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## Part 2

# LAWS AND REGULATIONS

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5 June 2025 / Volume 157

### Summary

Draft Regulations

# NOTICE TO USERS

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## Part 2 – LAWS AND REGULATIONS

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## Draft Regulation

Québec Immigration Act  
(chapter I-0.2.1)

### Immigration in Québec — 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 Québec Immigration Regulation, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Regulation amends the Québec Immigration Regulation (chapter I-0.2.1, r. 3) mainly with respect to the temporary foreign worker program. The draft Regulation sets the minimum age of a temporary foreign worker at 18 years and provides for a requirement of level 4 knowledge of spoken French according to the Échelle québécoise des niveaux de compétence en français in order to be selected as such a worker. This requirement would apply to foreign nationals with a cumulative length of stay of at least three years in Québec while holding one or more work permits. The requirement does not apply however to workers in the primary agriculture sector or to workers hired by an office of a political division of a foreign State who are granted fiscal privileges under the Regulation respecting fiscal privileges granted to members of a diplomatic mission, consular post or office of a political division of a foreign State, to the members of their families and to that office (chapter A-6.002, r. 5). The draft Regulation also defines the notions of work contract and employment offer for the hiring of a foreign national by an employer.

The draft Regulation also makes certain amendments under the international student program to ensure a better oversight of minor international students who come to Québec without the holder of parental authority and increases the financial resources that international students must have to provide for their basic needs.

The draft Regulation makes various other amendments, in particular, adjustments to address discrepancy issues related to the National Occupational Classification, as well as concerning selection conditions under the entrepreneur program, conditions for sponsorships under the family class and the lapse of selection decisions for temporary immigration. Lastly, the draft Regulation contains transitional provisions.

The draft Regulation does not impose any new requirements on enterprises in Québec. However, the amendments affecting the temporary foreign worker program

could have an indirect impact on the competitiveness of Quebec businesses. Given that other Canadian provinces do not impose language requirements on temporary foreign workers, those workers who, after a three-year stay, wish to occupy a job in an enterprise in Québec would have to meet an additional requirement. On the other hand, a better knowledge of French would favour the integration of such workers in the workplace and in their living environment, thereby contributing to fill vacant positions in a durable manner while also supporting economic activity in Québec.

Further information on the draft Regulation may be obtained by contacting Virginie Lasnier, director, politiques d'immigration temporaire, Ministère de l'Immigration, de la Francisation et de l'Intégration, 1200, boulevard Saint-Laurent, 6<sup>e</sup> étage, Montréal (Québec) H2X 0C9; email: [modificationsreglementaires@mifi.gouv.qc.ca](mailto:modificationsreglementaires@mifi.gouv.qc.ca).

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

JEAN-FRANÇOIS ROBERGE

*Minister of Immigration, Francization and Integration*

## Regulation to amend the Québec Immigration Regulation

Québec Immigration Act  
(chapter I-0.2.1, ss. 9 and 15, s. 22, 2nd par., ss. 23 and 29, s. 57, par. 6, and ss. 105 and 106).

**1.** The Québec Immigration Regulation (chapter I-0.2.1, r. 3) is amended in section 4 by inserting “is at least 18 years of age and” before “comes to Québec”.

**2.** Section 5 is amended

(1) by replacing subparagraph 2 of the first paragraph by the following:

“(2) the foreign national meets the conditions for access to the profession listed in the National Occupational Classification to hold the employment or, in the case of a profession on the list of regulated professions drawn up by the Minister, the foreign national

(a) is authorized to practise the profession in Québec;  
or

(b) has training or a diploma dated not more than 5 years that is fully or partially recognized by the regulatory body of that profession in Québec and allowing the foreign national to quickly hold the employment offered upon arriving in Québec while also completing the steps to obtain, as soon as possible, authorization to practise that profession;

(3) where applicable, the foreign national meets the specific conditions set out in the employment offer;

(4) if the foreign national has a cumulative stay of at least 3 years in Québec while holding a work permit and held employment in a sector other than the primary agriculture sector, the foreign national has an oral knowledge of French at level 4 or above according to the *Échelle québécoise des niveaux de compétence en français*.

Subparagraph 4 of the first paragraph does not apply to a foreign national who files an application for selection for temporary immigration to hold employment in the primary agriculture sector or with an office of a political division of a foreign State who is granted fiscal privileges under the Regulation respecting fiscal privileges granted to members of a diplomatic mission, consular post or office of a political division of a foreign State, to the members of their families and to that office (chapter A-6.002, r. 5).”

(2) by replacing the second paragraph by the following:

“Where the foreign national comes to Québec to offer home care, the following conditions must also be met:

(1) the foreign national has a secondary school diploma attesting to at least 11 years of full-time elementary and secondary school studies;

(2) if the foreign national does not have a cumulative stay of at least 3 years in Québec while holding a work permit and holding employment in a sector other than the primary agriculture sector, the foreign national nevertheless has an oral knowledge of French at level 4 or above according to the *Échelle québécoise des niveaux de compétence en français* or has an oral knowledge of English at level 4 or above according to the Canadian Language Benchmarks.”

**3.** The following is inserted after section 5:

“5.1. To compute the length of stay required under section 5, many separate stays while holding a work permit may be computed, provided each of those stays are less than 2 years apart. An absence of less than 2 years from Québec during the course of a stay while holding a work permit is computed as an uninterrupted period of stay.”

**4.** Section 6 is replaced by the following:

“6. The written employment contract must stipulate

(1) the duration of the contract;

(2) each of the elements included in the employment offer that was the subject of a positive assessment by the Minister as to its impact on Québec’s labour market;

(3) the deadlines to be met with respect to a notice of termination or resignation;

(4) the health and hospital insurance plan offered;

(5) an undertaking by the employer to pay the contributions required for the temporary foreign worker to benefit from the protection granted under the Act respecting industrial accidents and occupational diseases (chapter A-3.001), to the extent provided by that Act.

The employment contract must also mention that the standards established in the Act respecting labour standards (chapter N-1.1) apply, to the extent provided by that Act, to temporary foreign workers, in particular the standards relating to the terms of payment of the wage, the computing of overtime, meal and rest periods, statutory general holidays, absences and leave for family or parental matters, absences owing to sickness, an accident or a criminal offence, indemnities and possible recourses.

**6.1.** The employer must notify the Minister in writing of any change to an employment offer or an employment contract within 30 days following the date of those changes.”

**5.** Section 8 is amended by inserting “primary” before “agriculture sector”.

**6.** Section 11 is amended in the first paragraph

(1) by striking out subparagraph *b* of paragraph 2;

(2) by replacing paragraph 3 by the following:

“(3) if the foreign national is under 17 years of age and the holder of parental authority is not in Québec, the holder provided the Minister with

(a) a delegation of the rights and powers of custody, supervision and education by the holder of parental authority to a natural person who is a Québec resident of full age and will be responsible for the foreign national;

(b) a declaration of custody of the foreign national, which declaration includes in particular

i. information concerning the foreign national and his or her residence, the location where the minor foreign national will live as well as information concerning the persons living at the same address;

ii. the number of minor foreign nationals already staying with the natural person or who will be staying at the same address at the same time, which number cannot be more than 2 including the minor foreign national filing the application, except in the case of siblings;

(c) proof of the absence of a judicial record for the person in charge as it relates to the required abilities and appropriate behaviour to act in that capacity, and for every person aged 18 or over living at the same address.”

**7.** Section 12 is amended

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

“The foreign national’s financial resources to provide for basic needs and, where applicable, those of the accompanying family members, must be at least equal to the scale provided for in Schedule C.1.”

(2) by replacing “D” in the second paragraph by “C.1”.

**8.** Section 13, as amended by section 20 of the Act mainly to improve the regulatory scheme governing international students (2024, chapter 43), is further amended by striking out the second paragraph.

**9.** Sections 50.2, 53 and 57 are amended by replacing paragraph 1 in each of those sections by the following:

“(1) have been staying in Québec for at least 2 years on the date of filing of the application, being authorized to work under a work permit not related to a specific employment and issued otherwise than under section 206 of the Immigration and Refugee Protection Regulations (SOR/2002-227), under a work permit related to an employment held with an enterprise that the foreign national started up or took over, or under a study permit;”

**10.** Section 66 is amended by striking out paragraphs 6, 7 and 10.

**11.** Section 69 is replaced by the following:

“**69.** A person who files a sponsorship undertaking application on behalf of a foreign national who belongs to the family class and, where applicable, on behalf of

the foreign national’s accompanying family members, must, in addition to meeting the conditions provided for in section 66, not have been convicted, in Canada, of the offences below, unless the person was acquitted in the last instance or their criminal record was suspended under the Criminal Records Act (R.S.C., 1985, c. C-47), or the person served the sentence imposed at least 5 years prior to the date of filing of the undertaking application:

(1) a sexual offence, or an attempt or a threat to commit such an offence against any person;

(2) an indictable offence involving the use of violence and liable to a maximum term of imprisonment of 10 years or more or an attempt to commit such an offence against any person;

(3) an offence resulting in bodily harm, or an attempt or a threat to commit such an offence against any of the following persons:

(a) a member or former member of the person’s family or a relative thereof, or a member or former member of that person’s family or a relative thereof;

(b) the person’s partner or former conjugal partner, a relative or former relative of the person’s partner or former conjugal partner, or a relative or former relative thereof;

(c) a child who is or was in the person’s custody and under their care, or in the custody and under the care of a member of the person’s family, a relative thereof or of their conjugal partner, or of a former member of that person’s family, a relative thereof or of their former conjugal partner;

(d) a person with whom the person has or had an intimate relationship, whether or not they lived together, or a member of that person’s family;

Moreover, the person must not have been convicted, outside Canada, of an offence that, had it been committed in Canada, would constitute an offence referred to in the first paragraph, unless the person served the sentence imposed at least 5 years before the date of filing of the undertaking application.”

**12.** Section 70 is amended by replacing “66” by “69”.

**13.** Section 86 is replaced by the following:

“**86.** Each person forming a group of 2 to 5 natural persons who files a sponsorship undertaking application must, in addition to the conditions prescribed in section 66,

(1) not have been convicted, in Canada, of murder or any of the offences listed in Schedule I or II to the Corrections and Conditional Release Act (S.C. 1992, c. 20), punishable by summary conviction or by way of indictment, unless the person was acquitted in the last instance or their criminal record was suspended under the Criminal Records Act (R.S.C., 1985, c. C-47), or the person served the sentence imposed at least 5 years before the date of filing of the undertaking application;

(2) not have been convicted, outside Canada, of an offence that, had it been committed in Canada, would constitute an offence referred to in paragraph 1, unless the person served the sentence imposed at least 5 years before the date of filing of the undertaking application;

(3) not have been the subject of a revocation procedure under the Citizenship Act (R.S.C., 1985, c. C-29).

Where the sponsorship undertaking application is filed by a legal person, its administrators, its representatives and the members of its board of directors must meet the conditions set out in paragraphs 4 and 5 of section 66 as well as the conditions set out in subparagraphs 1 to 3 of the first paragraph.”

**14.** Section 97 is amended

(1) by replacing “68” in paragraph 1 by “and 69”;

(2) by replacing “sections 82,” in paragraph 2 by “section 82, the second paragraph of section 86 and sections”.

**15.** Section 99, as amended by section 1 of the Regulation to amend the Québec Immigration Regulation, made by Order in Council 154-2025 dated 19 February 2025, is further amended by adding the following at the end:

“(7) is on the list of enterprises to which the Office québécois de la langue française refused to issue an attestation or whose attestation or certificate was suspended or cancelled, provided for under section 152 of the Charter of the French language (chapter C-11).”

**16.** The following is inserted after the heading of Division II of Chapter IV:

“**99.1.** The employment offer of an employer must include the main conditions relating to the employment, including

(1) the title of the position, a detailed description of the duties and the required qualifications or the professional experience sought;

(2) the work place and work schedule as well as the hourly wage offered;

(3) the paid holidays and, where applicable, the social benefits offered, such as insurance or a pension plan;

(4) where applicable, the conditions relating to lodging offered by the employer or the terms of payment, by the employer, of round-trip transportation expenses between the country of origin and the work place of the foreign national;

(5) where applicable, the start and end date of the employment.”

**17.** Section 100 is amended by replacing subparagraph 3 of the second paragraph by the following:

“(3) the foreign national to whom the employment offer is made meets the conditions for access to the profession listed in the National Occupational Classification to hold the employment or, in the case of a profession on the list of regulated professions drawn up by the Minister, the foreign national

(a) is authorized to practise that profession in Québec; or

(b) has training or a diploma dated not more than 5 years that is fully or partially recognized by the regulatory body of that profession in Québec and allowing the foreign national to quickly hold the employment offered upon arriving in Québec while also completing the steps to obtain, as soon as possible, authorization to practise that profession;

(4) where applicable, the foreign national to whom the employment offer is made meets the specific conditions set out in the employment offer.”

**18.** Section 104.2 is amended by adding the following at the end:

“(4) the foreign national files an application for selection for temporary immigration under subparagraph 3 of the first paragraph of section 11 and the interest of the child so demands, in particular to ensure the respect of the child’s rights and security.”

**19.** Section 105 is amended by replacing “the issue of a work permit” in the second paragraph by “taking effect of the work permit issued”.



**20.** Section 106 is amended by inserting “takes effect on the date of taking effect of the study permit issued under the Immigration and Refugee Protection Act (S.C. 2001, c. 27) and” after “this Regulation” in the first paragraph.

**21.** Section 107 is amended by inserting “takes effect on the date of taking effect of the authorization to remain in Canada issued under the Immigration and Refugee Protection Act (S.C. 2001, c. 27) and” after “this Regulation”.

**22.** Section 109 is replaced by the following:

“**109.** The selection decision for temporary immigration lapses where

(1) the foreign national is subject to a removal order for which there is no stay or is inadmissible and is not authorized to enter and remain in Canada, within the meaning of the Immigration and Refugee Protection Act (S.C. 2001, c. 27);

(2) a new selection decision for temporary immigration takes effect for the foreign national for the same considerations.”.

**23.** Section 112 is amended by inserting “, C.1” after “C”.

**24.** The following is inserted after Schedule C:

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“**SCHEDULE C.1**  
(Sections 12 and 112)

**FOREIGN STUDENT’S BASIC NEEDS**

The scale of the foreign student’s basic needs for 1 year is established as follows:

Number of people	Amount for basic needs for 1 year
1	\$24,212
2	\$34,241
3	\$41,936
4	\$48,424
5	\$54,140
6	\$59,307

**Where the number of people is more than 6, the amount for basic needs is increased by \$5,167 for each additional person.”.**

**25.** An application for selection for temporary immigration filed under the temporary foreign worker program before (*insert the date of coming into force of this Regulation*) is processed and decided in accordance with Division II of Chapter II of the Québec Immigration Regulation (chapter I-0.2.1, r. 3) as it read on (*insert the date occurring one day before the date of coming into force of this Regulation*).

**26.** An application for selection for temporary immigration filed under the temporary foreign worker program before (*insert the date occurring 3 years after the date of coming into force of this Regulation*) is processed and decided in accordance with Division II of Chapter II of the Québec Immigration Regulation (chapter I-0.2.1, r. 3) as it read on (*insert the date occurring one day before the date occurring 3 years after the date of coming into force of this Regulation*).

**27.** An application for selection for temporary immigration filed under the international student program before (*insert the date of coming into force of this Regulation*) is processed and decided in accordance with section 11 of the Québec Immigration Regulation (chapter I-0.2.1, r. 3) as it read on (*insert the date occurring one day before the date of coming into force of this Regulation*).

**28.** An application for the assessment of the employment offer’s impact on the labour market or an application for validation of the employment offer of an employer filed before (*insert the date of coming into force of this Regulation*) is processed and decided in accordance with Chapter IV of the Québec Immigration Regulation (chapter I-0.2.1, r. 3) as it read on (*insert the date occurring one day before the date of coming into force of this Regulation*).

**29.** This Regulation comes into force on (*insert the date occurring fifteen days after the date of publication of the Regulation in the Gazette officielle du Québec*), except

(1) paragraph 1 of section 2, insofar as it enacts subparagraph 4 of the first paragraph and the second paragraph of section 5 of the Québec Immigration Regulation (chapter I-0.2.1, r. 3), paragraph 2 of section 2, and sections 3 and 26, which come into force on (*insert the date occurring 3 years after the date of coming into force of this Regulation*);

(2) paragraph 1 of section 6 and sections 7, 23 and 24, which come into force on 1 January 2026.

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