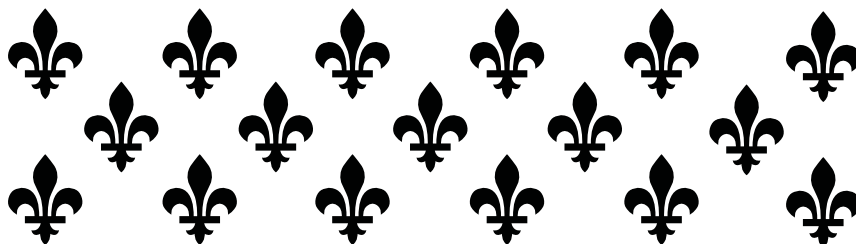
QUÉBEC, 24 APRIL 2025

OFFICE OF THE LIEUTENANT-GOVERNOR*Québec, 24 April 2025*

This day, at ten to three o'clock in the afternoon, Her Excellency the Lieutenant-Governor was pleased to assent to the following bill:

83 An Act to foster the practice of medicine in the public health and social services network

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



NATIONAL ASSEMBLY OF QUÉBEC

FIRST SESSION

FORTY-THIRD LEGISLATURE

Bill 83
(2025, chapter 10)

**An Act to foster the practice
of medicine in the public health
and social services network**

**Introduced 3 December 2024
Passed in principle 18 February 2025
Passed 24 April 2025
Assented to 24 April 2025**

**Québec Official Publisher
2025**

EXPLANATORY NOTES

The purpose of this Act is to foster the practice of medicine in the public health and social services network.

To that end, the Act provides that a physician must obtain the authorization of Santé Québec to be entitled to become a non-participating professional practising medicine outside the scope of the public plan established by the Health Insurance Act. It provides that Santé Québec takes into account, in the exercise of its discretion to grant an authorization, the orientations of the Minister of Health, certain specific elements, in particular the consequences that the authorization could have on the quality and accessibility of the insured medical services in the health region where the physician intends to practise, and any other factor that Santé Québec considers relevant. The Act also provides that this authorization scheme is in force until 24 April 2027.

The Act also requires any new physician to participate in the public plan for five years before being entitled to become a non-participating professional practising medicine outside the scope of the public plan. It also adapts certain provisions of the Acts relating to the field of health and social services to take the new obligation into account.

Lastly, the Act amends the Act respecting the governance of the health and social services system to allow the Government to require the students and residents in medicine it determines to sign, before the beginning of their training or residency, an undertaking, with a penal clause, to practise medicine in Québec for a certain period after the end of their post-doctoral medical training. The Act determines that the period is five years for students and does not exceed five years for residents, and it gives the Government the power to determine the terms and conditions of the undertaking.

LEGISLATION AMENDED BY THIS ACT:

- Health Insurance Act (chapter A-29);
- Act respecting the governance of the health and social services system (chapter G-1.021);
- Act respecting health services and social services for the Inuit and Naskapi (chapter S-4.2);
- Act respecting health services and social services for Cree Native persons (chapter S-5).

Bill 83

AN ACT TO FOSTER THE PRACTICE OF MEDICINE IN THE PUBLIC HEALTH AND SOCIAL SERVICES NETWORK

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

CHAPTER I

AUTHORIZATION TO PRACTISE MEDICINE OUTSIDE THE SCOPE OF THE PUBLIC HEALTH INSURANCE PLAN

1. The provisions of this chapter apply, despite any provision to the contrary in the Health Insurance Act (chapter A-29), to any physician who is a professional subject to the application of an agreement or a professional who has withdrawn within the meaning of that Act and wishes to become a non-participating professional within the meaning of that Act.

2. A physician who wishes to become a non-participating professional must be authorized by Santé Québec to become so.

The physician provides the following information in the application for authorization transmitted to Santé Québec:

(1) the physician's name, membership number at the Collège des médecins du Québec, field of practice and contact information;

(2) the physician's current status with regard to the public health insurance plan;

(3) the place where the physician intends to practise as a non-participating professional; and

(4) the reasons supporting the application.

3. It is up to Santé Québec to determine whether an authorization should be granted. In exercising its discretion, Santé Québec takes into account the orientations established by the Minister and any other factor it considers relevant.

It also assesses

(1) the number of physicians who are non-participating professionals in the health region where the physician intends to practise as a non-participating

professional and whether that number is too large to allow the insured medical services to continue to be rendered under uniform conditions;

(2) the consequences that the authorization could have on the quality or accessibility of the insured medical services offered in the health region where the physician intends to practise as a non-participating professional; and

(3) the ability to enlist the physician's participation in increasing the quality and accessibility of the insured medical services offered in the health region where the physician intends to practise as a non-participating professional.

If the physician intends to practise as a non-participating professional in a health region other than that in which the physician practises at the time the application for authorization is submitted, Santé Québec also assesses the elements provided for in the second paragraph for that other region.

Santé Québec must refuse to grant an authorization if the physician who submitted the application is the only physician to offer an insured medical service in the health region where the physician practises at the time the application is submitted.

4. Santé Québec may require the physician who submits an application to provide any information or any document it considers necessary to assess the application.

5. Where Santé Québec grants an authorization, it issues a document to the physician concerned attesting its decision.

A reproduction of the decision is sent without delay to the Régie de l'assurance maladie du Québec, to the Minister and to the organization with which the Minister has entered into an agreement under section 19 of the Health Insurance Act (chapter A-29) and of which the physician is a member.

The physician becomes a non-participating professional on the date indicated in Santé Québec's decision. The physician is then no longer bound by an agreement entered into under section 19 of the Health Insurance Act.

6. Where Santé Québec refuses to grant an authorization, it notifies the physician concerned in writing of its decision.

Before making the decision referred to in the first paragraph, Santé Québec must notify the prior notice prescribed by section 5 of the Act respecting administrative justice (chapter J-3) to the physician in writing and grant the latter at least 10 days to submit observations.

A reproduction of the decision is sent without delay to the Régie de l'assurance maladie du Québec, to the Minister and to the organization with which the Minister has entered into an agreement under section 19 of the Health Insurance Act (chapter A-29) and of which the physician is a member.

7. Section 28 of the Health Insurance Act (chapter A-29) applies, with the necessary modifications, to a physician who wishes to become again a professional subject to the application of an agreement or a professional who has withdrawn within the meaning of that Act.

The Régie de l'assurance maladie du Québec informs Santé Québec of any notice it receives from such a physician under that section.

The authorization ends on the date on which the re-engagement of the physician takes effect.

8. The authorization granted under section 5 ends on 24 April 2027. However, Santé Québec may, if it considers it advisable, provide that the authorization is to end on an earlier date that it indicates in the document attesting its decision.

The physician whose authorization ends becomes again, without further formality, a professional subject to the application of an agreement or a professional who has withdrawn within the meaning of the Health Insurance Act (chapter A-29), depending on which of those two statuses was the physician's status at the time Santé Québec granted its authorization.

CHAPTER II

AMENDING PROVISIONS

HEALTH INSURANCE ACT

9. The Health Insurance Act (chapter A-29) is amended by inserting the following section after section 26:

“27. To avail himself of section 26 to become a non-participating professional, a physician must first have been a physician subject to the application of an agreement for five years.”

10. Section 77 of the Act is amended

(1) by adding the following sentence at the end of the first paragraph: “However, if the professional so found guilty is a physician who is not entitled to become a non-participating professional because of the application of section 27, the order issued by the Board shall instead prohibit that physician from being remunerated for any insured service provided during either of those periods, as the case may be.”;

(2) by inserting “or may not be remunerated for an insured service, as the case may be,” after “non-participating professional” in the second paragraph.

11. Section 77.0.1 of the Act is amended

(1) by inserting the following paragraph after the first paragraph:

“Where the professional is a physician who is not entitled to become a non-participating professional because of the application of section 27, the Board may issue, in the same cases, an order prohibiting the physician from being remunerated for any insured service provided during a period of six months.”;

(2) by replacing “Such an order of non-participation” in the second paragraph by “An order”.

12. Section 77.1.1 of the Act is amended

(1) by adding the following sentence at the end of the first paragraph: “In the case of a physician who is not entitled to become a non-participating professional because of the application of section 27, the order issued by the Board shall instead prohibit that physician from being remunerated for any insured service.”;

(2) by inserting “or may not be remunerated for any insured service, as the case may be,” after “non-participating professional” in the second paragraph;

(3) by inserting “or of the prohibition period during which such physicians may not be remunerated for any insured service, as the case may be,” after “such physicians or dentists” in the third paragraph.

ACT RESPECTING THE GOVERNANCE OF THE HEALTH AND SOCIAL SERVICES SYSTEM**13.** Section 259 of the Act respecting the governance of the health and social services system (chapter G-1.021) is amended

(1) by adding the following sentence at the end of the first paragraph: “In the case of a physician who is not entitled to become a non-participating professional because of the application of section 27 of that Act, the physician is instead prohibited, from such a date, from being remunerated for any insured service provided during an equivalent period.”;

(2) by inserting “or during which that professional may not be remunerated for an insured service, as the case may be” at the end of the second paragraph.

14. Section 464 of the Act is amended by adding the following paragraph at the end:

“The Government may, if it considers it appropriate, require the residents it determines to sign, before the beginning of their residency, an undertaking, with a penal clause, to practise medicine in Québec for a period not exceeding

five years after the end of their post-doctoral medical training. In such a case, the Government determines the terms and conditions of the undertaking.”

15. Section 465 of the Act is amended by replacing the second paragraph by the following paragraph:

“The Government may, if it considers it appropriate, require the students it determines to sign, before the beginning of their training, an undertaking with a penal clause to practise medicine in Québec for a period of five years after the end of their post-doctoral medical training. In such a case, the Government determines the terms and conditions of the undertaking.”

ACT RESPECTING HEALTH SERVICES AND SOCIAL SERVICES FOR THE INUIT AND NASKAPI

16. Section 257 of the Act respecting health services and social services for the Inuit and Naskapi (chapter S-4.2) is amended

(1) by adding the following sentence at the end of the first paragraph: “In the case of a physician who is not entitled to become a non-participating professional because of the application of section 27 of the Health Insurance Act, the physician is instead prohibited, from such a date, from being remunerated for any insured service provided during an equivalent period.”;

(2) by inserting “or during which he may not be remunerated for an insured service, as the case may be” after “non-participating professional” in the second paragraph.

ACT RESPECTING HEALTH SERVICES AND SOCIAL SERVICES FOR CREE NATIVE PERSONS

17. Section 132.2 of the Act respecting health services and social services for Cree Native persons (chapter S-5) is amended

(1) by adding the following sentence at the end of the first paragraph: “In the case of a physician who is not entitled to become a non-participating professional because of the application of section 27 of that Act, the physician is instead prohibited, from such a date, from being remunerated for any insured service provided during an equivalent period.”;

(2) by inserting “or during which the professional may not be remunerated for an insured service, as the case may be” at the end of the second paragraph.

CHAPTER III

TRANSITIONAL AND FINAL PROVISIONS

18. The provisions of Chapter I of this Act do not apply to a physician who informed the Régie de l’assurance maladie du Québec, before 1 April 2025,

that they wish to become a non-participating professional within the meaning of the Health Insurance Act (chapter A-29) in accordance with section 26 of that Act.

19. A physician who informed the Régie de l'assurance maladie du Québec on or after 1 April 2025 that they wish to become a non-participating professional within the meaning of the Health Insurance Act (chapter A-29) in accordance with section 26 of that Act remains, on 24 April 2025, a professional subject to the application of an agreement or a professional who has withdrawn, as the case may be, or, if the physician's notice of non-participation took effect before 24 April 2025, becomes again, on that date, a professional subject to the application of an agreement or a professional who has withdrawn within the meaning of that Act, depending on which of the two statuses was the physician's status at the time they transmitted their notice of non-participation to the Régie.

20. Section 27 of the Health Insurance Act (chapter A-29), enacted by section 9 of this Act, does not apply to physicians who have already been professionals subject to the application of an agreement entered into under section 19 of the Health Insurance Act before 24 April 2025.

21. The provisions of Chapter I of this Act cease to have effect on 24 April 2027.

22. Until 24 April 2027, section 27 of the Health Insurance Act (chapter A-29), enacted by section 9 of this Act, is to be read as if “avail himself of section 26 to become a non-participating professional” were replaced by “apply for an authorization under section 2 of the Act to foster the practice of medicine in the public health and social services network (2025, chapter 10)”.

23. Until 24 April 2027, the provisions of a regulation made under section 29 of the Health Insurance Act (chapter A-29) apply, with the necessary modifications, to the changes made in accordance with the provisions of Chapter I of this Act.

24. Until 24 April 2027, sections 77, 77.0.1 and 77.1.1 of the Health Insurance Act (chapter A-29), amended respectively by sections 10, 11 and 12 of this Act, section 259 of the Act respecting the governance of the health and social services system (chapter G-1.021), amended by section 13 of this Act, section 257 of the Act respecting health services and social services for the Inuit and Naskapi (chapter S-4.2), amended by section 16 of this Act, and section 132.2 of the Act respecting health services and social services for Cree Native persons (chapter S-5), amended by section 17 of this Act, apply as if every physician not entitled to become a non-participating professional because of the application of section 27 of the Health Insurance Act, as enacted by section 9 of this Act.

25. The Minister of Health and Social Services is responsible for the application of this Act.

26. This Act comes into force on 24 April 2025.

107433



M.O., 2025**Order 2025-003 of the Minister of Higher Education
dated 21 May 2025**

General and Vocational Colleges Act
(chapter C-29)

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

THE MINISTER OF HIGHER EDUCATION,

CONSIDERING section 18.1 of the General and Vocational Colleges Act (chapter C-29);

CONSIDERING the making of the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges by Minister's Order dated 17 June 2005 approved by the Conseil du trésor on 21 June 2005 (T.B. 202573), and its amendments;

CONSIDERING that it is expedient to amend the existing Regulation and to make the Regulation attached to this Order;

CONSIDERING that authorization has been obtained from the Conseil du trésor in accordance with section 18.1 of the General and Vocational Colleges Act;

CONSIDERING that the Regulations Act (chapter R-18.1) is not applicable to such a regulation;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges, attached to this Order, is hereby made.

Québec, 21 May 2025

PASCALE DÉRY
Minister of Higher Education

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

General and Vocational Colleges Act
(chapter C-29, s. 18.1).

1. The Regulation respecting certain conditions of employment of senior executives of general and vocational colleges is amended by inserting the following after section 30.1:

“**30.2.** After being notified pursuant to section 30, a senior executive who does not wish to have his appointment renewed may at any time inform the college accordingly, in writing, subject to section 61. The college shall then immediately terminate the renewal process.

The senior executive may not reconsider that decision.”.

2. Section 48 is amended

(1) by striking out the second paragraph;

(2) by replacing “he shall receive” in the third paragraph by “a senior executive shall receive”.

3. Section 88 is amended by striking out subparagraph 4 of the first paragraph.

4. The following portion before section 154 is struck out:

“**DIVISION 1**
ESTABLISHMENT AND APPROVAL OF BANKS”.

5. Section 154 is replaced by the following:

“**154.** This section pertains to the non-transferability of sick-leave days accumulated at the time of an assignment or promotion to a senior executive position.

When an employee holding a position in another personnel category is assigned or promoted to a senior executive position, the employee's sick-leave days accumulated are not transferable to the new senior executive position.

Sick-leave days accumulated while employed in another personnel category are dealt with according to the terms set out in the collective agreement or in the other rules that apply to that personnel category.”.

6. Sections 155 to 157 and Divisions II and III of Chapter X, comprising sections 158 to 165, are revoked.

7. Section 170 is amended

(1) by replacing the first paragraph by the following:

“A senior executive with at least 5 years of continuous service with the college who wishes to avail himself of the plan shall apply therefor to the college in writing not less than 120 days before the time considered for the beginning of the leave.”;

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

“Such a leave may be obtained only once during a senior executive’s employment with the college.”.

8. Section 204 is amended

(1) by replacing the first paragraph by the following:

“The college may grant a leave with pay for a maximum period of 6 months. The leave is subject to written authorization from the college. Before granting the leave, the college shall ensure that the following requirements have been met.”;

(2) by striking out “to complete” in subparagraph 2 of the first paragraph;

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

“Such a leave may be obtained only once during a senior executive’s employment with the college.”.

9. Division II of Chapter XIV, comprising sections 205 to 207, is revoked.

10. Schedule II is replaced by the following:

SCHEDULE II

**SALARY INCREASES AND SALARY SCALES ACCORDING TO JOB CLASSIFICATIONS
OF SENIOR EXECUTIVES**

1. The salary scales and salaries of senior executives are increased according to the following periods and parameters:

(1) Period from 1 April 2023 to 31 March 2024

Each salary scale¹ in force on 31 March 2023 is increased by 6.00%² effective on 1 April 2023.

(2) Period from 1 April 2024 to 31 March 2025

Each salary scale¹ in force on 31 March 2024 is increased by 2.80%² effective on 1 April 2024.

(3) Period from 1 April 2025 to 31 March 2026

Each salary scale¹ in force on 31 March 2025 is increased by 2.60%² effective on 1 April 2025.

(4) Period from 1 April 2026 to 31 March 2027

Each salary scale¹ in force on 31 March 2026 is increased by 2.50%² effective on 1 April 2026.

(5) Period from 1 April 2027 to 31 March 2028

Each salary scale¹ in force on 31 March 2027 is increased by 3.50%² effective on 1 April 2027.

ADJUSTMENT CLAUSE

A salary adjustment may apply in accordance with the following terms:

At 31 March 2026, each salary scale¹ in force on 30 March 2026 is increased by the percentage variation between the annual average of the Consumer Price Index for Québec in 2025-2026 and the annual average of the Consumer Price Index for Québec in 2024-2025, that variation being reduced by 2.60 percentage points. The increase² cannot be greater than 1.00%.

¹ The salary of a senior executive is increased, if applicable, on the date on which the salary scales take effect, by a percentage equal to the percentage applied to the salary scale corresponding to his classification without, however, that salary exceeding the salary scale maximum of the class of positions corresponding to his classification.

² However, the provisions of this Regulation relating to an overscale employee and to the salary adjustment under section 9.3 apply.

At 31 March 2027, each salary scale¹ in force on 30 March 2027 is increased by the percentage variation between the annual average of the Consumer Price Index for Québec in 2026-2027 and the annual average of the Consumer Price Index for Québec in 2025-2026, that variation being reduced by 2.50 percentage points. The increase² cannot be greater than 1.00%.

At 31 March 2028, each salary scale¹ in force on 30 March 2028 is increased by the percentage variation between the annual average of the Consumer Price Index for Québec in 2027-2028 and the annual average of the Consumer Price Index for Québec in 2026-2027, that variation being reduced by 3.50 percentage points. The increase² cannot be greater than 1.00%.

For each increase calculated above, if the result is less than 0.05%, the salary scales are not modified.

The salary adjustments under the preceding paragraphs are applied to the pay and paid retroactively within 180 days after Statistics Canada releases the data.

For the purposes of the adjustment clause:

1. The Consumer Price Index for Québec corresponds to the average per fiscal year (April to March) for all items, as per Statistics Canada Table: 18-10-0004-01 Consumer Price Index, monthly, not seasonally adjusted;
2. The variation in the Consumer Price Index is expressed as a percentage, which is rounded to 2 decimals.

In no case may the salary adjustment be negative.

¹ The salary of a senior executive is increased, if applicable, on the date on which the salary scales take effect, by a percentage equal to the percentage applied to the salary scale corresponding to his classification without, however, exceeding the salary scale maximum of the class of positions corresponding to his classification.

² However, the provisions of this Regulation relating to an overscale employee and to the salary adjustment under section 9.3 apply.

2. Salary scales

SENIOR EXECUTIVES
(annual rates)

Class	Rate from 2023-04-01 to 2024-03-31 (\$)		Rate from 2024-04-01 to 2025-03-31 (\$)		Rate from 2025-04-01 to 2026-03-31 (\$)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
16	148 447	197 924	152 604	203 466	156 572	208 756
15	140 331	187 104	144 260	192 343	148 011	197 344
14	132 660	176 876	136 374	181 829	139 920	186 557
13	125 409	167 207	128 920	171 889	132 272	176 358
12	119 441	159 250	122 785	163 709	125 977	167 965
11	112 911	150 545	116 073	154 760	119 091	158 784
10	106 740	142 315	109 729	146 300	112 582	150 104

Class	Rate from 2026-04-01 to 2027-03-31 (\$)		Rate as of 2027-04-01 (\$)	
	Minimum	Maximum	Minimum	Maximum
16	160 486	213 975	166 103	221 464
15	151 711	202 278	157 021	209 358
14	143 418	191 221	148 438	197 914
13	135 579	180 767	140 324	187 094
12	129 126	172 164	133 645	178 190
11	122 068	162 754	126 340	168 450
10	115 397	153 857	119 436	159 242

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

107436



M.O., 2025**Order 2025-002 of the Minister of Higher Education dated 21 May 2025**

General and Vocational Colleges Act
(chapter C-29)

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

THE MINISTER OF HIGHER EDUCATION,

CONSIDERING section 18.1 of the General and Vocational Colleges Act (chapter C-29);

CONSIDERING the making of the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges by Minister's Order dated 17 June 2005 approved by the Conseil du trésor on 21 June 2005 (T.B. 202573), and its amendments;

CONSIDERING that it is expedient to amend the existing Regulation and to make the Regulation attached to this Order;

CONSIDERING that authorization has been obtained from the Conseil du trésor in accordance with section 18.1 of the General and Vocational Colleges Act;

CONSIDERING that the Regulations Act (chapter R-18.1) is not applicable to such a regulation;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges, attached to this Order, is hereby made.

Québec, 21 May 2025

PASCALE DÉRY
Minister of Higher Education

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

General and Vocational Colleges Act
(chapter C-29, s. 18.1).

1. Section 1 of the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges is amended

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

““in-service training leave” means an absence relevant to the senior staff member’s employment that involves participation in or attendance at in-training activities that include, but are not limited to, seminars, conventions, conferences and symposiums;”;

“professional activity leave” means an absence that involves, in particular but not limited to, sitting on committees or working groups in connection with the senior staff member’s duties;”;

“renewal leave” means an absence, requested by the senior staff member, that is relevant to the senior staff member’s employment and the purpose of which is to enhance work performance and enrich professional skills and knowledge;”.

2. Section 19.1 is replaced by the following:

“**19.1.** The salary of a senior staff member with a successfully completed master’s degree in a recognized institution and whose field of study is pertinent or related to the employment is equivalent to 102.5% of the maximum of the salary scale for the class of his position, if the senior staff member is at the maximum of that salary scale.

The salary of a senior staff member with a successfully completed doctoral degree in a recognized institution and whose field of study is pertinent or related to the employment is equivalent to 105% of the maximum of the salary scale for the class of his position, if the senior staff member is at the maximum of that salary scale.

The senior staff member who has master’s and doctoral degrees cannot receive both salary rates prescribed in the preceding paragraphs.

The additional remuneration is part of the salary defined in section 1.

The senior staff member who receives the salary prescribed in any of the preceding paragraphs is not considered as overscale.”.

3. Section 41 is replaced by the following:

“**41.** This section pertains to the non-transferability of accumulated sick-leave days at the time of an assignment or promotion to a senior staff position.

When an employee holding a position in another personnel category is assigned or promoted to a senior staff position, the employee's accumulated sick-leave days are not transferable to the new senior staff position.

Sick-leave days accumulated while employed in another personnel category are dealt with according to the terms set out in the collective agreement or in another applicable document.”.

4. Section 42 is revoked.

5. Section 44 is amended by replacing “This provision comes into force on 1 June 2023.” by “The senior staff member's annual vacation shall be authorized taking into account the needs of the college.”.

6. Section 44.1 is amended

(1) by striking out “The same applies to absences without pay of more than twenty days, subject to the chapter on parental rights.” in the first paragraph;

(2) by adding the following paragraphs at the end:

“The number of vacation days determined under section 44 is reduced in the case of a leave without pay of more than 20 days, subject to the chapter on parental rights. In that situation, the number of vacation days granted to the senior staff member is calculated according to the following formula:

(Number of vacation days determined under section 44 X Number of days considered to be days with pay in the reference year) ÷ 260 working days.”.

7. Section 45.2 is replaced by the following:

“**45.2** Upon agreement with the college, a senior staff member may be absent to take part in an in-service training activity or a professional activity, or for renewal, that is relevant to the senior staff member's employment.

The senior staff member may be absent for a maximum of 5 days per year for a renewal leave.”.

8. Section 67 is amended by striking out subparagraph 3 of the first paragraph.

9. Chapter IX, comprising sections 147 to 156, is revoked.

10. Section 162 is replaced by the following:

“**162.** A senior staff member with employment stability as provided in section 198 and 5 years of continuous service with the college, and who wishes to avail himself of the plan shall apply therefor to the college in writing not less than 120 days before the time proposed for the beginning of the leave.

The application shall indicate the proposed duration of the plan and of the period of leave, as well as the proposed dates for the beginning and end of the period of leave and of the plan.

Consent in writing must be obtained from the college for a leave with deferred or anticipated salary. In the case of refusal, the college shall provide the reasons to the senior staff member who applied for the leave.

Such a leave may be obtained only once during a senior staff member's employment with the college.”.

11. Section 181 is amended by replacing “, the scheduling of the work time and, where applicable, the terms and conditions for using the sick-leave days provided for in section 185.” in the first paragraph by “and the scheduling of the work time.”.

12. Sections 185 and 194 to 196 are revoked.

13. Section 219 is amended by striking out the second paragraph.

14. Section 262 is amended by adding the following in subparagraph 4 after the dash:

“Leaves without pay provided for in the management policies may not exceed one year. They may be granted only to a senior staff member with employment stability as provided in section 198 and who has 5 years of continuous service with the college at the time proposed for the beginning of the leave.

Notwithstanding the foregoing, if the leave is used to hold employment with another employer, other than another college in the network, the senior staff member must have acquired at least 7 years of continuous service with the college at the time proposed for the beginning of the leave.

The college shall analyze the application for leave without pay having regard to its operational needs and is not required to grant such a leave. In the case of refusal, the college shall provide the reasons to the senior staff member who applied for the leave. The leave must be full-time and may be obtained only once in any 5-year period.”.

15. Schedule II is replaced by the following:

SCHEDULE II

**SALARY INCREASES AND SALARY SCALES ACCORDING TO JOB CLASSIFICATIONS
OF SENIOR STAFF**

1. The salary scales and salaries of senior staff are increased according to the following periods and parameters:

(1) Period from 1 April 2023 to 31 March 2024

Each salary scale¹ in force on 31 March 2023 is increased by 6.00%² effective on 1 April 2023.

(2) Period from 1 April 2024 to 31 March 2025

Each salary scale¹ in force on 31 March 2024 is increased by 2.80%² effective on 1 April 2024.

(3) Period from 1 April 2025 to 31 March 2026

Each salary scale¹ in force on 31 March 2025 is increased by 2.60%² effective on 1 April 2025.

(4) Period from 1 April 2026 to 31 March 2027

Each salary scale¹ in force on 31 March 2026 is increased by 2.50%² effective on 1 April 2026.

(5) Period from 1 April 2027 to 31 March 2028

Each salary scale¹ in force on 31 March 2027 is increased by 3.50%² effective on 1 April 2027.

ADJUSTMENT CLAUSE

A salary adjustment may apply in accordance with the following terms:

At 31 March 2026, each salary scale¹ in force on 30 March 2026 is increased by the percentage variation between the annual average of the Consumer Price Index for Québec in 2025-2026 and the annual average of the Consumer Price Index for Québec in 2024-2025, that variation being reduced by 2.60 percentage points. The increase² cannot be greater than 1.00%.

¹ The salary of a senior staff member is increased, if applicable, on the date on which the salary scales take effect, by a percentage equal to the percentage applied to the salary scale corresponding to his classification without, however, that salary exceeding the salary scale maximum of the class of positions corresponding to his classification.

² However, the provisions of this Regulation relating to an overscale employee and to the salary adjustment under section 26 apply.

At 31 March 2027, each salary scale¹ in force on 30 March 2027 is increased by the percentage variation between the annual average of the Consumer Price Index for Québec in 2026-2027 and the annual average of the Consumer Price Index for Québec in 2025-2026, that variation being reduced by 2.50 percentage points. The increase² cannot be greater than 1.00%.

At 31 March 2028, each salary scale¹ in force on 30 March 2028 is increased by the percentage variation between the annual average of the Consumer Price Index for Québec in 2027-2028 and the annual average of the Consumer Price Index for Québec in 2026-2027, that variation being reduced by 3.50 percentage points. The increase² cannot be greater than 1.00%.

For each increase calculated above, if the result is less than 0.05%, the salary scales are not modified.

The salary adjustments under the preceding paragraphs are applied to the pay and paid retroactively within 180 days after Statistics Canada releases the data.

For the purposes of the adjustment clause:

1. The Consumer Price Index for Québec corresponds to the average per fiscal year (April to March) for all items, as per Statistics Canada Table: 18-10-0004-01 Consumer Price Index, monthly, not seasonally adjusted;
2. The variation in the Consumer Price Index is expressed as a percentage, which is rounded to 2 decimals.

In no case may the salary adjustment be negative.

¹ The salary of a senior staff member is increased, if applicable, on the date on which the salary scales take effect, by a percentage equal to the percentage applied to the salary scale corresponding to his classification without, however, that salary exceeding the salary scale maximum of the class of positions corresponding to his classification.

² However, the provisions of this Regulation relating to an overscale employee and to the salary adjustment under section 26 apply.

2. Salary scales

SENIOR STAFF
(annual rates)

Class	Rate from 2023-04-01 to 2024-03-31 (\$)		Rate from 2024-04-01 to 2025-03-31 (\$)		Rate from 2025-04-01 to 2026-03-31 (\$)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
10	106 740	142 315	109 729	146 300	112 582	150 104
9	100 905	134 535	103 730	138 302	106 427	141 898
8	95 386	127 179	98 057	130 740	100 606	134 139
7	89 147	118 861	91 643	122 189	94 026	125 366
6	83 316	111 085	85 649	114 195	87 876	117 164
5	77 286	103 045	79 450	105 930	81 516	108 684
4	70 613	94 148	72 590	96 784	74 477	99 300
3	64 516	86 019	66 322	88 428	68 046	90 727
2	58 946	78 593	60 596	80 794	62 171	82 895

Class	Rate from 2026-04-01 to 2027-03-31 (\$)		Rate as of 2027-04-01 (\$)	
	Minimum	Maximum	Minimum	Maximum
10	115 397	153 857	119 436	159 242
9	109 088	145 445	112 906	150 536
8	103 121	137 492	106 730	142 304
7	96 377	128 500	99 750	132 998
6	90 073	120 093	93 226	124 296
5	83 554	111 401	86 478	115 300
4	76 339	101 783	79 011	105 345
3	69 747	92 995	72 188	96 250
2	63 725	84 967	65 955	87 941

16. Schedule III is replaced by the following:

SCHEDULE III
EVENING SHIFT, WEEKEND AND NIGHT SHIFT PREMIUMS (MANAGERS)

Premiums	Rate until 2023-03-31	Rate from 2023-04-01 to 2024-03-31	Rate from 2024-04-01 to 2025-03-31	Rate from 2025-04-01 to 2026-03-31	Rate from 2026-04-01 to 2027-03-31	Rate as of 2027-04-01
Evening shift premium	\$0.85/hour	\$0.90/hour	\$0.93/hour	\$0.95/hour	\$0.97/hour	\$1.00/hour
Weekend premium	\$3.39/hour	\$3.59/hour	\$3.69/hour	\$3.79/hour	\$3.88/hour	\$4.02/hour
Night shift premium (seniority)						
Less than 5 years	11%	11%	11%	11%	11%	11%
5 to 10 years	12%	12%	12%	12%	12%	12%
10 years or more	14%	14%	14%	14%	14%	14%

The rates in Schedule III are increased as per the same date and same general salary increase parameter set out in subparagraphs 1 to 5 of section 1 of Schedule II and are adjusted according to the percentage determined by the adjustment clause.

17. Schedule IV is replaced by the following:

SCHEDULE IV

PARITY WORKING COMMITTEE ON THE CLASSIFICATION OF CONTINUING EDUCATION POSITIONS

As of 1 November 2025, the parties, composed of the Fédération des cégeps, the Ministère de l'Enseignement supérieur (department) and the Association des cadres des collèges du Québec (ACCQ), shall form a parity working committee on the classification of coordinator and continuing education management positions.

Committee's terms of reference

1. Firstly, evaluate the relevance of adding or modifying the criteria used to classify coordinator and continuing education management positions; those criteria are set out in the departmental document entitled *Plan de classification des emplois types et Guide de classement des postes de cadre pour le personnel d'encadrement des collèges d'enseignement général et professionnel* (March 2022, ISBN 978-2-550-94755-4).

Not later than 1 November 2026, the working committee is to submit its evaluation on that matter to the department. The evaluation must not entail any financial impact.

The committee's evaluation will be used during the consultations prior to forthcoming changes in the conditions of employment of senior staff members, as provided in section 5 of the *Regulation respecting certain conditions of employment of senior staff of general and vocational colleges*.

2. Secondly, evaluate the appropriate manner of showing total revenue from continuing education to be included with the information sent each year by the department to colleges in connection with the annual classification review of senior staff positions.

Not later than 1 March 2027, the working committee is to submit its evaluation on that matter to the department. The evaluation must not entail any financial impact.

If applicable, within 120 days after that date, the department is to inform the exchange and consultation committee (CEC) of its decision to proceed with changes.

18. Schedule V is revoked.

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

107435



Draft Regulation

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

Act respecting occupational health and safety
(chapter S-2.1)

First-aid Minimum Standards

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 First-aid Minimum Standards Regulation, appearing below, may be made by the Commission des normes, de l'équité, de la santé et de la sécurité du travail and submitted to the Government for approval, in accordance with the first paragraph of section 455 of the Act respecting industrial accidents and occupational diseases (chapter A-3.001) and section 224 of the Act respecting occupational health and safety (chapter S-2.1), on the expiry of 45 days following this publication.

The draft Regulation amends the First-aid Minimum Standards Regulation (chapter A-3.001, r. 10). More specifically, it provides that a nurse may be assigned as a first-aiders by the employer or the principal contractor. The draft Regulation specifies the procedure for calculating the number of workers for the purpose of determining the number of first-aiders required in an establishment, on a construction site or during forest development work. It also sets out the training requirements for the issue of a first-aid certificate. Lastly, the draft Regulation updates the material required in the nurse's room.

The draft Regulation will enable the enterprises concerned to generate an estimated \$5.97M in net savings, mainly by reducing the number of first-aiders that must be trained. The savings in salary costs related to training are estimated at \$1.99M a year for a period of three years. Non-recurring expenses incurred by enterprises for the implementation of the new requirements concerning the material in the nurse's room are limited to \$0.16M.

Further information on the draft Regulation may be obtained by contacting Hind Grirate, expert advisor in prevention-inspection, Commission des normes, de l'équité, de la santé et de la sécurité du travail, 1199, rue de Bleury, 3^e étage, Montréal (Québec) H3B 3J1; email: hind.grirate@cnesst.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Mohamed Aiyar, vice-president for prevention, Commission des normes, de l'équité, de la santé et de la

sécurité du travail, 1600, avenue d'Estimauville, 7^e étage, Québec (Québec) G1J 0H7; email: mohamed.aiyar@cnesst.gouv.qc.ca.

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 First-aid Minimum Standards Regulation

Act respecting industrial accidents and occupational diseases
(chapter A-3.001, s. 454, 1st par., subpar. 4).

Act respecting occupational health and safety
(chapter S-2.1, s. 223, 1st par., subpars. 7, 28 and 42, and 2nd and 3rd par.).

1. The First-aid Minimum Standards Regulation (chapter A-3.001, r. 10) is amended in section 1

(1) by inserting the following after paragraph *b*:

“(b.1) “C.S.A.” means the Canadian Standards Association;”;

(2) by replacing “granted by an organization recognized by the Commission” in the definition of “first-aiders” by “that complies with section 2.1 or a nurse assigned as a first-aiders by the employer or the principal contractor”.

2. The following is inserted after section 2:

“DIVISION 1.1

FIRST-AID CERTIFICATE AND TRAINING

2.1. The first-aid certificate is issued by an organization recognized by the Commission to a person who has completed first-aid training enabling them to acquire the skills referred to in CSA Standard Z1210, First aid training for the workplace — Curriculum and quality management for training agencies, for the intermediate training level. That training must include a practical demonstration by the person of the skills to be acquired, of a minimum duration equivalent to that set by the Standard for the intermediate training level.

The first-aid certificate must be issued in accordance with the requirements provided for in the Standard.

The first-aid certificate is valid for a maximum period of 3 years from its issue.”.

3. Section 3 is replaced by the following:

“3. The employer must make sure that at least one first-aider is present in the employer’s establishment at all times during work hours where 50 workers or fewer are present simultaneously, and another first-aider for every additional 100 workers or fraction thereof.

For the purposes of the first paragraph, the number of workers present simultaneously in the employer’s establishment excludes workers who are present for less than 30 minutes.”

4. Section 4 is amended by replacing “CAN/CSA Standard Z1220-17” in the second paragraph by “CSA Standard Z1220”.**5.** Section 5 is amended

(1) by striking out “solely” in the first paragraph;

(2) by replacing “CAN/CSA Standard Z1220-17” in the third paragraph by “CSA Standard Z1220”.

6. The following is inserted after section 6:**“DIVISION II.1****FIRST-AIDERS DURING FOREST DEVELOPMENT WORK**

6.1. According to the number of workers present simultaneously at a work location where forest development work within the meaning of the Regulation respecting health and safety in forest development work (chapter S-2.1, r. 12.1) is being carried out, the employer must make sure that the following number of first-aiders is present at the work location at all times during work hours:

Number of workers present simultaneously at the work location	Number of first-aiders
5 workers or fewer	1 first-aider
6 to 10 workers	2 first-aiders
more than 10 workers	2 first-aiders, to which 1 first-aider is added for each additional 5 workers

7. Section 7 is amended by replacing “where there are between 10 and 50 workers on a shift” by “where 10 to 50 workers are present simultaneously,” and by striking out “assigned to the shift”.

8. Section 20 is amended

(1) in paragraph 1

(a) by replacing subparagraph *a* by the following:

“(a) at least 100 workers are present simultaneously; or”;

(b) in subparagraph *b*

(i) by replacing “more than 20 workers are working” by “more than 20 workers are present simultaneously”;

(ii) by inserting “, or to be reached by an ambulance service or by other emergency medical services within the same time and in the same manner” at the end;

(2) in paragraph 3

(a) by replacing “are working” by “are present”;

(b) by inserting “, or to be reached by an ambulance service or by other emergency medical services within the same time and in the same manner” at the end.

9. Section 21 is amended

(1) by replacing “in an” in the portion before subparagraph *a* of paragraph 1 by “of an”;

(2) by replacing “regular working hours of the day shift and, where more than 20 workers are working simultaneously outside of the regular working hours of the day shift” in subparagraph *a* of paragraph 1 by “regular daytime working hours and, where more than 20 workers are present simultaneously outside of the regular daytime working hours”.

(3) by replacing the second paragraph of subparagraph *b* of paragraph 1 by the following:

“The room must contain in particular the following:

Equipment:

1 emergency resuscitator kit containing

(a) 2 disposable adult-sized bag valve masks

(b) 2 pocket masks with a HEPA filter, oxygen inlet and one-way valve, in a case

(c) a set of oropharyngeal airways (Guedel) of different sizes (40 mm to 110 mm)

(d) a set of nasopharyngeal airways of different sizes	3 immobilisation splints made of plasticized material
(e) portable oxygen delivery equipment capable of supplying oxygen for medical use at a variable output of 15 litres for a minimum of 25 minutes	1 pair of adjustable crutches
(f) 1 fingertip pulse oximeter	Disposable material:
(g) 5 high concentration oxygen masks with reservoir bag	3 vomit bags
(h) 1 emergency suction device	1 urinal
1 stretcher with a plastic-coated pillow	1 basin with a capacity of at least 2 litres
3 large first aid kits that comply with the requirements for Type 3 (intermediate) workplace first aid kits in CSA Standard Z1220, First aid kits for the workplace; where more than 300 workers are present simultaneously, add 1 kit for every additional 100 workers	1 thermometer with a protective cap
2 containers for medical waste	5 instant ice packs
2 disposable lined blankets	3 pairs stainless steel splinter tweezers
1 waste receptacle with pedal-actuated lid and bio-hazard waste bags	1 pair of tick tweezers or a tick remover tool and an airtight container and permanent marker for identification
1 sink with temperate drinking water	Medical supplies:
1 emergency eye wash	1 box of wound closure strips
1 magnifying lamp	1 bag of sterile cotton swabs
1 rectangular composite backboard that is at least 183 cm long and 40 cm wide, compatible with a quick restraint system with a minimum of 10 fastening points, capable of supporting a maximum load of at least 182 kg and that can be used to move a patient	1 box of tongue depressors
1 table	Miscellaneous:
2 chairs	1 pair safety glasses
2 adjustable adult-sized cervical collars	1 bottle of soap
Instruments:	1 box of procedure masks
1 stethoscope	2 containers of disinfectant wipes for surfaces and materials
1 otoscope	1 box of resealable plastic bags (food storage type) in various sizes
1 blood pressure cuff	plastic trash bags measuring at least 60 cm x 70 cm
1 flashlight	paper hand towels
	2 boxes of single-use nitrile gloves (powder-free) in various sizes
	2 bottles (500 ml each) of 0.9% sodium chloride (NaCl).”

10. Section 25 is revoked.

11. Until its expiry date, a first-aid certificate issued by an organization recognized by the Commission before *(insert the date of coming into force of this Regulation)* retains its full validity.

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

107439

