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Part 2
LAWS AND REGULATIONS

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Summary

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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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Gouvernement du Québec

O.C. 1154-2025, 3 September 2025

COMING INTO FORCE of certain provisions of the Act to modernize the occupational health and safety regime

WHEREAS, under paragraph 7 of section 313 of the Act to modernize the occupational health and safety regime (2021, chapter 27), the Act comes into force on 6 October 2021, except section 122 except where it concerns the definitions of "employer", "dangerous substance" and "worker", sections 125 and 128, paragraph 1 of section 138, paragraphs 2 and 4 of section 139, sections 141 and 143, section 144 except insofar as it concerns paragraph 1 of that section, sections 145 to 147, 150, 151 and 153, paragraphs 1, 2 and 4 to 11 of section 154, sections 155 and 156, paragraphs 2 and 3 of section 157, sections 158 to 185, paragraphs 1, 5 and 6 of section 207, sections 212 and 219, paragraph 1 of section 229, paragraphs 5 to 10 of section 232, paragraph 3 of section 233 insofar as it concerns the sections of Chapters I to X of the Act respecting occupational health and safety (chapter S-2.1), and sections 252 to 265, 268 to 271 and 274 to 276, which come into force on the date or dates to be determined by the Government, which may not be after 6 October 2025;

WHEREAS it is expedient to set 1 October 2025 as the date of coming into force of section 122, except where it concerns the definitions of "employer", "dangerous substance" and "worker", sections 125 and 128, paragraph 1 of section 138, paragraphs 2 and 4 of section 139, section 141, as amended by section 80 of the Act to amend various provisions for the main purpose of reducing regulatory and administrative burden (2025, chapter 8), section 143, section 144 except insofar as it concerns paragraph 1 of that section, sections 145 to 147, 150, 151 and 153, paragraphs 1, 2 and 4 to 11 of section 154, sections 155 and 156, paragraphs 2 and 3 of section 157, sections 158 to 185, paragraphs 1 and 6 of section 207, sections 212 and 219, paragraph 1 of section 229, paragraphs 5 to 10 of section 232, as amended by section 81 of the Act to amend various provisions for the main purpose of reducing regulatory and administrative burden, paragraph 3 of section 233 insofar as it concerns the sections of Chapters I to X of the Act respecting occupational health and safety, and sections 252 to 265, 268 to 271 and 274 to 276 of the Act to modernize the occupational health and safety regime;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour:

THAT 1 October 2025 be set as the date of coming into force of section 122, except where it concerns the definitions of "employer", "dangerous substance" and "worker", sections 125 and 128, paragraph 1 of section 138, paragraphs 2 and 4 of section 139, section 141, as amended by section 80 of the Act to amend various provisions for the main purpose of reducing regulatory and administrative burden (2025, chapter 8), section 143, section 144 except insofar as it concerns paragraph 1 of that section, sections 145 to 147, 150, 151 and 153, paragraphs 1, 2 and 4 to 11 of section 154, sections 155 and 156, paragraphs 2 and 3 of section 157, sections 158 to 185, paragraphs 1 and 6 of section 207, sections 212 and 219, paragraph 1 of section 229, paragraphs 5 to 10 of section 232, as amended by section 81 of the Act to amend various provisions for the main purpose of reducing regulatory and administrative burden, paragraph 3 of section 233 insofar as it concerns the sections of Chapters I to X of the Act respecting occupational health and safety (chapter S-2.1), and sections 252 to 265, 268 to 271 and 274 to 276 of the Act to modernize the occupational health and safety regime (2021, chapter 27).

DAVID BAHAN
Clerk of the Conseil exécutif

107651

Gouvernement du Québec

O.C. 1101-2025, 27 August 2025

Regulation to amend the Regulation respecting the remuneration and other conditions of office of members of the Administrative Tribunal of Québec

WHEREAS, under subparagraph 1 of the first paragraph of section 56 of the Act respecting administrative justice (chapter J-3), the Government shall make regulations determining the mode of remuneration of the members of the Tribunal and the applicable standards and scales;

WHEREAS, under the third paragraph of section 56 of the Act, the regulatory provisions may vary according to whether they apply to a member charged with an administrative office within the Tribunal;

WHEREAS, under section 57 of the Act, the Government shall fix, in accordance with the regulations, the remuneration, social benefits and other conditions of office of the members;

WHEREAS it is expedient to make the Regulation to amend the Regulation respecting the remuneration and other conditions of office of members of the Administrative Tribunal of Québec;

IT IS ORDERED, therefore, on the recommendation of the Minister of Justice:

THAT the Regulation to amend the Regulation respecting the remuneration and other conditions of office of members of the Administrative Tribunal of Québec, attached to this Order in Council, be made;

THAT as of the date of coming into force of this Regulation, the annual salary of vice-president members of the Tribunal and members who exercise the powers and perform the duties and functions of the chairperson of a Review Board within the meaning of sections 672.38 et al. of the Criminal Code (R.S.C., 1985, c. C-46) be increased by 5%, which salary, however, may not be lower than the normal minimum of the salary scale applicable to that position.

DAVID BAHAN
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting the remuneration and other conditions of office of members of the Administrative Tribunal of Québec

Act respecting administrative justice
(chapter J-3, s. 56, 1st par., subpar. 1, and 3rd par.).

1. The Regulation respecting the remuneration and other conditions of office of members of the Administrative Tribunal of Québec (chapter J-3, r. 3.1) is amended in Schedule I

(1) by replacing "Level 5" in sections 2 and 6 by "Level 6";

(2) by adding the following at the end of section 3:

"Psychiatrist members of the Tribunal receive an additional remuneration equal to 10.34% of their annual salary.".

(3) by replacing "(Maximum" in the second paragraph of section 7 by "(Members: maximum";

(4) by adding the following at the end of section 7:

"Psychiatrist members: the maximum of the scale applicable to Level 5 full-time members of bodies plus 10.34%[1] to which is subsequently added 20%[2] ÷ 261 working days ÷ 7 hours per working day.

[1] For the additional remuneration

[2] To compensate for the absence of employee benefits".

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

107645

Gouvernement du Québec

O.C. 1106-2025, 27 August 2025

Regulation to amend the Individual and Family Assistance Regulation

WHEREAS, under paragraphs 2 and 11 of section 131 of the Individual and Family Assistance Act (chapter A-13.1.1), for the purposes of Title I, the Government may make regulations

— prescribing, for the purposes of section 14 of the Act, the minimum amount that may be paid as an employment-assistance allowance; and

— determining, for the purposes of the second paragraph of section 26, the cases in which and the conditions under which other classes of persons may be eligible for financial assistance and determining, where necessary, the applications for programs, benefits or allowances that are to be granted;

WHEREAS, under paragraph 8 of section 132 of the Act, for the purposes of the Social Assistance Program, the Government may make regulations prescribing special benefit amounts to provide for certain particular needs, and determining the cases in which and the conditions under which they are to be granted;

WHEREAS, under paragraph 1 of section 133.2 of the Act, for the purposes of the Basic Income Program, the Government may make regulations prescribing, for the purposes of the first paragraph of section 83.17, the period during which a person must have a severely limited capacity for employment and be a recipient under the Social Solidarity Program, as well as the other eligibility requirements for the program;

WHEREAS, under paragraphs 1, 6 and 8 of section 134 of the Act, the Government may make regulations

— determining that all or part of a recoverable amount need not be repaid by the debtor;

— determining the cases in which and the conditions under which the debtor is required to pay interest, and prescribing the rate of interest; and

— prescribing the maximum amount the Minister may withhold for application to the repayment of a debt, and determining the cases in which and the conditions under which the withholding is to be suspended;

WHEREAS, under section 136 of the Act, regulations under sections 131 to 135 may vary according to the nature of the program, according to whether they apply to an independent adult or a family, according to the composition of the family, according to the circumstances of an independent adult or a member of a family, including, in the case of a child, the child's age, rank in the family, occupation, whether the child is handicapped within the meaning of subparagraph *b* of the second paragraph of section 1029.8.61.18 of the Taxation Act (chapter I-3), the child's place of residence and the custody arrangements for the child, according to whether an independent adult or a member of a family is living or incarcerated in an institution or is residing in a subsidized dwelling, according to whether a debt is due following a false declaration by the debtor and according to whether the provisions apply to an independent adult who would be a member of a family if the adult's spouse or their dependent children had not ceased to be members of the family in keeping with a regulation under paragraph 9 of section 131;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft Regulation to amend the Individual and Family Assistance Regulation was published in Part 2 of the *Gazette officielle du Québec* of 28 May 2025 with a notice that it could be made by the Government on the expiry of 45 days following that publication;

WHEREAS it is expedient to make the Regulation with amendments;

IT IS ORDERED, therefore, on the recommendation of the Minister Responsible for Social Solidarity and Community Action:

THAT the Regulation to amend the Individual and Family Assistance Regulation, attached to this Order in Council, be made.

DAVID BAHAN
Clerk of the Conseil exécutif

Regulation to amend the Individual and Family Assistance Regulation

Individual and Family Assistance Act
(chapter A-13.1.1, s. 131, pars. 2 and 11, s. 132, par. 8, s. 133.2, par. 1, s. 134, pars. 1, 6 and 8, and s. 136).

1. The Individual and Family Assistance Regulation (chapter A-13.1.1, r. 1) is amended in section 7 by replacing "financial assistance program provided for in Title II" by "social assistance program provided for in Title II or a specific program provided for in Title II.1".

2. Sections 67.1 and 67.2 are revoked.

3. Section 67.3 is amended by striking out the fourth paragraph.

4. Section 84 is amended in the second paragraph

(1) by replacing "30 days" by "90 days";

(2) by striking out the last sentence.

5. Section 177.45 is amended by inserting "or, if the parent has already received the supplement, the months during which the parent would have continued to receive the supplement if the person had not been placed or sheltered under the Act, or if the parent had not received personal home assistance within the meaning of section 1029.8.61.19.2 of the Act" at the end of subparagraph 2 of the first paragraph.

6. Section 178 is amended by replacing "financial assistance program established under Title II" in the first paragraph by "social assistance program established under Title II or a specific program established under Title II.1".

7. Section 188 is amended by replacing "financial assistance program established under Title II" by "social assistance program established under Title II or a specific program established under Title II.1".

8. Section 192 is amended by inserting ", minus 3 percentage points" at the end.

9. Schedule III is amended by inserting the following after section 2.12.2:

"**2.12.3.** Accessories and maintenance expenses required for the good working order of breathing apparatus, up to an amount of $1,000 per year".

10. This Regulation comes into force on 1 October 2025.

107646

Gouvernement du Québec

O.C. 1113-2025, 27 August 2025

Internal regulation of the Comité paritaire de l'industrie de l'automobile de la Mauricie

WHEREAS, under the first paragraph of section 18 of the Act respecting collective agreement decrees (chapter D-2), the Comité paritaire de l'industrie de l'automobile de la Mauricie is to adopt regulations for its formation, the number of its members, their admission, their replacing, the appointing of substitutes and the administration of funds; fix its head office; determine the name under which it is to be designated and, generally, draw up regulations for its internal management and the exercise of the rights conferred upon it by law;

WHEREAS, under the first paragraph of section 19 of the Act, the regulations referred to in section 18 of the Act are to be transmitted to the Minister of Labour and are approved, with or without amendment by the Government; and notice of such approval is to be published in the *Gazette officielle du Québec*;

WHEREAS, under subparagraph *l* of the second paragraph of section 22 of the Act, from the mere fact of its formation, the committee may, as of right, by regulation approved with or without amendment by the Government, determine the amount of the attendance allowance to which its members are entitled in addition to their actual travelling expenses;

WHEREAS the board of directors of the committee adopted the Internal regulation of the Comité paritaire de l'industrie de l'automobile de la Mauricie at its meeting held on 7 April 2025;

WHEREAS it is expedient to approve the Internal regulation of the Comité paritaire de l'industrie de l'automobile de la Mauricie, without amendment;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour:

THAT the Internal regulation of the Comité paritaire de l'industrie de l'automobile de la Mauricie, attached to this Order in Council, be approved.

DAVID BAHAN
Clerk of the Conseil exécutif

Internal Regulation of the Comité paritaire de l'industrie de l'automobile de la Mauricie

Act respecting collective agreement decrees
(chapter D-2, ss. 18, 1st par. and 22, 2nd par., subpar. *l*).

DIVISION I
SCOPE

1. **Application** — This Regulation applies to contracting parties of the Comité paritaire de l'industrie de l'automobile de la Mauricie, to members of the board of directors of the parity committee and to its employees and, if applicable, to its consultants.

This Regulation supplements the General Regulation to govern the regulations of a parity committee (chapter D-2, r. 17). In the event the provisions of this Regulation are inconsistent or raise a doubt in their interpretation with those of the General Regulation, the latter provisions prevail.

DIVISION II
CONSTITUTION AND MISSION OF THE PARITY COMMITTEE

2. **Name** — The name of the parity committee is: "Comité paritaire de l'industrie de l'automobile de la Mauricie".

In this Regulation, it is hereafter designated under the name "Parity Committee".

3. **Head office** — The head office of the Parity Committee is situated in Ville de Trois-Rivières. Its address is posted on the Parity Committee's website.

4. **Mission** — The Parity Committee oversees the application of and ascertains compliance with the Decree respecting the automotive services industry in the Drummond and the Mauricie regions (chapter D-2, r. 8), in accordance with the Act respecting collective agreement decrees (chapter D-2). To that end, it must, in particular,

(1) advise and inform the employees and professional employers of the conditions of employment determined in the Decree;

(2) exercise all employee recourses arising out of the Decree or the Act respecting collective agreement decrees; and

(3) hear and consider written complaints relating to the Decree from employees and professional employers and, if necessary, initiate the appropriate procedures.

5. **Rights, powers and obligations** — The Parity Committee has the rights, powers and obligations conferred on it by the Act respecting collective agreement decrees (chapter D-2).

DIVISION III
BOARD OF DIRECTORS OF THE PARITY COMMITTEE

§1. Composition and appointment of the members of the board of directors

6. **Composition** — The Parity Committee is administered by a board of directors composed of 14 members appointed by the contracting parties as follows:

(1) for the employer party:

(*a*) one member from the Corporation des concessionnaires d'automobiles de la Mauricie inc.;

(*b*) one member from the Corporation des concessionnaires d'automobiles de Drummondville inc.;

(*c*) one member from the Automobile Industries Association of Canada;

(*d*) one member from the Association des spécialistes de pneu et mécanique du Québec inc.;

(*e*) one member from the Association des marchands Canadian Tire du Québec;

(*f*) one member from the Association des services de l'automobile;

(*g*) one member from the Corporation des carrossiers professionnels du Québec;

(2) for the union party:

(*a*) three members from Unifor section locale 4511;

(*b*) four members from the Syndicat national des employés de garage du Québec inc.

7. **Substitution** — Each contracting party may appoint one or more substitutes to sit if a member it has appointed is absent or unable to act. A substitute has the same rights and privileges as the member being replaced.

Reasons for absence or inability to act may include an illness, a family or professional obligation, a personal leave or a conflict of interest.

8. **Attestation and training** — When a new member or substitute is appointed, the appointing contracting party must inform the secretary of the appointment as soon as possible. On taking office, the member or substitute must send the secretary a document attesting to the appointment; the document must be signed by a person authorized by the appointing contracting party.

Each member or substitute must also receive training from the general manager, or the person designated by the general manager, that deals with the functions and responsibilities of members of the board of directors. The training must take place in a timely manner after the appointment.

9. **Term of appointment** — Members are appointed for a term of one year, which is renewable, consecutively or not, for the same duration. The total duration of the terms served may not, however, exceed 12 years.

At the end of their term, members remain in office until they are replaced or re-appointed.

10. **Replacement** — A vacancy on the board of directors is filled in the manner set out for the appointment of the member to be replaced, for the remainder of the term. Despite section 9, where a member is appointed to sit on the board of directors in consideration of the position held within a contracting party and the member is removed from office, the member is replaced by the successor to that position for the remainder of the term.

Despite section 9, a contracting party must replace a member it has appointed if the member is no longer qualified to exercise the function following a decision of the board of directors that acknowledged, at a special meeting convened for the purpose, that the member has not complied with an obligation under sections 33 to 36, 38, 39 and 41 to 46 of the General Regulation to govern the regulations of a parity committee (chapter D-2, r. 17).

The secretary is to inform the contracting parties in writing when a member is replaced.

11. **Absence** — If a member is absent from 2 consecutive regular meetings without valid reason, the member's office automatically becomes vacant and the secretary is to immediately inform, in writing, the appointing contracting party accordingly.

12. **Vacancy** — A vacancy on the board of directors is filled by the relevant contracting party before the next regular meeting is held.

13. **Election** — The board of directors elects, from among its members, a chair and a vice-chair. If the chair is a member of the employer contracting party, the vice-chair is a member of the union contracting party and vise versa.

The chair and vice-chair are elected for a one-year term. Their terms are renewable, consecutively or not, without exceeding a total duration of 12 years.

The chair and vice-chair are elected each year on an alternating basis by the members of the contracting party they represent.

§2. Meetings of the board of directors

14. **Regular meeting** — A regular meeting must be held no fewer than 6 times per year, without exceeding 12 regular meetings per year.

No regular meeting is held between 24 June and the first Monday of the month of September.

15. **Special meeting** — The holding of a special meeting may be decided by the board of directors at a regular meeting, by the chair or by the vice-chair. The secretary must also convene a special meeting on the written request of at least 3 members.

16. **Annual meeting** — The board of directors holds an annual meeting each year during the month of September or, at the latest, during the last quarter of the fiscal year.

At the meeting, it elects the chair and the vice-chair and designates an independent auditor to prepare the Parity Committee's financial statements.

17. **Chairing of meetings** — Meetings are chaired by the chair or, in the absence of the chair, by the vice-chair. If both the chair and the vice-chair are unable to act, at the beginning of each meeting the board of directors designates a member to chair the meeting.

18. **Place of meetings** — Meetings of the board of directors are held at the head office of the Parity Committee or elsewhere in the city if a resolution to that effect was passed at the previous meeting.

The members of the board of directors may, however, pursuant to the consent of a majority of the members, participate in a meeting using technological means allowing all participants to immediately communicate with one another.

19. **Notice of convocation** — At least 2 working days before a meeting is to be held, a written notice of convocation stating the date, time and place of the meeting and, if applicable, the technological means for participating in the meeting, must be sent to each member of the board of directors.

The meeting agenda and all documents relating to the subjects entered on the agenda must be sent with the notice of convocation. The meeting agenda must specify all the subjects that will be discussed at the meeting. The subjects brought up at a special meeting are limited to those specified in the notice of convocation.

If a decree or a regulation under the Act respecting collective agreement decrees (chapter D-2) is to be adopted, amended or revoked, the notice of convocation must be sent at least 8 working days before the meeting and state the draft decree or regulation involved.

The members of the board of directors may waive the notice of convocation to a meeting. Their mere attendance constitutes a waiver of the notice, unless beforehand they contested the legality of the convocation.

20. **Quorum** — The quorum at a meeting of the board of directors is 7 members, at least 3 of whom are members of the employer contracting party and 3 are members of the union contracting party.

21. **Vote** — At a meeting, decisions are made by a majority vote of the members present, including the chair and the vice-chair.

In the case of a tie vote, the chair has a casting vote.

22. **Subcommittee** — The board of directors may, by resolution, form one or more subcommittees to contribute to the carrying out of its administrative responsibilities.

Sections 18 and 19 apply to the meetings of a subcommittee.

23. **Closed session** — Meetings are held in a closed session and only members of the board of directors may be admitted. The chair, vice-chair or secretary may, however, invite one or more persons. The invitation must have been approved beforehand by the members.

24. **Procedure** — For procedures not provided for in this Regulation, the Code de procédure des assemblées délibérantes, by Victor Morin, applies.

DIVISION IV
APPOINTMENT AND FUNCTIONS OF CERTAIN EMPLOYEES OF THE pARITY COMMITTEE

25. **Appointment of a general manager and a secretary** — The board of directors must appoint a general manager and a secretary. It may also appoint one or more assistant general managers whose duties the Parity Committee determines in a resolution. The same person may hold more than one function.

26. **Functions of the general manager** — The general manager manages the day-to-day affairs of the Parity Committee, including those relating to human, financial and material resources as well as public and legal affairs, in compliance with the applicable rules of law, the orientations of the board of directors and sound and prudent management practices. The general manager is to ensure regular follow-up of the Parity Committee's activities with the board of directors.

In addition to the functions set out in sections 27 to 30 of the General Regulation to govern the regulations of a parity committee (chapter D-2, r. 17), the functions of the general manager consist in

(1) supervising personnel members of the Parity Committee, including, with the board of director's approval, hiring, evaluating, imposing disciplinary measures or terminating the employment of any personnel member, in accordance, as applicable, with the staffing plan or the directives of the board of directors;

(2) overseeing the keeping of the books, archives and documents of the Parity Committee, which must be kept at the head office of the Parity Committee. None of those documents may be relinquished by the general manager without the permission of the Parity Committee or an order of the court, the Minister or a public servant authorized by the Minister;

(3) attending the meetings of the board of directors and subcommittees, taking charge of their functioning and carrying out the decisions made at the meetings;

(4) ensuring that the Parity Committee's services are consistent with its statement of services and that all documents to be adopted by the board of directors are duly adopted;

(5) seeing to the preparation of reports, statistics and financial statements requested by the board of directors or by the Minister pursuant to the Act respecting collective agreement decrees (chapter D-2) and the Decree respecting the automotive services industry in the Drummond and the Mauricie regions (chapter D-2, r. 8);

(6) collecting money owing to the Parity Committee, depositing it in a banking institution, a financial services cooperative within the meaning of the Act respecting financial services cooperatives (chapter C-67.3) or a financial institution authorized under the Trust Companies and Savings Companies Act (chapter S-29.02) designated by the board of directors, and retaining all amounts so collected on deposit until they are disposed of in accordance with the purposes authorized by the board of directors;

(7) keeping the accounting records of the Parity Committee, in particular, the accounts of

(*a*) all amounts of money received and disbursed, with itemized annotations and supporting vouchers;

(*b*) the assets and liabilities of the Parity Committee; and

(*c*) any other transaction affecting the financial situation of the Parity Committee;

The accounts are kept according to generally accepted accounting principles. The general manager must obtain and keep receipts of all payments made by the Parity Committee, produce them for audit and inspection purposes and file them in the archives of the Parity Committee;

(8) providing security in the form of an insurance policy approved beforehand by the Minister, for which the insurance premium is paid by the Parity Committee;

(9) developing, at the request of the board of directors, the strategic orientations and governance rules of the Parity Committee, in particular a strategic plan, a statement of services, a code of ethics and conduct applicable to the members of the board of directors and another applicable to the employees of the Parity Committee, a complaint processing policy and a decision review policy;

(10) developing, at the request of the board of directors, draft regulations and projects dealing with policies, system implementation and work methods or means conducive to enhancing administrative efficiency, and seeing to their application;

(11) advising the board of directors on any measure to be taken regarding the carrying out of its terms of reference;

(12) reviewing the mail and communications addressed to the Parity Committee and ensuring prompt processing;

(13) examining accounts for which payment is claimed and, if they are accurate, submitting them to the Parity Committee for approval;

(14) examining procurement requests and other expenditures incurred in the normal course of the Parity Committee's business, authorizing them if they are accurate and are consistent with the decisions of the Parity Committee, and reporting to the Parity Committee;

(15) advising the board of directors on measures to take to foster compliance with the regulations;

(16) seeing that the amounts of money voted by the board of directors are used for the purposes for which they were voted;

(17) examining complaints and claims and reporting on them to the board of directors;

(18) promoting good relations between the Parity Committee and employees, employers and Parity Committee partners and implementing procedures enabling them to easily communicate with the Parity Committee;

(19) representing the Parity Committee before various bodies and enterprises to ensure its outreach; and

(20) performing any other task the board of directors may entrust to the general manager.

27. **Functions of the secretary** — The functions of the secretary are as follows:

(1) convening and preparing the agenda for meetings of the board of directors and subcommittees in accordance with the directives of the chair and the general manager;

(2) attending the meetings of the board of directors and drawing up the minutes of the discussions and decisions; and

(3) acting as custodian of the seal of the Parity Committee and certifying any extract or true copy from the minute book of the meetings of the board of directors.

DIVISION V
DELEGATION OF AUTHORITY AND SIGNING

28. **Absence of the general manager** — If the general manager or the secretary is absent or unable to act for an extended period of time, namely more than two weeks, the board of directors must appoint a person to perform their duties while they are absent.

29. **Bank bills** — Payment orders of the Parity Committee are signed by the chair and by the general manager. If the chair or the general manager is unable to act, the vice-chair is authorized to sign in the chair's place and the person designated by the board of directors is authorized to sign in the general manager's place.

The receipts and bank bills relating to every payment made by the Parity Committee are kept at the head office of the Parity Committee and must be produced for audit and inspection purposes.

30. **Deposit with the board of directors** — The general manager is to submit to the board of directors a list of payment orders settled since the last regular meeting.

31. **Approval of accounts** — Unless otherwise provided by another regulation, every payment made outside the normal course of business of the Parity Committee must first have been approved by the board of directors.

32. **Approval and signing of contracts** — Contracts are approved by the board of directors and signed by the chair and by the general manager. If the chair or the general manager is unable to act, the vice-chair is authorized to sign in the chair's place and the person designated by the board of directors is authorized to sign in the general manager's place.

DIVISION VI
ATTENDANCE ALLOWANCE AND TRAVELLING EXPENSES

33. **No remuneration** — The members of the Parity Committee are not remunerated. They are, however, entitled to an attendance allowance and to be reimbursed for actual travelling expenses.

34. **Allowance** — The attendance allowance and travelling expenses are granted to a member who participates in a meeting of the board of directors or one of its subcommittees.

35. **Amount of the allowance** — The Parity Committee pays an attendance allowance of $200 per day to its members following their participation in a meeting of the board of directors or one of its subcommittees.

No member may receive more than 4 attendance allowances per month.

The total amount of allowances paid to a member may not exceed $5,000 per year.

36. **Travelling expenses** — The Parity Committee reimburses the actual travelling expenses incurred by its members to participate in person in a meeting of the board of directors or one of its subcommittees.

Actual travelling expenses are composed of the costs for transportation, meals and accommodation and are reimbursed on submission of vouchers and in accordance with the Directive sur les frais remboursables lors d'un déplacement et autres frais inhérents (C.T. 194603, 2000-03-30).

No expenses are reimbursed for the virtual participation of a member in a meeting of the board of directors or one of its subcommittees.

DIVISION VII
MISCELLANEOUS AND FINAL

37. **Fiscal year** — The fiscal year of the Parity Committee ends on 31 December each year.

38. **Insurance** — The Parity Committee must hold one or more insurance policies to cover its civil liability and that of the members of the board of directors and the managers of the Parity Committee.

In the absence of insurance coverage in force held by the Parity Committee and, except in the case of a serious fault, the Parity Committee must take up the defence and hold harmless any member of the board of directors and any manager of the Parity Committee whose liability is incurred by reason of an error or omission in the exercise of functions and, accordingly, waive the exercising of any recourse against them in that respect.

39. **Replacement** — This Regulation replaces the Regulation respecting the constitution of the Comité paritaire de l'industrie de l'automobile de la Mauricie, approved by Order in Council 403-85 dated 27 February 1985, as amended, and the Regulation respecting the attendance allowance and travelling expenses of the members of the Comité paritaire de l'industrie de l'automobile de la Mauricie, approved by Order in Council 103-2003 dated 29 January 2003, as amended.

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

107648

Gouvernement du Québec

O.C. 1130-2025, 3 September 2025

Regulation to amend the Regulation respecting premium rates under the parental insurance plan

WHEREAS, under the first paragraph of section 6 of the Act respecting parental insurance (chapter A-29.011), the Conseil de gestion de l'assurance parentale sets, by regulation, the premium rates under the parental insurance plan applicable to an employee or a person referred to in section 51 of the Act, to an employer, to a self-employed worker, a family-type resource or an intermediate resource;

WHEREAS, under the second paragraph of section 88 of the Act, the regulations of the Conseil de gestion require the approval of the Government; the Governement may approve them with ou without amendment;

WHEREAS the Conseil de gestion made the Regulation to amend the Regulation respecting premium rates under the parental insurance plan on 20 May 2025;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft Regulation to amend the Regulation respecting premium rates under the parental insurance plan was published in Part 2 of the *Gazette officielle du Québec* of 18 June 2025 with a notice that it could be approved by the Government, with ou without amendment, on the expiry of 45 days following that publication;

WHEREAS it is expedient to approve the Regulation without amendment;

IT IS ORDERED, therefore, on the recommandation of the Minister of Employment:

THAT the Regulation to amend the Regulation respecting premium rates under the parental insurance plan, attached to this Order in Council, be approved.

DAVID BAHAN
Clerk of the Conseil exécutif

Regulation to amend the Regulation respecting premium rates under the parental insurance plan

Act respecting parental insurance
(chapter A-29.011, a. 6, 1st par.).

1. The Regulation respecting premium rates under the parental insurance plan (chapter A-29.011, r. 5) is amended by replacing section 1 by the following:

"**1.** The premium rate applicable to an employee and to a person referred to in section 51 of the Act is 0.455%.

The premium rate applicable to a self-employed worker and a family-type resource or intermediate resource is 0.808%.

The premium rate applicable to an employer is 0.636%.".

2. This Regulation comes into force on 1 January 2026.

107650

Gouvernement du Québec

O.C. 1155-2025, 3 September 2025

Regulation respecting prevention and participation mechanisms in an establishment and Regulation to amend the Regulation respecting industrial and commercial establishments, the Hazardous Products Information Regulation, the Regulation respecting occupational health and safety and the Regulation respecting occupational health and safety in mines, and to revoke the Regulation respecting prevention programs

WHEREAS, under subparagraph 17.1 of the first paragraph of section 223 of the Act respecting occupational health and safety (chapter S-2.1), as made by paragraph 6 of section 232 of the Act to modernize the occupational health and safety regime (2021, chapter 27), the Commission des normes, de l'équité, de la santé et de la sécurité du travail may make regulations determining the manner and time limits for preparing, implementing and updating a prevention program or action plan and establishing the hierarchy of preventive measures for the purpose of preparing the prevention program or action plan;

WHEREAS, under subparagraphs 22 to 24 of the first paragraph of section 223 of the Act respecting occupational health and safety, as amended or replaced by paragraphs 7 to 9 of section 232 of the Act to modernize the occupational health and safety regime, the Commission may make regulations

— fixing the minimum and maximum number of members of a health and safety committee, and establishing rules of operation for committees and determining the procedure, terms and conditions of appointment of the members representing the workers in the cases provided in section 72 of the Act respecting occupational health and safety;

— setting the minimum frequency of the health and safety committees' meetings;

— determining the amount of time that a health and safety representative may devote to the exercise of his other functions set out in subparagraphs 1, 3 to 5, 8 and 9 of the first paragraph of section 90 of the Act respecting occupational health and safety;

WHEREAS, under subparagraph 24.1 of the first paragraph of section 223 of the Act respecting occupational health and safety, as made by paragraph 10 of section 232 of the Act to modernize the occupational health and safety regime, the Commission may make regulations determining the content and duration of the training programs in which the members of the health and safety committees and the health and safety representatives must participate under sections 78.1 and 91 of the Act respecting occupational health and safety and prescribing the time limit for completing that training;

WHEREAS, under subparagraph 42 of the first paragraph of section 223 of the Act respecting occupational health and safety, the Commission may make regulations generally prescribing any other measure to facilitate the application of the Act;

WHEREAS, under the second paragraph of section 223 of the Act respecting occupational health and safety, the content of the regulations may vary according to the categories of persons, workers, employers, workplaces, establishments or construction sites to which they apply, and the regulations may also provide times within which they are to be applied, and these times may vary according to the object and scope of each regulation;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft Regulation respecting prevention and participation mechanisms in an establishment and a draft Regulation to amend the Regulation respecting industrial and commercial establishments, the Hazardous Products Information Regulation, the Regulation respecting occupational health and safety and the Regulation respecting occupational health and safety in mines, and to revoke the Regulation respecting prevention programs were published in Part 2 of the *Gazette officielle du Québec* of 3 January 2024 with a notice that they could be adopted by the Commission and submitted to the Government for approval on the expiry of 45 days from that publication;

WHEREAS the Commission adopted the Regulations with amendments at its sitting of 19 September 2024;

WHEREAS, under section 224 of the Act respecting occupational health and safety, every draft regulation made by the Commission under section 223 of the Act is to be submitted to the Government for approval;

WHEREAS it is expedient to approve the Regulations;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour:

THAT the Regulation respecting prevention and participation mechanisms in an establishment and the Regulation to amend the Regulation respecting industrial and commercial establishments, the Hazardous Products Information Regulation, the Regulation respecting occupational health and safety and the Regulation respecting occupational health and safety in mines, and to revoke the Regulation respecting prevention programs, attached to this Order in Council, be approved.

DAVID BAHAN
Clerk of the Conseil exécutif

Regulation respecting prevention and participation mechanisms in an establishment

Act respecting occupational health and safety
(chapter S-2.1, s. 223, 1st par., subpars. 17.1, 22 to 24.1 and 42, and 2nd par.).

Act to modernize the occupational health and safety regime
(2021, chapter 27, s. 232, pars. 6 to 10).

CHAPTER I
PRELIMINARY PROVISIONS

1. For the purposes of the Act respecting occupational health and safety (chapter S-2.1), this Regulation determines the rules that are applicable in an establishment with regard to the prevention program, the action plan, the health and safety committee and the health and safety representative.

2. The levels related to the activities carried on in an establishment for the purposes of determining the frequency of the meetings of the health and safety committee and the amount of time that a health and safety representative may devote to the exercise of functions are provided for in Schedule I to this Regulation.

The levels are classified into 4 categories for the activities that correspond to the code used in the 2012 version of the North American Industry Classification System, hereafter "NAICS 2012", published by Statistics Canada. If many activities are carried on in an establishment, the level of that establishment is the one that corresponds to its primary activity. "Primary activity" means the activity that constitutes the objective of the establishment for the purpose of the production or distribution of goods or services.

3. Where an employer implements a prevention program in accordance with section 58.1 of the Act, enacted by section 143 of the Act to modernize the occupational health and safety regime (2021, chapter 27), this Regulation applies with the necessary modifications, in particular by considering that the number of workers corresponds to the total number of workers in the establishments as a group.

CHAPTER II
PREVENTION PROGRAM AND ACTION PLAN

4. An employer has a period of 1 year to prepare and implement a prevention program or an action plan once subject to that requirement in accordance with the Act.

The 1-year period does not apply to an employer that already has or must have a prevention program implemented at its establishment and becomes subject to the requirement to prepare and implement an action plan. In such cases, the preparation and implementation of the action plan must be completed as soon as possible.

In cases where an employer becomes subject to the requirement to prepare and implement a prevention program and already has an action plan implemented at its establishment, the time period provided for in the first paragraph applies to the extent that the action plan is maintained until such time as the prevention program is implemented. If the action plan is not maintained, the preparation and implementation of the employer's prevention program must be completed as soon as possible.

5. The employer must update its prevention program or action plan every year.

6. The measures and priorities for action to eliminate or, failing that, to control the identified risks must be provided for by the employer in the prevention program or action plan by giving precedence to preventive measures according to the following hierarchy:

(1) the elimination of risks at the source;

(2) the substitution of materials, processes or equipment for others to reduce risks;

(3) the implementation of engineering controls such as the installation of a ventilation system or the addition of a protector on a machine to control risks related to the work environment and equipment;

(4) the installation of warning systems such as audible alarms and lights to increase awareness of risks;

(5) the implementation of administrative risk controls such as worker training and the use of safe work methods and procedures;

(6) the availability of individual or collective protective means and equipment for workers and the implementation of measures to ensure they are used and adequately maintained.

Risks that cannot be eliminated must be controlled by the employer with a combination of those preventive measures.

CHAPTER III
HEALTH AND SAFETY COMMITTEE

DIVISION I
COMPOSITION

7. In the absence of an agreement between the employer and the workers of an establishment, in accordance with the first paragraph of section 70 of the Act, replaced by section 150 of the Act to modernize the occupational health and safety regime (2021, chapter 27), the number of workers' representatives on the health and safety committee, including the health and safety representative, is, according to the number of workers of the establishment, as follows:

(1) 20 to 50 workers: 2, except where the establishment has a group of workers that are not represented by a certified association having designated, pursuant to section 11, a member of the committee, in which case the number of workers' representatives is 3;

(2) 51 to 100 workers: 3;

(3) 101 to 500 workers: 4;

(4) 501 to 1,000 workers: 6;

(5) 1,001 to 1,500 workers: 7;

(6) over 1,500 workers: 8.

DIVISION II
PROCEDURES, TERMS AND CONDITIONS FOR THE DESIGNATION OF WORKERS' REPRESENTATIVES

8. Where 2 or more certified associations representing all of the workers of an establishment do not agree on the designation of the workers' representatives on the health and safety committee, in accordance with the third paragraph of section 72 of the Act, the workers' representatives are designated according to the following terms and conditions:

(1) the certified association that, where applicable, represents the absolute majority of workers, designates the absolute majority of workers' representatives;

(2) the other certified associations designate, where applicable, their workers' representatives according to the sequence of the following steps:

(*a*) the certified association that represents the highest percentage of workers in the establishment designates a representative;

(*b*) the represented percentage of workers of the certified association having proceeded with the designation according to subparagraph *a* is reduced by one-half;

(*c*) the certified association that then represents the highest percentage of workers designates a representative.

The steps described in subparagraphs *b* and *c* of subparagraph 2 of the first paragraph are repeated until all of the workers' representatives have been designated.

A certified association may group together with one or more other certified associations for the purposes of subparagraph 2 of the first paragraph. The overall percentage of workers represented by the grouping in the establishment is then the percentage taken into consideration.

Where 2 or more certified associations or groups of certified associations have an equal number of representatives, the workers' representative is designated by a draw, with each of the associations and each of the groupings presenting the name of a candidate. The representative is deemed to have been designated by the association or group of associations whose candidate's name is drawn.

If, as a result of applying the designation steps provided for in subparagraph 2 of the first paragraph, a certified association or group of certified associations could not designate a workers' representative, the last representative to be designated must be designated by a draw between the certified associations or groups of certified associations that have not designated a representative.

9. Where a single certified association represents some, but not all, of the workers of an establishment, that association designates the majority of the workers' representatives on the health and safety committee. The other workers' representatives on the committee are designated in accordance with section 11 by the group of workers not represented by the certified association.

10. Where more than one certified associations represent some, but not all, of the workers of an establishment, the workers' representatives on the health and safety committee are designated in accordance with section 8.

For the purposes of section 8, except subparagraph 1 of the first paragraph of that section, the group of workers not represented by a certified association is deemed to form a certified association. However, that group may not designate more workers' representatives than all the certified associations.

11. The group of workers not represented by a certified association that is authorized to designate a representative on the health and safety committee under sections 9 and 10 designates the representative through a vote held at a meeting convened for that purpose by the workers' and employer's representatives who are already committee members.

The notices of the vote and of the meeting for nominations must be made available to the group of workers by being posted or using any method of transmission at least 5 days before the vote and meeting take place.

The candidate who obtains the most votes is designated as a representative.

12. A certified association, grouping of certified associations or group of workers not represented by a certified association authorized to designate a workers' representative on the health and safety committee that fails to do so within 30 days is deemed to have refused or neglected to designate its representative.

In such a case, the position thus left vacant is filled in accordance with section 8, 9 or 10, as the case may be, for as long as the designation has not been made. The same applies where a certified association, grouping of certified associations or group of workers not represented by a certified association signifies its refusal to designate a workers' representative on the committee.

13. Where the workers of an establishment are not represented by a certified association, the workers' representatives on the health and safety committee are designated through a vote held at a meeting convened for that purpose by a worker of the establishment.

The notices of the vote and of the meeting for nominations must be made available to all the workers of the establishment by being posted or using any method of transmission at least 5 days before the vote and the meeting take place.

The candidates who obtain the most votes are designated as representatives.

14. The employer must allow the notices of the vote and of the meeting for nominations to be made available as well as allow for the vote to be held.

15. The number of workers' representatives on the health and safety committee is revised at the beginning of every year.

16. The workers' representatives on the health and safety committee perform their duties on the committee as long as the certified association, grouping of certified associations or group of workers not represented by a certified association that designated them remains authorized to do so and as long as the representatives have not been replaced.

DIVISION III
RULES OF OPERATION

17. In accordance with section 74 of the Act, replaced by section 153 of the Act to modernize the occupational health and safety regime (2021, chapter 27), this Division, which provides minimum rules of operation, applies only in the absence of an agreement between the members of the health and safety committee.

18. The health and safety committee holds its first meeting within 30 days after its members have been designated.

19. The minimum frequency of health and safety committee meetings according to the classification of the establishment provided for in Schedule I are as follows:

(1) level 1: 4 meetings per year;

(2) levels 2 and 3: 6 meetings per year;

(3) level 4: 9 meetings per year.

For the purposes of the first paragraph, the meetings must be held during the year in order for the health and safety committee to meet at least once every 3 months.

20. The health and safety committee must also meet within 3 working days after a request by one of its members, where one of the following incidents occurs:

(1) the death of a worker following a work accident;

(2) the loss of a limb or of part of a limb, the total or partial loss of the use of a limb or a significant physical trauma to a worker; or

(3) such serious injuries to 2 or more workers as probably to prevent them from performing their work for 1 working day.

21. The health and safety committee is presided over by 2 co-chairpersons designated by the committee members. One co-chairperson represents the workers and is chosen by the members who represent the workers on the committee; the other co-chairperson represents the employer and is chosen by the employer's representatives on the committee.

22. The meetings of the health and safety committee are presided over alternately by each co-chairperson.

The committee determines which co-chairperson will preside over the first meeting. Where there is disagreement, the co-chairperson is determined by a draw.

23. Where the co-chairperson who must preside over a meeting is absent, it is presided over by the other co-chairperson. The alternation provided for in section 22 is then adjusted accordingly.

24. A vacancy in the position of co-chair of the health and safety committee is filled in accordance with section 21, not later than 30 days after the committee has been so notified.

25. The agenda of a meeting of the health and safety committee is determined by the co-chairpersons.

The notice convening a meeting must indicate the location, date and time of the meeting and specify the subjects to be discussed.

The notice is sent by the co-chairperson who will preside over the meeting.

Any member of the committee may, at the beginning of the meeting and with the consent of the other members, propose amendments to the agenda.

26. The quorum of a meeting is achieved with at least half of the workers' representatives and at least one employer representative.

27. Where the group of employer representatives or the group of workers' representatives fails to agree on the position to be adopted with regard to a particular question, the position of the group is that which has received the majority vote of the representatives of that group attending the meeting.

28. Any vacancy on the health and safety committee must, not later than 30 days after the committee has been so notified, be filled, as the case may be, by the certified association, grouping of certified associations, group of workers not represented by a certified association or the employer that designated the committee member who must be replaced.

Where a certified association, grouping of certified associations or group of workers not represented by a certified association does not fill a vacancy within the prescribed period, the vacant position is filled in accordance with section 8, 9 or 10, as the case may be, as long as the designation has not been made.

The same applies where a certified association, grouping of certified associations or group of workers not represented by a certified association states its refusal to designate a workers' representative on the committee.

29. At each meeting, the health and safety committee approves the minutes of its previous meeting. The minutes thus approved must be kept by the employer for a minimum period of 5 years at the location determined by the committee and must be accessible by the co-chairpersons.

30. The members of the health and safety committee may, upon request to one of the co-chairpersons, obtain a copy of the minutes of the committee.

DIVISION IV
TRAINING OF MEMBERS

31. The members of a health and safety committee, including the health and safety representative, must, within 120 days following their designation, obtain a certificate for at least 1 day of theoretical training issued by the Commission des normes, de l'équité, de la santé et de la sécurité du travail or by a person or body recognized by it.

The training must pertain in particular to

(1) the legislative and regulatory framework for occupational health and safety applicable to an establishment;

(2) the content of a prevention program;

(3) the mandate, functions and rules of operation of the committee;

(4) the roles and responsibilities of the members, health and safety representatives and co-chairpersons of the committee;

(5) the identification and analysis of the risks that may affect the health, safety, and physical and mental well-being of the establishment's workers;

(6) the keeping of registers of work accidents and occupational diseases, and events that could have caused them;

(7) accident investigations and analyses of reported incidents;

(8) the importance of cooperation between all members of the committee, in particular with the health and safety representative, in order to ensure the effectiveness of participation mechanisms and that occupational health and safety is taken in charge; and

(9) the taking into account of realities specific to women, men and workers under 16 years of age in the identification and analysis of risks.

CHAPTER IV
HEALTH AND SAFETY REPRESENTIVE

DIVISION I
DESIGNATION PROCEDURE

32. Where a health and safety committee exists in an establishment, the health and safety representative is designated from among the workers' representatives on the committee.

DIVISION II
MINIMUM AMOUNT OF TIME FOR THE EXERCISE OF FUNCTIONS

33. In the absence of an agreement between the members of the health and safety committee in accordance with the second paragraph of section 92 of the Act, amended by section 165 of the Act to modernize the occupational health and safety regime (2021, chapter 27), the minimum amount of time that the health and safety representative may devote per month to the exercise of functions, other than those contemplated in paragraphs 2, 6 and 7 of the first paragraph of section 90 of the Act, amended by section 163 of the Act to modernize the occupational health and safety regime (2021, chapter 27), is, according to the number of workers and the level of the establishment provided for in Schedule I, as follows:

Number of workers	Level 1	Level 2	Level 3	Level 4
Under 20 workers	3 hours	4 hours	4 hours	4 hours
20 to 50 workers	3 hours	4 hours	8 hours	13 hours
51 to 100 workers	7 hours	8 hours	16 hours	26 hours
101 to 200 workers	11 hours	14 hours	27 hours	43 hours
201 to 300 workers	16 hours	21 hours	41 hours	65 hours
301 to 400 workers	20 hours	25 hours	49 hours	78 hours
401 to 500 workers	23 hours	30 hours	57 hours	91 hours
More than 500 workers	23 hours, to which are added 4 hours per additional 100 workers	30 hours, to which are added 6 hours per additional 100 workers	57 hours, to which are added 11 hours per additional 100 workers	91 hours to which are added 17 hours per additional 100 workers

If 2 or more health and safety representatives are designated at an establishment or at 2 or more establishments, the minimum amount of time that they may devote collectively to the exercise of their functions is the same as that provided for in the first paragraph for a single representative.

Where a provision of an agreement within the meaning of section 1 of the Act determines the amount of time that a health and safety representative may devote to the exercise of the functions set out in section 90 of the Act, amended by section 163 of the Act to modernize the occupational health and safety regime (2021, chapter 27), other than those contemplated in paragraphs 2, 6 and 7 of the first paragraph of section 90 of the Act, the time provided for in the first paragraph is not added to the time determined by the agreement.

DIVISION III
TRAINING

34. A health and safety representative who is a member of a health and safety committee must, within 120 days of being designated, obtain a certificate for at least 1 day of theoretical training issued by the Commission or by a person or body recognized by it.

The training must pertain in particular to

(1) the role, functions and responsibilities of the health and safety representative, including the recommendations that must be made to the committee concerning the psychosocial risks related to the work and recommendations concerning the duties that should not be performed by workers who are 16 years of age and under as well as the identification of situations that may be a source of danger to those workers;

(2) the inspection of workplaces;

(3) assistance to workers in exercising their rights under the Act and regulations;

(4) the role of the representative during the visit of an inspector, in the identification and analysis of risks, and in accident investigations and the analysis of reported incidents;

(5) interventions where a worker exercises the right of refusal;

(6) complaints to the Commission; and

(7) the importance of cooperation with the other members of the committee in order to ensure the efficiency of participation mechanisms and the complementarity of duties.

35. A health and safety representative who is not a member of a health and safety committee must, within 120 days of being designated, obtain a certificate for at least 2 days of theoretical training issued by the Commission or by a person or body recognized by it.

The training must pertain in particular to the subjects provided for in subparagraphs 1, 5, 7 and 9 of the second paragraph of section 31, subparagraphs 2 to 6 of the second paragraph of section 34 as well as to the following subjects:

(1) the content of a prevention program and an action plan;

(2) the role, functions and responsibilities of the health and safety representative, including the recommendations that must be made to workers or to their certified association and the employer concerning the psychosocial risks related to the work and recommendations concerning the duties that should not be performed by workers who are 16 years of age and under as well as the identification of situations that may be a source of danger to those workers;

36. Every health and safety representative must obtain, per 2-year reference period beginning on 1 April that follows the date of obtaining the certificate provided for in section 34 or 35, a certificate of participation in a training program issued by the Commission or by a person or body recognized by it.

The training program is at least 7 hours long and must pertain in particular to the following subjects, in relation to the work environment:

(1) a particular risk;

(2) emerging risks;

(3) legislative or regulatory amendments.

CHAPTER V
TRANSITIONAL AND FINAL

37. For an establishment that, on 30 September 2025, does not have a health and safety committee established in accordance with section 69 of the Act, and for which the classification provided for in Schedule I is level 4, the minimum frequency of the committee's meetings is 6 meetings per year for the period from 1 October 2025 to 30 September 2026.

38. For an establishment that, on 30 September 2025, does not have a safety representative designated in accordance with section 87 or 88 of the Act, the minimum amount of time that the health and safety representative may devote per month to the exercise of functions, other than those contemplated in paragraphs 2, 6 and 7 of the first paragraph of section 90 of the Act, is, for the period from 1 October 2025 to 30 September 2026,

(1) that provided for in section 33 for level 2, where the classification of the establishment provided for in Schedule I is level 3;

(2) that provided for in section 33 for level 3, where the classification of the establishment provided for in Schedule I is level 4.

39. A member of a health and safety committee or a health and safety representative must obtain the certificate of theoretical training provided for in section 31, 34 or 35, on the later of the following, either within 120 days of being designated or

(1) before 1 April 2026, where the member or representative was designated before that date in an establishment indicated as level 4 in Schedule I;

(2) before 1 October 2026, where the member or representative was designated before that date in an establishment indicated as level 3 in Schedule I;

(3) before 1 April 2027, where the member or representative was designated before that date in an establishment indicated as level 2 in Schedule I; or

(4) before 1 October 2027, where the member or representative was designated before that date in an establishment indicated as level 1 in Schedule I.

40. This Regulation comes into force on 1 October 2025.

SCHEDULE I
(ss. 2, 19, 33, and 37 to 39)

NAICS 2012 Code	Group of activities	Level
111	Crop production	3
112	Animal production and aquaculture	3
113	Forestry and logging	4
114	Fishing, hunting and trapping	3
115	Support activities for agriculture and forestry	4
211	Oil and gas extraction	2
212	Mining and quarrying (except oil and gas)	4
213	Support activities for mining, and oil and gas extraction	4
221	Utilities	1
236	Construction of buildings	1
237	Heavy and civil engineering construction	1
238	Specialty trade contractors	1
311	Food manufacturing	4
312	Beverage and tobacco product manufacturing	4
313	Textile mills	4
314	Textile product mills	4
315	Clothing manufacturing	2
316	Leather and allied product manufacturing	3

NAICS 2012 Code	Group of activities	Level
321	Wood product manufacturing	4
322	Paper manufacturing	2
323	Printing and related support activities	1
324	Petroleum and coal product manufacturing	1
325	Chemical manufacturing	4
326	Plastics and rubber products manufacturing	4
327	Non-metallic mineral product manufacturing	4
331	Primary metal manufacturing	4
332	Fabricated metal product manufacturing	4
333	Machinery manufacturing	4
334	Computer and electronic product manufacturing	3
335	Electrical equipment, appliance and component manufacturing	4
336	Transportation equipment manufacturing	4
337	Furniture and related product manufacturing	4
339	Miscellaneous manufacturing	1
411	Farm product merchant wholesalers	1
412	Petroleum and petroleum products merchant wholesalers	4
413	Food, beverage and tobacco merchant wholesalers	4
414	Personal and household goods merchant wholesalers	1
415	Motor vehicle and motor vehicle parts and accessories merchant wholesalers	1
416	Building material and supplies merchant wholesalers	1
417	Machinery, equipment and supplies merchant wholesalers	1
418	Miscellaneous merchant wholesalers	1
419	Business-to-business electronic markets, and agents and brokers	2
441	Motor vehicle and parts dealers	1
442	Furniture and home furnishings stores	4
443	Electronics and appliance stores	1
444	Building material and garden equipment and supplies dealers	2
445	Food and beverage stores	2
446	Health and personal care stores	1
447	Gasoline stations	2
448	Clothing and clothing accessories stores	1
451	Sporting goods, hobby, book and music stores	1
452	General merchandise stores	4
453	Miscellaneous store retailers	1
454	Non-store retailers	1

NAICS 2012 Code	Group of activities	Level
481	Air transportation	1
482	Rail transportation	2
483	Water transportation	2
484	Truck transportation	4
485	Transit and ground passenger transportation	4
486	Pipeline transportation	2
487	Scenic and sightseeing transportation	2
488	Support activities for transportation	2
491	Postal service	2
492	Couriers and messengers	4
493	Warehousing and storage	4
511	Publishing industries (except Internet)	1
512	Motion picture and sound recording industries	1
515	Broadcasting (except Internet)	1
517	Telecommunications	1
518	Data processing, hosting, and related services	1
519	Other information services	1
521	Monetary authorities - central bank	2
522	Credit intermediation and related activities	1
523	Securities, commodity contracts, and other financial investment and related activities	1
524	Insurance carriers and related activities	1
526	Funds and other financial vehicles	1
531	Real estate	2
532	Rental and leasing services	2
533	Lessors of non-financial intangible assets (except copyrighted works)	2
541	Professional, scientific and technical services	1
551	Management of companies and enterprises	1
561	Administrative and support services	3
562	Waste management and remediation services	4
611	Educational services	2
621	Ambulatory health care services	4
622	Hospitals	4
623	Nursing and residential care facilities	4
624	Social assistance	3
711	Performing arts, spectator sports and related industries	1

NAICS 2012 Code	Group of activities	Level
712	Heritage institutions	1
713	Amusement, gambling and recreation industries	1
721	Accommodation services	4
722	Food services and drinking places	2
811	Repair and maintenance	4
812	Personal and laundry services	2
813	Religious, grant-making, civic, and professional and similar organizations	2
814	Private households	2
911	Federal government public administration	2
912	Provincial and territorial public administration	1
913	Local, municipal and regional public administration	3
914	Aboriginal public administration	3
919	International and other extra-territorial public administration	2

Regulation to amend the Regulation respecting industrial and commercial establishments, the Hazardous Products Information Regulation, the Regulation respecting occupational health and safety and the Regulation respecting occupational health and safety in mines, and to revoke the Regulation respecting prevention programs

Act respecting occupational health and safety
(chapter S-2.1, s. 223, 1st par., pars. 17.1, 22 to 24.1 and 42, and 2nd par.).

Act to modernize the occupational health and safety regime
(2021, chapter 27, s. 232, pars. 6 to 10).

REGULATION RESPECTING INDUSTRIAL AND COMMERCIAL ESTABLISHMENTS

1. The Regulation respecting industrial and commercial establishments (chapter S-2.1, r. 6) is amended in Division XIV by replacing ", MEDICAL EXAMINATIONS AND SAFETY COMMITTEES" in the heading by "AND MEDICAL EXAMINATIONS".

2. Subdivision 14.3 of Division XIV, comprising sections 14.3.1 to 14.3.3, is revoked.

HAZARDOUS PRODUCTS INFORMATION REGULATION

3. The Hazardous Products Information Regulation (chapter S-2.1, r. 8.1) is amended in section 11 by replacing "safety representative" in the first paragraph by "health and safety representative".

4. Section 23 is amended by replacing "safety representative" in the first paragraph by "health and safety representative".

REGULATION RESPECTING PREVENTION PROGRAMS

5. The Regulation respecting prevention programs (chapter S-2.1, r. 10) is revoked.

REGULATION RESPECTING OCCUPATIONAL HEALTH AND SAFETY

6. The Regulation respecting occupational health and safety (chapter S-2.1, r. 13) is amended in section 141.5

(1) by replacing "the prevention program, or if none in a register, the following entries and documents" in the portion before subparagraph 1 of the first paragraph by "a register the following entries and documents, if they are not already provided for in the prevention program or action plan";

(2) by replacing "the safety representative, to the health and safety committee and to the physician responsible for the employer's establishment" in the second paragraph by "the health and safety representative, to the health and safety committee and to the physician responsible for occupational health".

7. Section 199 is amended by replacing "safety representative" in the second paragraph by "health and safety representative".

REGULATION RESPECTING OCCUPATIONAL HEALTH AND SAFETY IN MINES

8. The Regulation respecting occupational health and safety in mines (chapter S-2.1, r. 14) is amended in section 27 by replacing "safety representative" by "health and safety representative".

9. Section 28.04 is amended by replacing "safety representative" in the second paragraph by "health and safety representative".

FINAL

10. This Regulation comes into force on 1 October 2025.

107652

Gouvernement du Québec

O.C. 1156-2025, 3 September 2025

Regulation respecting registration, travel and accommodation expenses of training programs on prevention and participation mechanisms in establishments

WHEREAS, under subparagraph 24.2 of the first paragraph of section 223 of the Act respecting occupational health and safety (chapter S-2.1), as made by paragraph 10 of section 232 of the Act to modernize the occupational health and safety regime (2021, chapter 27), the Commission des normes, de l'équité, de la santé et de la sécurité du travail may make regulations determining the registration, travel and accommodation expenses borne by it in particular under sections 78.1, 91 and 97.5 of the Act respecting occupational health and safety;

WHEREAS, under subparagraph 42 of the first paragraph of section 223 of the Act respecting occupational health and safety, the Commission may make regulations generally prescribing any other measure to facilitate the application of the Act;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft Regulation respecting registration, travel and accommodation expenses of training programs on prevention and participation mechanisms in establishments was published in Part 2 of the *Gazette officielle du Québec* of 26 December 2024 with a notice that it could be made by the Commission then submitted to the Government for approval on the expiry of 45 days following that publication;

WHEREAS the Commission adopted the Regulation without amendment at its sitting of 17 April 2025;

WHEREAS, under section 224 of the Act respecting occupational health and safety, every draft regulation made by the Commission under section 223 of the Act must be submitted to the Government for approval;

WHEREAS it is expedient to approve the Regulation without amendment;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour:

THAT the Regulation respecting registration, travel and accommodation expenses of training programs on prevention and participation mechanisms in establishments, attached to this Order in Council, be approved.

DAVID BAHAN
Clerk of the Conseil exécutif

Regulation respecting registration, travel and accommodation expenses of training programs on prevention and participation mechanisms in establishments

Act respecting occupational health and safety
(chapter S-2.1, s. 223, 1st par., subpars. 24.2 and 42).

Act to modernize the occupational health and safety regime
(2021, chapter 27, s. 232, par. 10).

DIVISION I
SCOPE

1. The provisions of this Regulation apply to a person who must, in accordance with sections 78.1, 91 and 97.5 of the Act respecting occupational health and safety (chapter S-2.1), enacted or amended by sections 155, 164 and 167 of the Act to modernize the occupational health and safety regime (2021, chapter 27), participate in a training program by reason of that person's designation as a health and safety committee member, a health and safety representative or a health and safety liaison officer.

DIVISION II
REGISTRATION EXPENSES

2. The registration expenses for a training program are borne by the Commission des normes, de l'équité, de la santé et de la sécurité du travail for persons who have been designated as a health and safety committee member, a health and safety representative or a health and safety liaison officer and have obtained a training certificate.

The Commission pays the registration expenses directly to the instructors according to the terms and conditions that the Commission and the instructors have agreed on.

DIVISION III
TRAVEL AND ACCOMMODATION EXPENSES

3. If the training program or a part of that program is not attended remotely and requires the person's presence at a place of training outside the usual workplace, the indemnities granted are the following:

(1) $0.620 per km for transportation expenses according to the shortest road distance between the person's domicile and the place of training for each day that travel is required between the 2 places to participate in the training;

(2) $65.40 per day of training for meal expenses, unless the duration of the training is three and a half hours, in which case that amount is reduced by half;

(3) $15 per day of training for parking expenses.

The indemnities provided for in the first paragraph are also granted to a person who must participate in online training outside their usual workplace or their domicile if the person has participated in the training closest to their domicile and meets one of the following conditions:

(1) the person does not have access to the internet or to the equipment required to participate in the training;

(2) no suitable premises are available for the person; or

(3) the person does not have the knowledge needed to use the technological tools required to participate in the training.

4. In addition to the indemnities provided for in section 3, if the place of training is more than 120 km from the person's domicile, the person is entitled to the following indemnities:

(1) $161 for each day of accommodation required to participate in the training if accommodation is required between 1 November and 31 May, or $177 if accommodation is required between 1 June and 31 October;

(2) $7.75 for each day with an overnight stay; and

(3) an indemnity corresponding to 10 km for each day of training, according to the rates set out in subparagraph 1 of the first paragraph of section 3, for travel between the place of accommodation and the place of training.

If the place of training is more than 320 km from the person's domicile, the person is entitled to the indemnities in subparagraphs 1 and 2 of the first paragraph for an additional day.

5. On presentation of supporting documents, the person referred to in section 4 is entitled to the reimbursement of meal expenses incurred for each day of travel that is not a training day, up to the following maximum eligible amounts, including tips and taxes:

(1) $14.70 for breakfast;

(2) $20.20 for lunch; and

(3) $30.50 for dinner.

DIVISION IV
PAYMENT OF INDEMNITIES

6. To be entitled to the payment of the indemnities provided for in Division III, a person who has attended a training program must, within 12 months of the issue of their training certificate, file an application with the Commission by completing the form made available on the Commission's website.

The person must keep the supporting documents for the expenses incurred and the designation document for a period of 12 months from the time the application is filed in order to allow the Commission to verify that the person meets the requirements of this Regulation.

7. Within the scope of the application provided for in section 6, the Commission may, on presentation of the reasons in writing along with supporting documents, grant a supplementary amount, in addition to the indemnities provided for in Division III, because of exceptional circumstances, in particular if the length of the journey or poor road conditions make travel on the day of training difficult or dangerous.

8. The indemnities provided for in subparagraphs 1 and 2 of the first paragraph of section 3 and sections 4 and 5 are revalorized according to the amendments that the Conseil du trésor may make to the Directive sur les frais remboursables lors d'un déplacement et autres frais inhérents (C.T. 194603, 2000-03-30) as regards indemnities for kilometrage up to 8,000 km, meal expenses for each full day away and hotel accommodation expenses for Ville de Montréal. For the purposes of this Regulation, such amendments will be effective from 1 January following their adoption by the Conseil du trésor and apply only in respect of the expenses incurred as of that date.

The indemnity provided for in subparagraph 3 of the first paragraph of section 4 is revalorized on 1 January of every year according to the method provided for in sections 119 to 123 of the Act respecting industrial accidents and occupational diseases (chapter A-3.001).

The Commission publishes the revalorized amounts in Part 1 of the *Gazette officielle du Québec* and on the Commission's website.

DIVISION V
FINAL

9. This Regulation comes into force on 1 October 2025.

107653

M.O., 2025

Order number 2025-0006 of the Minister of the Environment, the Fight Against Climate Change, Wildlife and Parks dated 29 August 2025

Environment Quality Act
(chapter Q-2)

Regulation to amend the Regulation respecting the fees payable with respect to the environmental authorization scheme and other fees

THE MINISTER OF THE ENVIRONMENT, THE FIGHT AGAINST CLIMATE CHANGE, WILDLIFE AND PARKS,

CONSIDERING subparagraph 1 of the first paragraph of section 95.3 of the Environment Quality Act (chapter Q-2), which provides that the Minister of the Environment, the Fight Against Climate Change, Wildlife and Parks may, by regulation, determine the fees payable by an applicant for the issue, renewal, amendment, suspension or maintaining of an authorization, approval, attestation, accreditation or certification under the Act or the regulations;

CONSIDERING subparagraph 2 of the first paragraph of section 95.3 of the Act, which provides that the Minister may, by regulation, determine the fees payable by anyone required to file a declaration of compliance under the Act;

CONSIDERING the second and third paragraphs of section 95.3 of the Act, which specify that the fees referred to in the first paragraph of section 95.3 are set on the basis of the costs incurred to process the documents referred to in the first paragraph of that section, including to examine them, and that such fees may vary according to the nature, scope or cost of the project, the class of the source of contamination, the characteristics of the enterprise or establishment, in particular its size, or the complexity of the technical and environmental aspects of the file;

CONSIDERING the publication in Part 2 of the *Gazette officielle du Québec* of 2 July 2025, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), of the draft Regulation to amend the Regulation respecting the fees payable with respect to the environmental authorization scheme and other fees, with a notice that it could be made by the Minister on the expiry of 45 days following that publication;

CONSIDERING that it is expedient to make the Regulation to amend the Regulation respecting the fees payable with respect to the environmental authorization scheme and other fees without amendment;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting the fees payable with respect to the environmental authorization scheme and other fees, attached to this Order, is hereby made.

Québec, August 29, 2025

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

Regulation to amend the Regulation respecting the fees payable with respect to the environmental authorization scheme and other fees

Environment Quality Act
(chapter Q-2, s. 95.3).

1. The Regulation respecting the fees payable with respect to the environmental authorization scheme and other fees (chapter Q-2, r. 28.02) is amended in the first paragraph of section 3

(1) by inserting "or 31.7.0.1" after "31.7";

(2) by adding the following sentence at the end: "Despite the foregoing, section 2 applies to any application for amendment subject to the environmental impact assessment and review procedure in accordance with the third paragraph of section 31.7 of the Act.".

2. Section 5 is amended by replacing "second" in the first paragraph by "third".

3. Section 8 is replaced by the following:

"**8.** No fees are payable by a person who applies, as the case may be, for the issue, amendment or renewal of a ministerial authorization for one of the following activities:

(1) a water withdrawal activity referred to in subparagraph 2 of the first paragraph of section 22 of the Act, or the spreading of fertilizers, where those activities are carried out for the cultivation of non-aquatic plants and mushrooms, a maple syrup production site, the raising of animals referred to in section 2 of the Agricultural Operations Regulation (chapter Q-2, r. 26) or the operation of an aquaculture site;

(2) an activity referred to in subparagraph 8 of the first paragraph of section 22 of the Act where the activity is carried out by the operator on a raising site, spreading site or an aquaculture site on such a site;

(3) the storage of fertilizing residuals or the blending of fertilizing residuals carried out on a raising site or a spreading site, where the applicant is not the operator of the site.".

4. Section 11 is amended by replacing "255 and 257" in the second paragraph by "254.1, 255, 257, 291.7, 291.8, 291.9, 335.1 and 343.1".

5. Section 12 is amended by adding "or an application for the amendment of a land rehabilitation plan" before "under" in the first paragraph.

6. Schedule IV is amended in the first table, entitled "Fees payable according to the activities subject to an authorization under subparagraphs 1 to 9 of the first paragraph of section 22 of the Act",

(1) by replacing "> 379 m^3 per day, with agreement or transfer out of the Basin" in the third line of the activity "Withdrawal of water" by "withdrawal of > 379 m^3 per day, made in the territory of the Great Lakes–St. Lawrence River Basin Sustainable Water Resources Agreement (the Agreement), or any withdrawal involving transfer out of the territory of the Agreement or outside Québec";

(2) in the activity "Sewer system"

(*a*) by replacing "Treatment flow" wherever it appears in the 3 lines of that activity by "Treatment facility having a maximum daily treatment flow";

(*b*) by inserting the following after the third line:

"

Establishment, alteration or extension of a waterworks system other than a treatment facility	22, 1st par., subpar. 3, and 32, 1st par., of the Act	Issue	$685
		Amendment	$685

";

(3) by replacing the second line of the activity "Storage and treatment of residual materials for reclamation purposes" by the following:

"

–Any other residual materials reclamation activity	22, 1st par., subpar. 8, of the Act	Issue	$2,115
	30, 1st par., of the Act	Amendment	$1,225
–Storage of fertilizing residuals for spreading purposes on a raising site or a spreading site	22, 1st par., subpar. 8, of the Act 291.1, par. 1, of REAFIE	Issue	$0
	30, 1st par., of the Act 291.2, of REAFIE	Amendment	$0
	28, of the Act 291.5, of REAFIE	Renewal	$0
–Spreading of fertilizing residuals on a raising site or a spreading site	22, 1st par., subpar. 8, of the Act 291.1, par. 2, of REAFIE	Issue	$0
	30, 1st par., of the Act	Amendment	$0
	28, of the Act 291.1, par. 2, of REAFIE	Renewal	$0

".

7. Schedule IV is amended in the second table entitled "Fees payable according to the activities subject to an authorization under subparagraph 10 of the first paragraph of section 22 of the Act" by replacing the lines of the activity "Storage, transfer and treatment of contaminated soils" by the following:

"

Storage, transfer and treatment of contaminated soils – Treatment facility or transfer station	22, 1st par., subpar. 10, of the Act 99, pars. 1 and 2, of REAFIE	Issue	$685
	30, 1st par., of the Act	Amendment	$685
	28, of the Act 101, of REAFIE	Renewal	$685
– Storage site	22, 1st par., subpar. 10, of the Act 99, par. 3, of REAFIE	Issue	$685
	30, 1st par., of the Act	Amendment	$685
	28, of the Act 101, of REAFIE	Renewal	$685

".

8. This Regulation comes into force on 1 November 2025, except section 2, which comes into force on 28 November 2025.

107654

M.O., 2025

Order 2025-024 of the Minister of Education dated 25 August 2025

Education Act
(chapter I-13.3)

Regulation to amend the Regulation respecting teaching licences

THE MINISTER OF EDUCATION,

CONSIDERING that, under section 456 of the Education Act (chapter I-13.3), the Minister of Education may, by regulation, establish a classification of teaching licences, the nature and term of such licences, and the requirements and procedure applicable to their issuance or renewal, as the case may be, including the documents and information to be furnished, and the standards for evaluating the formal training of teachers for the determination of their qualifications;

CONSIDERING that, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft Regulation to amend the Regulation respecting teaching licences was published in Part 2 of the *Gazette officielle du Québec* of 7 May 2025 with a notice that it could be made by the Minister on the expiry of 45 days following that publication;

CONSIDERING that it is expedient to make the Regulation without amendment;

ORDERS AS FOLLOWS:

That the Regulation to amend the Regulation respecting teaching licences, attached to this Order, be made.

Québec, August 27, 2025

BERNARD DRAINVILLE
Minister of Education

Regulation to amend the Regulation respecting teaching licences

Education Act
(chapter I-13.3, s. 456).

1. The Regulation respecting teaching licences (chapter I-13.3, r. 2.01) is amended in section 52 by striking out the second paragraph.

2. The following is inserted after section 52:

"**52.1.** A copy of a document referred to in sections 51 and 52 may also be provided.".

3. Schedule I to the Regulation is amended in the Division entitled "TEACHER TRAINING PROGRAMS IN GENERAL EDUCATION ACCREDITED SINCE SEPTEMBER 2001"

(1) in the programs at UNIVERSITÉ DE MONTRÉAL

(*a*) by replacing "Maîtrise en enseignement secondaire (français, langue d'enseignement, mathématique, science et technologie, univers social) 60" by "Maîtrise en enseignement secondaire (français, langue d'enseignement, mathématique, science et technologie, univers social)* 60";

(*b*) by replacing "Baccalauréat en enseignement secondaire (spécialités offertes : français, langue d'enseignement; mathématique; science et technologie; univers social; culture et citoyenneté québécoise) 120" by "Baccalauréat en enseignement secondaire (spécialités offertes : français, langue d'enseignement; mathématique; science et technologie; univers social; éthique et culture religieuse*; culture et citoyenneté québécoise) 120";

(*c*) by striking out "Baccalauréat en enseignement secondaire (éthique et culture religieuse, français, langue d'enseignement, mathématique, science et technologie univers social) 120";

(*d*) by adding the following at the end of the programs at UNIVERSITÉ DE MONTRÉAL:

"Maîtrise en enseignement secondaire (français, langue d'enseignement, mathématique, science et technologie, univers social) 45";

(2) in the programs at UNIVERSITÉ DU QUÉBEC À MONTRÉAL

(*a*) by replacing "Maîtrise en enseignement des arts (art dramatique, arts plastiques, danse, musique) 60" by "Maîtrise en enseignement des arts (art dramatique, arts plastiques, danse, musique)* 60";

(*b*) by replacing "Maîtrise en enseignement secondaire (français, langue d'enseignement, mathématique, science et technologie, univers social) 60" by "Maîtrise en enseignement secondaire (français, langue d'enseignement, mathématique, science et technologie, univers social)* 60";

(*c*) by adding the following at the end of the programs at UNIVERSITÉ DU QUÉBEC À MONTRÉAL:

"Maîtrise en enseignement des arts (art dramatique, arts plastiques, danse, musique) 45";

"Maîtrise en enseignement secondaire (français, langue d'enseignement, mathématique, sciences et technologie, univers social, culture et citoyenneté québécoise) 45";

(3) by replacing "Maîtrise en enseignement secondaire (éthique et culture religieuse, français langue d'enseignement, mathématique, science et technologie, univers social) 60" in the programs at UNIVERSITÉ DU QUÉBEC À TROIS-RIVIÈRES by "Maîtrise en enseignement secondaire (éthique et culture religieuse*, culture et citoyenneté québécoise, français langue d'enseignement, mathématique, science et technologie, univers social) 60";

(4) by replacing "Maîtrise en enseignement secondaire (spécialités offertes : français, langue d'enseignement; mathématique; science et technologie; univers social; anglais, langue seconde) 60" in the programs at UNIVERSITÉ DE SHERBROOKE by "Maîtrise en enseignement secondaire (spécialités offertes : français, langue d'enseignement; mathématique; science et technologie; univers social; anglais, langue seconde)* 60".

4. Schedule IV is amended in the Division entitled "OTHER TEACHER TRAINING PROGRAMS IN GENERAL EDUCATION ACCREDITED SINCE 2024"

(1) by adding the following at the end of the programs at CONCORDIA UNIVERSITY:

"Bachelor of Arts, Specialization in Teaching English as a Second Language 30";

(2) by adding "UNIVERSITÉ TÉLUQ Diplôme d'études supérieures spécialisées en enseignement de l'univers social au secondaire 30" at the end.

5. This Regulation comes into force on (*insert the date occurring 15 days after the date of publication of the Regulation in theGazette officielle du Québec).*

107649

Draft Regulation

Environment Quality Act
(chapter Q-2)

Cap-and-trade system for greenhouse gas emission allowances
—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 a cap-and-trade system for greenhouse gas emission allowances, appearing below, may be made by the Minister on the expiry of 45 days following this publication.

The draft Regulation proposes amendments to exclude from the definition of "verified emissions" the CO_2 emissions that are attributable to the combustion or use of biomethane, which will be verified in accordance with the draft Regulation to amend the Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere, published in the *Gazette officielle du Québec* on the same date.

Study of the matter has shown no impact on enterprises, including small and medium-sized businesses.

Further information on the draft Regulation may be obtained by contacting Steve Doucet-Héon, Direction du marché du carbone, Direction générale de la réglementation carbone et des données d'émission, Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs, édifice Marie-Guyart, 675, boulevard René-Lévesque Est, 10e étage, Québec (Québec) G1R 5V7; email: steve.doucet-heon@environnement.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Kim Ricard, director, Direction du marché du carbone, Direction générale de la réglementation carbone et des données d'émission, Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs, édifice Marie-Guyart, 675, boulevard René-Lévesque Est, 10e étage, Québec (Québec) G1R 5V7; email: kim.ricard@environnement.gouv.qc.ca.

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

Regulation to amend the Regulation respecting a cap-and-trade system for greenhouse gas emission allowances

Environment Quality Act
(chapter Q-2, ss. 46.1 and 46.15, par. 4).

1. The Regulation respecting a cap-and-trade system for greenhouse gas emission allowances (chapter Q-2, r. 46.1) is amended in section 2 by inserting ", excluding the CO_2 emissions attributable to the combustion or use of biomethane" at the end of subparagraph 3 of the second paragraph.

2. Section 3 is amended by inserting ", excluding the CO_2 emissions attributable to the combustion or use of biomethane" at the end of paragraph 7.

3. This Regulation comes into force on 1 January 2026.

107644

Draft Regulation

Transport Act
(chapter T-12)

Contribution of motorists to public transit —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 contribution of motorists to public transit, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Regulation amends the criterion of apportionment of the part attributable to the Communauté métropolitaine de Québec between the Société de transport de Québec and the Société de transport de Lévis under the third paragraph of section 88.6 of the Transport Act (chapter T-12).

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

Further information on the draft Regulation may be obtained by contacting Alain Bolduc, agent, research and socioeconomic planning, Direction du transport collectif et actif, Direction générale du transport terrestre des personnes, Ministère des Transports et de la Mobilité durable, 700, boulevard René-Lévesque Est, 15e étage, Québec (Québec) G1R 5H1; email: alain.bolduc@transports.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to the Minister of Transport and Sustainable Mobility, 700, boulevard René-Lévesque Est, 29e étage, Québec (Québec) G1R 5H1; email: Projet.reglement@transports.gouv.qc.ca.

GENEVIÈVE GUILBAULT
Minister of Transport and Sustainable Mobility

Regulation to amend the Regulation respecting the contribution of motorists to public transit

Transport Act
(chapter T-12, s. 88.6, 3rd par.).

1. The Regulation respecting the contribution of motorists to public transit (chapter T-12, r. 3) is amended by replacing section 3 by the following:

"(3) The part of the sums referred to in section 88.6 of the Transport Act is apportioned between the Société de transport de Québec and the Société de transport de Lévis in proportion to the contributions collected from motorists having an address in their respective territory.".

2. Section 4 is revoked.

3. This Regulation comes into force on 1 January 2026.

107647

Draft Regulation

Professional Code
(chapter C-26)

Recruitment and selection procedure for disciplinary council chairs of professional orders — 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 recruitment and selection procedure for disciplinary council chairs of professional orders, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Regulation updates the Regulation respecting the recruitment and selection procedure for disciplinary council chairs of professional orders (chapter C-26, r. 7.1) as a result of the amendments made by the Act to amend the Professional Code for the modernization of the professional system and to broaden certain professional practices in the field of health and social services (2024, chapter 31), which amended section 115.3 of the Professional Code (chapter C-26), by providing that a notary who has at least 10 years of practice and possesses relevant legal experience may become the chair of a disciplinary council of a professional order. The draft Regulation also amends the composition of the selection committee so that it may be composed in particular of a member of the Chambre des notaires du Québec designated by the Chambre des notaires du Québec. Lastly, the draft regulation amends the rules governing the publication of a notice of recruitment and amends the Schedules to the Regulation mainly in connection with the other amendments.

Further information on the draft Regulation may be obtained by contacting Ariane Imreh, lawyer, Direction des affaires juridiques, Office des professions du Québec, 800, place D'Youville, 10e étage, Québec (Québec) G1R 5Z3; telephone: 418 643-6912 or 1 800 643-6912, extension 369; email: ariane.imreh@opq.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Jean Gagnon, Acting Secretary, Office des professions du Québec, 800, place D'Youville, 10e étage, Québec (Québec) G1R 5Z3; email: secretariat@opq.gouv.qc.ca. The comments will be forwarded by the Office to the Minister of Justice.

SONIA LEBEL
Minister Responsible for Government Administration and Chair of the Conseil du trésor

SIMON JOLIN-BARRETTE
Minister of Justice

Regulation to amend the Regulation respecting the recruitment and selection procedure for disciplinary council chairs of professional orders

Professional Code
(chapter C-26, s. 115.2, 1st par.).

1. The Regulation respecting the recruitment and selection procedure for disciplinary council chairs of professional order (chapter C-26, r. 7.1) is amended by replacing section 2 by the following:

"**2.** The Minister of Justice, taking into account the needs of the Bureau des présidents des conseils de discipline, requests the Associate Secretary General for Senior Positions of the Ministère du Conseil exécutif to have a notice of recruitment published on the websites of the Ministère de la Justice, the Barreau du Québec, the Chambre des notaires du Québec and the Office des professions du Québec; the notice invites interested persons to submit their candidacies for the position of chair of a disciplinary council of a professional order.".

2. Section 4 is amended by inserting "or the Chambre des notaires du Québec, where appropriate" at the end of the first paragraph.

3. Section 7 is amended in the first paragraph:

(1) by inserting "or a member of the Chambre des notaires du Québec designated by the Chambre des notaires du Québec" at the end of subparagraph 2;

(2) by replacing "designated by the Office des professions du Québec" in subparagraph 3 by "designated by the president of the Office des professions du Québec".

4. Schedule I is amended:

(1) by replacing "Amerindian" in box B by "First Nations member";

(2) in box C:

(*a*) by inserting "or a notary" and "or notary" after "as an advocate" and "as advocate" respectively;

(*b*) by inserting "or to the Chambre des notaires du Québec " after " of admission to the Barreau du Québec";

(*c*) by replacing "of membership with the Barreau du Québec" by "of membership with the Ordre des avocats du Québec or the Chambre des notaires du Québec";

(*d*) by replacing "of the Barreau" and "from the Barreau" by "of the Barreau du Québec or the Chambre des notaires du Québec" and "from the Barreau du Québec or the Chambre des notaires du Québec" respectively;

(*e*) by replacing "roll of the Order of Advocates" by "roll of the Ordre des avocats du Québec or the Chambre des notaires du Québec".

5. Schedule III is amended by inserting "or the Chambre des notaires du Québec" after "Barreau du Québec" in the text after box D.

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

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