

# Gazette officielle du Québec

## Part 2 Laws and Regulations

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No. 28

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**PROVINCE OF QUÉBEC**

2nd SESSION

35th LEGISLATURE

QUÉBEC, 20 JUNE 1996

## OFFICE OF THE LIEUTENANT-GOVERNOR

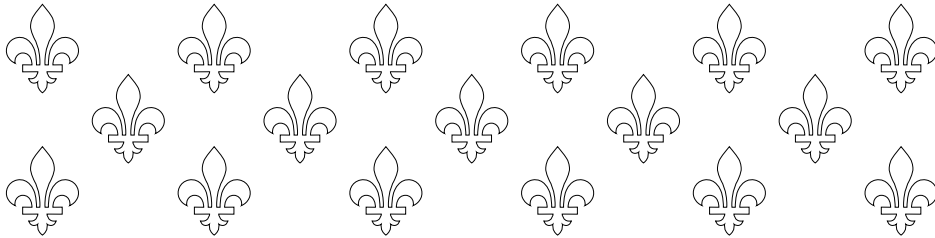
*Québec, 20 June 1996*

This day, at fifteen minutes past eleven o'clock in the morning, His Excellency the Lieutenant-Governor was pleased to sanction the following bills:

- |    |  |    |  |
|----|--|----|--|
| 36 | An Act to amend the Financial Administration Act and other legislative provisions                        | 18 | An Act respecting the Ministère des Relations avec les citoyens et de l'Immigration and amending other legislative provisions                          |
| 1  | An Act respecting the Ministère de la Métropole  | 19 | An Act to amend the Financial Administration Act as regards Québec savings products  |
| 4  | An Act to amend the Forest Act and other legislative provisions  | 20 | An Act to amend the Legal Aid Act  |
| 10 | An Act to amend the Act respecting the Québec Pension Plan   | 21 | An Act to amend the Act respecting the Société de récupération, d'exploitation et de développement forestiers du Québec                                |
| 11 | An Act to amend the Act respecting child day care and other legislative provisions                       | 22 | An Act to amend the Act respecting land use planning and development   |
| 13 | An Act to amend various provisions relating to alcoholic beverages, video lottery and amusement machines | 23 | An Act to amend the Act to preserve agricultural land and other legislative provisions in order to promote the preservation of agricultural activities |
| 16 | An Act to amend the Act respecting the conservation and development of wildlife                          |    |  |
| 17 | An Act to repeal the Act respecting the neighbourhood of Mont Sainte-Anne park                           |    |  |

- 24 An Act to amend the Cities and Towns Act, the Municipal Code of Québec and other legislative provisions
- 25 An Act to amend the Civil Code as regards the obligation of support
- 26 An Act respecting the Ministère du Travail
- 27 An Act to amend the Labour Code
- 28 An Act respecting the Société de télédiffusion du Québec and amending the Act respecting educational programming and other legislative provisions
- 29 An Act to amend the Act respecting the Ministère du Revenu and other legislative provisions
- 32 An Act to amend the Act respecting the Ministère du Revenu
- 33 An Act respecting prescription drug insurance and amending various legislative provisions
- 34 An Act respecting the transfer of the powers and functions of the Office des ressources humaines
- 44 An Act to amend various Acts relating to alcoholic beverages
- 116 An Act to amend the Act respecting health services and social services (*modified title*)
- 117 An Act to amend the Watercourses Act
- 192 An Act to amend the Act respecting the Fondation Jean-Charles-Bonenfant
- 201 An Act respecting Ville de Lévis
- 216 An Act respecting the Régie d'assainissement des eaux usées de Piedmont, Saint-Sauveur et Saint-Sauveur-des-Monts
- 223 An Act respecting Ville de Sainte-Marie
- 228 An Act respecting Ville de Mont-Laurier
- 231 An Act respecting Canton d'Orford
- 245 An Act respecting Paroisse de Saint-Joseph-de-Lanoraie
- 246 An Act respecting Ville de Mirabel
- 249 An Act to amend the charter of the city of Québec

To these bills the Royal assent was affixed by His Excellency the Lieutenant-Governor.



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# NATIONAL ASSEMBLY

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SECOND SESSION

THIRTY-FIFTH LEGISLATURE

Bill 36  
(1996, chapter 12)

## **An Act to amend the Financial Administration Act and other legislative provisions**

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**Introduced 15 May 1996**  
**Passage in principle 3 June 1996**  
**Passage 19 June 1996**  
**Assented to 20 June 1996**

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**Québec Official Publisher  
1996**

## EXPLANATORY NOTES

*This bill makes various amendments to the Financial Administration Act to facilitate its application and to give effect in part to the Budget Speech of 9 May 1996.*

*Under the bill, governmental compensation is made mandatory with respect to payments to be made by departments, bodies and public bodies to debtors of other departments and bodies. Hence, the bill makes the Comptroller of Finance responsible for applying governmental compensation on behalf of the Minister of Finance and contains the provisions that are necessary to that end.*

*The bill also enables the Government to establish special funds to be used to finance activities relating to the sale of property and services and to finance information technologies, and facilitates the financial management of the Conseil du trésor.*

*Amendments are also made to the Financial Administration Act to afford more flexibility to the financing fund and to public sector bodies in the management of their financing.*

*Lastly, the bill amends the Act respecting the Ministère du Revenu to allow for the exchange of information with the Comptroller of Finance for the purpose of the exercise of his powers and to ensure concordance with the provisions relating to governmental compensation.*

**LEGISLATION AMENDED BY THIS BILL:**

- Financial Administration Act (R.S.Q., chapter A-6);
- Act respecting the Ministère du Revenu (R.S.Q., chapter M-31).



## Bill 36

### **An Act to amend the Financial Administration Act and other legislative provisions**

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

**1.** The Financial Administration Act (R.S.Q., chapter A-6) is amended by inserting, after section 13, the following section:

**“13.1** Any payment to be made by or on behalf of a public body determined by the Minister and referred to in the second paragraph of section 14.1 to a person who is a debtor of a department, body or special fund referred to in the first paragraph of section 14.1 is subject to governmental compensation.

The Comptroller of Finance shall apply governmental compensation on behalf of the Minister.

The Comptroller, in accordance with the rules prescribed by the Minister, shall advise the public body which intends to make the payment, of the amount in respect of which he is applying governmental compensation and of the fact that such amount must be forwarded to the Minister to be paid into the consolidated revenue fund or, where applicable, into a special fund. He shall also advise the person entitled to the payment, of the compensation being applied.

Compensation shall be suspended where the claim is subject to an allocation procedure under Division IV of Chapter III of the Act respecting the Ministère du Revenu (chapter M-31) or to a compensation procedure applied by the department or body concerned, or where the payment susceptible of compensation belongs to a class determined by the Government.

This section applies notwithstanding section 33 of the Act respecting the Ministère du Revenu.”

**2.** The said Act is amended by inserting, after section 14, the following sections:

“**14.1** Every department or body referred to in the first paragraph of section 14 and every special fund shall furnish to the Comptroller, on request, any information necessary for the purposes of sections 13 and 13.1.

Every public body referred to in section 31.1.4 of the Act respecting the Ministère du Revenu shall, for the purposes of section 13.1, furnish to the Comptroller, on request, any information relating to payments to be made by the public body.

“**14.2** The information referred to in section 14.1 may be furnished by the transfer of information files to be compared, coupled or cross-matched with any other file held by the Comptroller.

Any transfer of an information file under the first paragraph must be authorized by the Minister, the Deputy Minister or the Comptroller of Finance.

The Comptroller shall record in a register the name of the department, body or public body having transferred a file to him in accordance with the first paragraph. Any person who applies therefor shall be given access to the register.

“**14.3** The Minister shall prescribe an information transfer procedure and the form of the cross-matching code.

“**14.4** The department or body shall advise the debtor of the existence and nature of the claim against him, of the time allotted for payment and of the cross-matching code which will be used in the application of governmental compensation.

“**14.5** Compensation shall not be applied before the claim and the payment have been cross-matched by means of the cross-matching code and of at least one other piece of information obtained by the Comptroller.

“**14.6** The Comptroller may not communicate information furnished to him in accordance with section 14.1 to anyone other than the Minister of Revenue for the purposes of his powers under Division IV of Chapter III of the Act respecting the Ministère du

Revenu, except with the authorization of the person to whom the information relates or of the person authorized by law to give such authorization on his behalf.

**“14.7** The Minister shall establish a master procedure for the management of the exchange of information referred to in sections 13.1 and 14.1 to 14.6. The master procedure shall specify, among other things, the departments, bodies and public bodies concerned, the purpose of such exchange of information, the information transfer techniques and means to be employed, the information involved, the means to be used to ensure confidentiality and the security measures to be applied.

The master procedure shall be submitted to the Commission d'accès à l'information, which shall give its opinion on the master procedure within 30 days of receiving it. It shall apply to all departments, bodies and public bodies named therein as soon as it is approved by the Government.

The master procedure as well as the opinion of the Commission and the instrument evidencing the approval of the Government shall be tabled in the National Assembly within 30 days of approval of the master procedure by the Government if the Assembly is in session or, if it is not sitting, within 30 days of the opening of the next session or of resumption.

The master procedure shall be published in the *Gazette officielle du Québec* within 30 days of its tabling in the National Assembly.

**“14.8** Sections 14, 14.1 and 14.3 shall prevail over any provision of any special Act.

**“14.9** Section 14.1 applies notwithstanding sections 68, 68.1 and 70 of the Act respecting Access to documents held by public bodies and the Protection of personal information (chapter A-2.1).”

**3.** Section 23 of the said Act is amended by replacing the second paragraph by the following paragraph:

“The Conseil shall determine the procedure for the preparation of the estimates.”

**4.** Section 36.1 of the said Act is amended

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

“The Minister may also effect a transaction referred to in the first paragraph between that fund and the consolidated revenue fund for the purposes of the management of the financing fund.”;

(2) by replacing the words “, which shall be payable out of that fund” in the fourth line of the fourth paragraph by the words “and for the financing fund, which shall be payable, respectively, out of the fund concerned”.

**5.** Section 40 of the said Act is amended by adding, at the end of the second paragraph, the following sentence: “The Minister may also, in the cases and circumstances and on the terms and conditions he determines, authorize a department or body to transfer any portion of an appropriation voted between divisions or subdivisions of that appropriation.”

**6.** Section 45 of the said Act is amended by replacing the words “any officer designated by the Conseil du trésor” in the third line by the words “an officer or member of the personnel of an agency authorized for such purpose by the minister, the deputy minister or the chief executive officer of the agency, as the case may be”.

**7.** Section 46.2 of the said Act is replaced by the following section:

**“46.2** Where the personnel of an administrative unit or any part thereof is transferred from one department or body to another, the appropriations voted for the personnel shall be transferred to the department or body taking charge of the personnel, if it is a body referred to in section 14.”

**8.** Section 51 of the said Act is amended by replacing the words “any officer designated by the Conseil du trésor” in the third and fourth lines by the words “an officer or member of the personnel of an agency authorized for such purpose by the minister, the deputy minister or the chief executive officer of the agency, as the case may be”.

**9.** Section 54 of the said Act is amended

- (1) by striking out the word “or” at the end of paragraph *c*;
- (2) by replacing the period at the end of paragraph *d* by “; or”;
- (3) by adding, after paragraph *d*, the following paragraph:

“(e) if such payment is subject to governmental compensation and compensation has not been applied.”;

(4) by adding, at the end, the following paragraph :

“The Government may exclude, for the period it determines, a department, body or special fund, or part of their claims, from the application of subparagraph e of the first paragraph.”

**10.** Section 69.3 of the said Act is amended by adding, after paragraph 2, the following paragraph :

“(3) the sums collected following the assignment of loans under section 69.12.”

**11.** Section 69.5 of the said Act is amended by inserting, after the second paragraph, the following paragraph :

“Where the moneys were borrowed under a borrowing plan, the Minister shall determine the amount of the advance and the time of its payment into the fund within the limits fixed in the order authorizing the advance and made under the borrowing plan.”

**12.** Section 69.7 of the said Act is amended by replacing the words “loans granted under section 69.6” in the third line of paragraph 3 by the words “transactions or loans made under sections 36.1 and 69.6 and of the assignment of the loans under section 69.12”.

**13.** The said Act is amended by inserting, after section 69.11, the following :

**“69.12** The Minister may, for the purposes of securitization, assign loans made under section 69.6. The Minister may make any commitment payable out of the fund, conclude any contract in that respect and continue to manage the loans for the benefit of the assignee.

#### “DIVISION VII.2

#### “SPECIAL FUNDS

**“69.13** The Government may, on the recommendation of the chairman of the Conseil du trésor and of the Minister, establish special funds to be used to finance activities relating to the sale of property or services and to finance information technologies of a department or government body referred to in section 14.

Such a fund may not, however, be established by the Government where such property or services are offered to the departments or bodies on an exclusive basis or where the latter are alone in offering such property or services.

**“69.14** The Government shall determine, for each fund, the name under which the fund is to be established, the date of the beginning of its activities and its assets and liabilities. It shall also determine the nature of the property, services or assets financed by the fund and the nature of the costs chargeable to it. It shall designate the minister responsible for the fund.

The terms and conditions of management of the fund shall be determined by the Conseil du trésor.

**“69.15** A fund shall be made up of the following sums, except interest earned:

(1) the sums collected from the sale of property or services that were financed by the fund;

(2) the sums paid into it by the minister responsible for the fund out of the appropriations granted for that purpose by the Parliament;

(3) gifts, legacies and other contributions paid into it to further the achievement of the objects of the fund;

(4) the sums paid into it by the Minister pursuant to the first paragraph of section 69.17 and the first paragraph of section 69.18.

**“69.16** The management of the sums making up the fund shall be entrusted to the Minister. Such sums shall be paid to the order of the Minister and deposited with the financial institution he designates.

Notwithstanding section 13, the minister responsible for the fund shall keep the books of account for and record the financial commitments chargeable to the fund. The Minister shall also certify that such commitments and the payments arising therefrom do not exceed, and are consistent with, the available balances.

**“69.17** The minister responsible for the fund may, as the manager of the fund, borrow from the Minister sums taken out of the financing fund established under section 69.1.

Any amount paid into a fund pursuant to such a loan shall be repayable out of that fund.

**“69.18** The Minister may, with the authorization of the Government and subject to the conditions it determines, advance to the fund sums taken out of the consolidated revenue fund.

The Minister may, conversely, advance to the consolidated revenue fund, on a short-term basis and subject to the conditions he determines, any part of the sums making up the financing fund that is not required for its operation.

Any advance paid into a fund shall be repayable out of that fund.

**“69.19** The sums necessary for the payment of the remuneration and expenses pertaining to the social benefits and other conditions of employment of the persons assigned, in accordance with the Public Service Act (chapter F-3.1.1), to activities related to a fund shall be taken out of that fund.

**“69.20** All surpluses accumulated by a fund shall be paid into the consolidated revenue fund on the date and to the extent determined by the Government.

**“69.21** Sections 22 to 27, 33, 35, 45, 47 to 49, 49.2, 49.6, 51, 57 and 70 to 72, adapted as required, apply to a fund.

**“69.22** The fiscal year of a fund ends on 31 March.

**“69.23** Notwithstanding any provision to the contrary, the Minister of Finance shall, in the event of a deficiency in the consolidated revenue fund, pay out of the funds the sums required for the execution of a judgment against the Crown that has become *res judicata*.”

**14.** The heading of Division VIII.1 of the said Act is amended by inserting the words “BORROWING PLAN,” before the word “INSTRUMENTS”.

**15.** The said Act is amended by inserting, after section 72.1, the following section:

**“72.1.1** Public sector bodies which have the power to borrow may, within the scope of a borrowing plan established by the body and the authorizations or approvals required by law for the exercise of their power to borrow, where the plan sets the maximum amount, the characteristics and limits relating to loans to be made, conclude without further authorization or approval any loan transaction under the plan, establish the amounts and other characteristics, and fix or accept the terms and conditions relating to each such transaction.”

**16.** The said Act is amended by inserting, after section 72.5, the following section :

**“72.6** A public sector body may provide, notwithstanding any provision of any law applicable to it and within the scope of a borrowing plan referred to in section 72.1.1 or a program referred to in section 72.4, that the power to borrow or to conclude the transactions referred to in sections 72.2 and 72.3, or to approve their terms and conditions may be exercised on behalf of the body by not less than two officers authorized by the body.”

**17.** Section 31.1.3 of the Act respecting the Ministère du Revenu (R.S.Q., chapter M-31), replaced by section 273 of chapter 63 of the statutes of 1995, is again replaced by the following section :

**“31.1.3** Section 31.1.1 does not apply in respect of an amount or part of an amount which is declared by law to be exempt from seizure, which constitutes an indemnity or the reimbursement of an insured service or of any other charge pertaining to an indemnity or which belongs to a class of payments determined by the Government under the fourth paragraph of section 13.1 of the Financial Administration Act.”

**18.** Section 69.1 of the said Act, amended by section 13 of chapter 46 of the statutes of 1994, by section 213 of chapter 1 of the statutes of 1995, by section 14 of chapter 36 of the statutes of 1995, by section 50 of chapter 43 of the statutes of 1995, by section 277 of chapter 63 of the statutes of 1995 and by section 22 of chapter 69 of the statutes of 1995, is again amended by replacing subparagraph *a* of the second paragraph by the following subparagraph :

**“(a)** the Comptroller of Finance, in respect of the exercise of the powers conferred by sections 13, 13.1, 14 and 14.1 of the Financial Administration Act (chapter A-6);”.



**19.** Sections 69.13 to 69.23, enacted by section 13 of this Act, have effect from 1 April 1996. Orders made before 31 December 1996 pursuant to sections 69.13 and 69.14 may have effect from that same date.

**20.** This Act comes into force on 20 June 1996, except sections 1, 2 and 9, which come into force on the date to be fixed by the Government.



## Coming into force of Acts

Gouvernement du Québec

**O.C. 799-96**, 26 June 1996

**Code of Penal Procedure (R.S.Q., c. C-25.1)**  
— **Coming into force of certain provisions**

COMING INTO FORCE of certain provisions of the Code of Penal Procedure

WHEREAS the Code of Penal Procedure (R.S.Q., c. C-25.1) was assented to on 18 December 1987;

WHEREAS section 403 of the Code, introduced by section 25 of Chapter 61 of the Statutes of 1992, prescribes that the provisions of the Code will come into force on the date or dates fixed by the Government;

WHEREAS it is expedient to fix 15 July 1996 as the date of coming into force of the following provisions of the Code of Penal Procedure, that is: the last paragraph of section 187, the last sentence of the second paragraph of section 244, the last paragraph of section 250, the last paragraph of section 257, the last paragraph of section 262, the last paragraph of section 270, the second part of the sentence of section 294 and the last paragraph of section 316;

WHEREAS the Act to amend the Code of Penal Procedure and other legislative provisions (1995, c. 51) was assented to on 7 December 1995;

WHEREAS section 51 of that Act prescribes that the provisions of the Act will come into force on the date or dates fixed by the Government;

WHEREAS it is expedient to fix 15 July 1996 as the date of coming into force of the following provisions of that Act, that is: sections 4, 17 and 23 amending sections 24, 141 and 169 respectively of the Code of Penal Procedure and section 24 introducing section 180.1 of the Code;

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

THAT the last paragraph of section 187, the last sentence of the second paragraph of section 244, the last paragraph of section 250, the last paragraph of section 257, the last paragraph of section 262, the last paragraph of section 270, the second part of the sentence of section 294 and the last paragraph of section 316 of the Code of Penal Procedure come into force on 15 July 1996;

THAT sections 4, 17, 23 and 24 of the Act to amend the Code of Penal Procedure and other legislative provisions come into force on 15 July 1996.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

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## Regulations and other acts

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Gouvernement du Québec

### O.C. 772-96, 26 June 1996

An Act respecting the conditions of employment in the public sector and the municipal sector (1993, c. 37)

#### Taking of unpaid leave and implementation of alternative measures in public bodies — Amendment

Amendment to the Order in Council respecting the taking of unpaid leave and the implementation of alternative measures in public bodies

WHEREAS sections 20, 22, 28, 34 and 35 of the Act respecting the conditions of employment in the public sector and the municipal sector (1993, c. 37), the Government may, in respect of any group of employees, establish the number of days of unpaid leave to be allotted by a public body to its employees, prescribe rules for the determination by public bodies of the dates of and the conditions applicable to the unpaid leave and prescribe the implementation of alternative measures;

WHEREAS by Order in Council 1369-93 dated 29 September 1993, amended by Orders in Council 1616-93 dated 24 November 1993, 1803-93 dated 15 December 1993, 1607-95 dated 13 December 1995 and 240-96 dated 28 February 1996, the Government adopted provisions respecting the taking of unpaid leave and the implementation of alternative measures in public bodies;

WHEREAS it is expedient to further amend that Order in Council;

IT IS ORDERED, therefore, on the recommendation of the Minister of Administration and the Public Service, Chairman of the Conseil du trésor:

THAT the Amendment to Order in Council 1369-93 dated 29 September 1993, attached to this Order in Council, be made.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

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### SCHEDULE

The Schedule to the Order in Council respecting the taking of unpaid leave and the implementation of alternative measures in public bodies (O.C. 1369-93 dated 29 September 1993, amended by Orders in Council 1616-93 dated 24 November 1993, 1803-93 dated 15 December 1993, 1607-95 dated 13 December 1995 and 240-96 dated 28 February 1996) is amended by substituting the date “15 November 1996” for the date “30 June 1996” in the last line of section 21.

9846

Gouvernement du Québec

### O.C. 787-96, 26 June 1996

Environment Quality Act  
(R.S.Q., c. Q-2)

#### Biomedical waste — Amendments

Regulation to amend the Regulation respecting biomedical waste

WHEREAS under subparagraph *k* of the first paragraph of section 70 of the Environment Quality Act (R.S.Q., c. Q-2), the Government may make regulations to govern the transport of any class of waste;

WHEREAS it is expedient to relax the administrative requirements related to the transport of biomedical waste;

WHEREAS in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), a draft Regulation to amend the Regulation respecting biomedical waste was published in Part 2 of the *Gazette officielle du Québec* of 30 August 1995 with a notice that it could be made by the Government upon the expiry of 60 days following that publication;

WHEREAS it is expedient to make that Regulation without amendment;

IT IS ORDERED, therefore, upon the recommendation of the Minister of the Environment and Wildlife:

THAT the Regulation to amend the Regulation respecting biomedical waste, attached to this Order in Council, be made.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

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## **Regulation to amend the Regulation respecting biomedical waste**

Environment Quality Act  
(R.S.Q., c. Q-2, s. 70, 1<sup>st</sup> par., subpar. k)

- 1.** The Regulation respecting biomedical waste, made by Order in Council 583-92 dated 15 April 1992, is amended in section 3 by striking out the numbers “26”, “41” and “42”.
- 2.** Sections 26, 30, 41 and 42 of the Regulation are revoked.
- 3.** Section 65 of the Regulation is amended by substituting “39, 40” for “39 to 41”.
- 4.** Section 66 of the Regulation is amended by substituting “or 38” for “, 26, 30, 38 or 42”.
- 5.** Section 67 of the Regulation is amended by striking out the following: “, except sections 26, 30, 41 and 42, which will come into force on 1 July 1993”.
- 6.** This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

## Draft Regulations

### Draft Regulation

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

#### Comité paritaire des boueurs de la région de Montréal — System of registration

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation to amend the Regulation respecting the system of registration of the Comité paritaire des boueurs de la région de Montréal, adopted by the Committee at its meeting held on 13 February 1996, the text of which appears below, may be approved by the Government upon the expiry of the 45 days from this publication.

The purpose of the draft regulation is to eliminate the source of employment cards.

To achieve that purpose, the draft regulation proposes to delete the words “these cards are supplied by the Committee”.

To date, a study of this matter has revealed that the proposed changes could allow the Committee to use employment cards as evidence in legal proceedings. At present, this evidence is often rejected by the court, due to the fact that, in practice, employment cards are supplied by the employer.

Further information may be obtained from Ms. Denise Plante, Direction des décrets, ministère du Travail, 200, chemin Sainte-Foy, 6<sup>e</sup> étage, Québec (Québec), G1R 5S1 (Telephone: 418-643-4415; Fax: 418-528-0559).

Any interested person having comments to make concerning this matter is asked to send them in writing, before the expiry of the 45-day period, to the Deputy Minister of Labour, 200, chemin Sainte-Foy, 6<sup>e</sup> étage, Québec (Québec), G1R 5S1.

JEAN-MARC BOILY,  
*Deputy Minister of Labour*

### Regulation to amend the Regulation respecting the system of registration of the Comité paritaire des boueurs de la région de Montréal

An Act respecting collective agreement decrees  
(R.S.Q., c. D-2, s. 22, subpar. g)

**1.** The Regulation respecting the system of registration of the Comité paritaire des boueurs de la région de Montréal, approved by Order in Council 4007-80 dated 22 December 1980, is amended by substituting the following for section 4:

“**4.** The professional employer shall fill in and keep an employment card for each employee. These cards are signed jointly by the employer and the employee within the 7 days following the hiring date of each employee.”

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

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### Draft Regulation

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

#### Comité paritaire des boueurs de la région de Montréal — Use of unclaimed funds

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation respecting the use of unclaimed funds kept in trust by the Comité paritaire des boueurs de la région de Montréal, adopted by the Committee at its meeting held on 13 February 1996, the text of which appears below, may be approved by the Government upon the expiry of the 45 days from this publication.

The purpose of the draft regulation is to regulate the use of unclaimed funds kept in trust by the Comité paritaire des boueurs de la région de Montréal, in order to allow it to pay for part of its general administration expenses.

To achieve that purpose, it proposes in particular to use a maximum amount of \$19 000, extracted from the unclaimed funds kept in trust, and to hold in reserve the

amounts unclaimed by the employees concerned, for a 3-year period from the date such amounts became payable.

To date, a study of this matter has shown no significant impact on citizens and enterprises and seeks to bring a certain stability to the financial situation of the Comité paritaire.

Further information may be obtained from Ms. Denise Plante, Direction des décrets, ministère du Travail, 200, chemin Sainte-Foy, 6<sup>e</sup> étage, Québec, (Québec), G1R 5S1 (Telephone: 418-643-4415; Fax: 418-528-0559).

Any interested person having comments to make concerning this matter is asked to send them in writing, before the expiry of the 45-day period, to the Deputy Minister of Labour, 200, chemin Sainte-Foy, 6<sup>e</sup> étage, Québec (Québec), G1R 5S1.

JEAN-MARC BOILY,  
*Deputy Minister of Labour*

## Regulation respecting the use of unclaimed funds kept in trust by the Comité paritaire des boueurs de la région de Montréal

An Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 22, subpar. o)

**1.** The Comité paritaire des boueurs de la région de Montréal may use unclaimed funds kept in trust to pay for its general administration expenses. The amounts that may be used are the amounts levied for statutory holidays, annual vacations and amounts levied following a claim for wages.

**2.** General administration expenses are those related to wages and fringe benefits paid to employees of the committee and office, travel, communication, upgrading, advertising and subscription costs, to professional fees, interest and banking costs, to insurance, taxes, rent, maintenance, repairs and other general expenses related to the administration of the committee.

**3.** The Comité paritaire may use up to a maximum amount of \$19 000 from the funds kept in trust, if they have remained unclaimed by the employees concerned for a 3-year period from the time they became payable and if the steps taken by the Comité paritaire to deliver those funds proved unsuccessful.

**4.** Where an employee claims funds that are owing to him and that have been used, the committee shall, on proof of his identity, deliver to the employee the amount of his claim from the other unclaimed funds kept in trust.

**5.** The Comité paritaire shall keep all information relating to the funds used under this Regulation. All amounts transferred to its administration fund shall be mentioned in the annual report.

**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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## Draft Regulation

Highway Safety Code  
(R.S.Q., c. C-24.2)

### Licences — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation to amend the Regulation respecting licences, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The Regulation increases learner's, probationary or driver's licence duties by 3.9 %.

Further information may be obtained from Mr. Bernard Drolet, Société de l'assurance automobile du Québec, 333, boulevard, Jean-Lesage, C-3-12, C.P. 19600, Québec (Québec), G1K 8J6, tel.: (418) 528-3233.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to the Minister of Transport, 700, boulevard René-Lévesque Est, 29<sup>e</sup> étage, Québec (Québec), G1R 5H1.

JACQUES BRASSARD,  
*Minister of Transport*

## Regulation to amend the Regulation respecting licences

Highway Safety Code  
(R.S.Q., c. C-24.2, s. 619, par. 5.2, s. 619.2 and s. 619.3)

**1.** The Regulation respecting licences, made by Order in Council 1421-91 dated 16 October 1991 and amended by Orders in Council 1122-92 dated 29 July 1992, 1511-93 dated 27 October 1993, 531-95 dated 12 April 1995 and 719-96 dated 12 June 1996, is further amended by substituting the following for section 57:



“57. The duties payable to obtain a probationary licence are \$32.

Notwithstanding the foregoing, the duties payable to obtain a probationary licence are calculated by multiplying the monthly duties of \$1.33 by the number of full months, plus one, between the date of issue of the licence and the date of its expiry where the person applying therefor is in one of the following situations:

(1) he is referred to in section 92.0.1 of the Highway Safety Code; or

(2) his previous probationary licence was cancelled by the Société or at his own request.”.

**2.** Section 61 is amended:

(1) by substituting the following for the second paragraph:

“The biennial duties payable by a holder of a driver’s licence not belonging exclusively to classes 6D and 8 are \$32.”;

(2) by substituting the following for the third paragraph:

“The biennial duties payable by a holder of a driver’s licence belonging exclusively to classes 6D and 8 are \$42.”.

**3.** The following is substituted for section 73.1:

“73.1 The monthly duties for a driver’s licence not belonging exclusively to classes 6D and 8 are \$1.33.”.

**4.** The following is substituted for section 73.2:

“73.2 The monthly duties for a driver’s licence belonging exclusively to classes 6D and 8 are \$1.75.”.

**5.** The duties fixed in this Regulation apply to learner’s licences, probationary licences or driver’s licences issued on a date later than 31 October 1996 and to the payments of biennial duties for driver’s licences where payment is received at the Société de l’assurance automobile du Québec on a date later than 31 October 1996 and the due date for payment is later than 30 November 1996 under section 59 of the Regulation respecting licences.

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

## Draft Regulation

Highway Safety Code  
(R.S.Q., c. C-24.2)

### Road vehicle registration

#### — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the Regulation to amend the Regulation respecting road vehicle registration, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The Regulation increases road vehicle registration fees by 3.9 %.

Further information may be obtained from Mr. Bernard Drolet, Société de l’assurance automobile du Québec, 333, boulevard Jean-Lesage, C-3-12, C.P. 19600, Québec (Québec), G1K 8J6, tel.: (418) 528-3233.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to the Minister of Transport, 700, boulevard René-Lévesque Est, 29<sup>e</sup> étage, Québec (Québec), G1R 5H1.

JACQUES BRASSARD,  
*Minister of Transport*

## Regulation to amend the Regulation respecting road vehicle registration

Highway Safety Code  
(R.S.Q., c. C-24.2, s. 618, pars. 8.4  
and 11.2, s. 619.1 and s. 619.3)

**1.** The Regulation respecting road vehicle registration, made by Order in Council 1420-91 dated 16 October 1991 and amended by the Regulations made by Orders in Council 1408-92 dated 23 September 1992, 1876-92 dated 16 December 1992, 1510-93 dated 27 October 1993, 1382-95 dated 18 October 1995 and 1437-95 dated 1 November 1995 and 720-96 dated 12 June 1996, is further amended in section 26 by substituting the following for the first paragraph:

“26. The fees payable upon issue of temporary registration for a road vehicle which is not registered in accordance with the provisions of a reciprocal agreement between Québec and another government, and for the right to temporarily operate the vehicle are \$26.”.

**2.** The following is substituted for section 65:

“**65.** The fees payable for the registration of a trailer and the right to operate that vehicle are \$44.”

**3.** The following is substituted for section 78:

“**78.** The monthly fees for a snowmobile with a net weight of 450 kg or less are \$12.80.”

**4.** The following is substituted for section 79:

“**79.** The monthly fees for a snowblower are \$30.80.”

**5.** The following is substituted for section 82:

“**82.** The monthly fees for a bus with a net weight of 3 000 kg or less engaged in the transportation of schoolchildren are \$15.40.”

**6.** The following is substituted for section 83:

“**83.** The monthly fees for a bus with a net weight of over 3 000 kg but not more than 8 000 kg, engaged in the transportation of schoolchildren, are \$29.70.”

**7.** The following is substituted for section 84:

“**84.** The monthly fees for a bus with a net weight of over 8 000 kg but not more than 10 000 kg, engaged in the transportation of schoolchildren, are \$36.60.”

**8.** The following is substituted for section 85:

“**85.** The monthly fees for a bus with a net weight of over 10 000 kg, engaged in the transportation of schoolchildren, are \$43.50.”

**9.** The following is substituted for section 86:

“**86.** Subject to sections 90, 125 and 126, the monthly fees for a passenger vehicle or a motor home with a net weight of 3 000 kg or less are \$6.33.

The monthly fees prescribed in the first paragraph are reduced by \$4.33 where the owner’s principal residence is located in a peripheral region described in section 2R1 of the Regulation respecting the application of the Fuel Tax Act (R.R.Q., 1981, c. T-1, r. 1, Suppl.).

The monthly fees referred to in the first paragraph are reduced by \$2.16 where the owner’s principal residence is located in a specified region described in section 2R1 of the Regulation respecting the application of the Fuel Tax Act.”

**10.** The following is substituted for section 86.1:

“**86.1** The monthly fees for a snowmobile with a net weight of over 450 kg are \$8.80.”

**11.** The following is substituted for section 87:

“**87.** The monthly fees for a truck other than one used in an area not linked to the Québec highway system are the fees obtained by dividing by 12 the fees prescribed in section 111 according to the net weight and the number of axles of the truck.”

**12.** The following is substituted for section 88:

“**88.** The monthly fees for a farm motor vehicle with a net weight of more than 3 000 kg are the fees obtained by dividing by 12 the fees prescribed in section 112 according to the net weight and the number of axles of the farm motor vehicle.”

**13.** The following is substituted for section 89:

“**89.** The monthly fees for a truck used in an area not linked to the Québec highway system are the fees obtained by dividing by 12 the fees prescribed in sections 130 to 135 according to the net weight and the number of axles of the truck.”

**14.** The following is substituted for section 90:

“**90.** The monthly fees for any road vehicle other than those covered by sections 78 to 89, are the fees obtained by dividing by 12 the fees payable to retain the right to operate the registered road vehicle and prescribed in Chapter IV.”

**15.** Section 97 is amended:

(1) by substituting the following for the third paragraph:

“Subject to sections 125 and 126, the fees payable to retain the right to operate a road vehicle covered by the first or second paragraph are \$76 for each payment period.”;

(2) by substituting the following for the fourth paragraph:

“The fees fixed in the third paragraph are reduced by \$52 for each payment period, where the owner’s principal residence is located in a peripheral region described in section 2R1 of the Regulation respecting the application of the Fuel Tax Act.”;

(3) by substituting the following for the fifth paragraph:

“The fees fixed in the third paragraph are reduced by \$26 for each payment period, where the owner’s principal residence is located in a specified region described in section 2R1 of the Regulation respecting the application of the Fuel Tax Act.”.

**16.** The following is substituted for the first paragraph of section 103:

“**103.** The fees payable to retain the right to operate a farm motor vehicle with a net weight of 3 000 kg or less are \$43 for each payment period.”.

**17.** The following is substituted for the first paragraph of section 104:

“**104.** The fees payable to retain the right to operate a road vehicle where the owner is a driving school or an educational institution holding a permit to dispense instruction in the driving of heavy trucks issued under section 11 of the Act respecting private education (R.S.Q., c. E-9.1) and the fees payable to retain the right to operate a commercial vehicle, a vehicle engaged in the transportation of schoolchildren or a snowblower are \$154 for each payment period.”.

**18.** The following is substituted for the first paragraph of section 105:

“**105.** The fees payable to retain the right to operate a motor home with a net weight of 3 000 kg or less where the owner is a legal person and the fees payable to operate an ambulance, a hearse, special mobile equipment, special mobile snow equipment or a tow truck with a net weight of 3 000 kg or less are \$154 for each payment period.”.

**19.** The following is substituted for the first paragraph of section 106:

“**106.** The fees payable to retain the right to operate an ambulance, a hearse, a motor home, special mobile equipment, special mobile snow equipment or a tow truck with a net weight of over 3 000 kg but not exceeding 8 000 kg are \$299 for each payment period.”.

**20.** The following is substituted for the first paragraph of section 107:

“**107.** The fees payable to retain the right to operate an ambulance, a hearse, a motor home, special mobile equipment, special mobile snow equipment or a tow truck with a net weight of over 8 000 kg but not exceeding 10 000 kg are \$407 for each payment period.”.

**21.** The following is substituted for the first paragraph of section 108:

“**108.** The fees payable to retain the right to operate an ambulance, a hearse, a motor home, special mobile equipment, special mobile snow equipment or a tow truck with a net weight of over 10 000 kg are \$542 for each payment period.”.

**22.** The following is substituted for the third paragraph of section 109:

“The fees payable to retain the right to operate a road vehicle covered by the first or second paragraph are \$76 for each payment period.”.

**23.** Section 111 is amended by substituting the following for the first six paragraphs:

“**111.** The fees payable to retain the right to operate a two-axled truck with a net weight of over 3 000 kg but not exceeding 4 000 kg are \$372 for each payment period.

For a truck with two axles with a net weight of over 4 000 kg the fees are \$668 for each payment period.

For a truck with three axles the fees are \$1 179 for each payment period.

For a truck with four axles the fees are \$1 743 for each payment period.

For a truck with five axles the fees are \$2 134 for each payment period.

For a truck with six or more axles the fees are \$2 933 for each payment period.”.

**24.** Section 112 is amended by substituting the following for the first six paragraphs:

“**112.** The fees payable to retain the right to operate a farm motor vehicle with two axles and a net weight of over 3 000 kg but not exceeding 4 000 kg are \$149 for each payment period.

For a farm motor vehicle with two axles and a net weight of over 4 000 kg the fees are \$267 for each payment period.

For a farm motor vehicle with three axles the fees are \$478 for each payment period.

For a farm motor vehicle with four axles the fees are \$704 for each payment period.”.

For a farm motor vehicle with five axles the fees are \$899 for each payment period.

For a farm motor vehicle with six or more axles the fees are \$1 219 for each payment period.”

**25.** The following is substituted for the first paragraph of section 115:

“**115.** The fees payable to retain the right to operate a bus or minibus with a net weight of 3 000 kg or less are \$154 for each payment period.”

**26.** The following is substituted for the first paragraph of section 116:

“**116.** The fees payable to retain the right to operate a bus or minibus with a net weight of over 3 000 kg but not exceeding 8 000 kg, with the exception of a private bus and a bus engaged in the transportation of schoolchildren, are \$426 for each payment period.”

**27.** The following is substituted for the first paragraph of section 117:

“**117.** The fees payable to retain the right to operate a bus or minibus with a net weight of over 8 000 kg but not exceeding 10 000 kg, with the exception of a private bus and a bus engaged in the transportation of schoolchildren, are \$582 for each payment period.”

**28.** The following is substituted for the first paragraph of section 18:

“**118.** The fees payable to retain the right to operate a bus or minibus with a net weight of over 10 000 kg, with the exception of a private bus and a bus engaged in the transportation of schoolchildren, are \$730 for each payment period.”

**29.** The following is substituted for the first paragraph of section 119:

“**119.** The fees payable to retain the right to operate a bus engaged in the transportation of schoolchildren or of a private bus with a net weight of over 3 000 kg but not exceeding 8 000 kg are \$297 for each payment period.”

**30.** The following is substituted for the first paragraph of section 120:

“**120.** The fees payable to retain the right to operate a bus engaged in the transportation of schoolchildren or of a private bus with a net weight of over 8 000 kg but not exceeding 10 000 kg are \$366 for each payment period.”

**31.** The following is substituted for the first paragraph of section 121:

“**121.** The fees payable to retain the right to operate a bus engaged in the transportation of schoolchildren or a private bus with a net weight of over 10 000 kg are \$435 for each payment period.”

**32.** The following is substituted for the first paragraph of section 126:

“**126.** The fees payable to retain the right to operate a tow truck, a motor home or special mobile equipment with a net weight of 3 000 kg or less, or a commercial vehicle or a vehicle engaged in the transportation of schoolchildren covered by section 124 are \$46 for each payment period.”

**33.** The following is substituted for the first paragraph of section 127:

“**127.** The fees payable to retain the right to operate a tow truck, a motor home or special mobile equipment with a net weight of over 3 000 kg but not exceeding 8 000 kg and covered by section 124 are \$89 for each payment period.”

**34.** The following is substituted for the first paragraph of section 128:

“**128.** The fees payable to retain the right to operate a tow truck, a motor home or special mobile equipment with a net weight of over 8 000 kg but not exceeding 10 000 kg and covered by section 124 are \$123 for each payment period.”

**35.** The following is substituted for the first paragraph of section 129:

“**129.** The fees payable to retain the right to operate a tow truck, a motor home or special mobile equipment with a net weight of over 10 000 kg and covered by section 124 are \$163 for each payment period.”

**36.** The following is substituted for the first paragraph of section 130:

“**130.** The fees payable to retain the right to operate a truck with two axles with a net weight of over 3 000 kg but not exceeding 4 000 kg and covered by section 124 are \$111 for each payment period.”

**37.** The following is substituted for the first paragraph of section 131:

**131.** The fees payable to retain the right to operate a truck with two axles with a net weight of over 4 000 kg covered by section 124 are \$201 for each payment period.”.

**38.** The following is substituted for the first paragraph of section 132:

“**132.** The fees payable to retain the right to operate a truck with three axles covered by section 124 are \$358 for each payment period.”.

**39.** The following is substituted for the first paragraph of section 133:

“**133.** The fees payable to retain the right to operate a truck with four axles covered by section 124 are \$528 for each payment period.”.

**40.** The following is substituted for the first paragraph of section 134:

“**134.** The fees payable to retain the right to operate a truck with five axles covered by section 124 are \$680 for each payment period.”.

**41.** The following is substituted for the first paragraph of section 135:

“**135.** The fees payable to retain the right to operate a truck with six or more axles covered by section 124 are \$920 for each payment period.”.

**42.** The following is substituted for the second paragraph of section 137:

“The fees payable to retain the right to operate a road vehicle covered by the first paragraph are \$44 for each payment period.”.

**43.** The following is substituted for the second paragraph of section 139:

“The fees payable to retain the right to operate a road vehicle covered by the first paragraph are \$44 for each payment period.”.

**44.** The following is substituted for the second paragraph of section 141:

“The fees payable to retain the right to operate a road vehicle covered by the first paragraph are \$64 for each payment period.”.

**45.** The following is substituted for the first paragraph of section 147:

“**147.** The fees payable to obtain the registration of a road vehicle in a category covered by section 143 and the right to operate a vehicle belonging to one of those categories are calculated by multiplying the monthly fees of \$48.08 by the number of full months, plus one, between the date on which registration is applied for and the last day of the month preceding the last month during which the amounts provided for in the first paragraph of section 31.1 of the Highway Safety Code next become due.”.

**46.** The following is substituted for the first paragraph of section 148:

“**148.** The fees payable by a person having obtained the registration of a road vehicle in a category covered by section 143 and wishing to retain the right to operate a vehicle belonging to one of those categories are \$577 for each payment period.”.

**47.** Section 154 is amended:

(1) by substituting the following for the second paragraph:

“The monthly fees payable to obtain the registration of a road vehicle in one of the categories covered by section 149 and the right to operate a vehicle with a net weight of over 500 kg but not exceeding 3 000 kg in one of those categories are \$22.25.”;

(2) by substituting the following for the third paragraph:

“The monthly fees payable to obtain the registration of a road vehicle in one of the categories covered by section 149 and the right to operate a vehicle in one of those categories without regard to its net weight are \$48.08.”.

**48.** The following is substituted for section 156:

“**156.** The fees payable by a person having obtained the registration of a road vehicle in a category covered by section 149 and wishing to retain the right to operate a vehicle with a net weight of 3 000 kg or less in one of those categories are \$267 for each payment period.”.

**49.** The following is substituted for section 157:

“**157.** The fees payable by a person having obtained the registration of a road vehicle in a category covered by section 149 and wishing to retain the right to operate a vehicle in one of those categories without regard to its net weight are \$577 for each payment period.”.

**50.** The fees fixed in this Regulation apply to the registration of road vehicles on a date later than 31 October 1996 and to the payment of fees to retain the right to operate a road vehicle where payment is received by the Société de l'assurance automobile du Québec on a date later than 31 October 1996 and payment becomes due on a date later than 29 November 1996 under sections 19 to 24 of the Regulation respecting road vehicle registration.

**51.** 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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### Draft Regulation

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001)

#### Experience ratios for 1997

Notice is hereby given, in accordance with section 455 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001) and in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that upon the expiry of 60 days following the publication of this notice the Regulation respecting the experience ratios for 1997 will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendments, and will be submitted to the Government for approval.

The Regulation determines the experience ratios for each unit of activity for 1993, 1994 and 1995, which will be used to fix the assessment of employers subject

#### SCHEDULE 1

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
SECTOR: PRIMARY				
10010	Operating a dairy cattle herd; raising cattle, buffalo, horses, wild boar; horse boarding service	1.4661	1.3824	0.6776
10020	Raising hog, sheep, goat, grain-fed and milk-fed heavy calves	0.9680	1.1631	0.5893
10030	Raising, catching and caging poultry; raising fur-bearing animals; raising earthworms; raising rabbits; pisciculture; apiculture	0.6012	0.8755	0.7646
10040	Field-crop farming; fruit or vegetable farming; ornamental plant cultivation; mushroom production; Christmas tree farming; maple syrup production; tobacco production	0.8899	0.9756	0.7526

to a personalized rate for 1997 under the Regulation respecting personalized rates, made by Order in Council 260-90 dated 28 February 1990.

The purpose of the Regulation respecting personalized rates is to adjust the assessment of employers in relation to their own experience in the field of occupational injuries, so as to encourage prevention.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 60-day period, to Mr. Roland Longchamps, Vice-chairman Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec), G1K 7E2.

PIERRE SHEDLEUR,  
*Chairman of the Board  
and Chief Executive Officer  
of the Commission de la santé  
et de la sécurité du travail*

### Regulation respecting the experience ratios for 1997

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001, s. 454, 1<sup>st</sup> par., subpar. 8)

**1.** The experience ratios for each unit of activity for 1993, 1994 and 1995 applicable for the purposes of fixing personalized rates for the assessment year 1997 are those appearing in Schedule 1.

**2.** This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec* and has effect for the assessment year 1997.

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
11010	Inshore or offshore fishing; underwater diving services	1.2523	0.5411	0.3587
12010	Forestry operations	1.7009	1.6799	1.1350
12020	Forestry work; tree or bush maintenance	1.8231	2.0375	1.4400
13010	Surface iron ore mining with or without concentration; pelletization of iron ore	0.3642	0.2507	0.1631
13020	Metal mining, except iron mines; treatment, concentrating or smelting metal ores, except iron ore	0.8292	0.6040	0.4698
13030	Asbestos mining	0.6937	0.5946	0.3742
13040	Peat extraction or manufacturing peat-based products; mining or crushing quartz or other industrial siliciferous ores; underground mining of non-metal ores, not specified in other units	0.7739	0.7288	0.6658
13050	Operating a cut-stone quarry; operating a crushed stone quarry with blasting and drilling; mine prospecting with blasting or with crawler tractors	0.7876	0.7866	0.4190
13060	Operating a crushed stone quarry without blasting or drilling; rock or gravel crushing with movable crushers; operating a gravel pit with or without crushing; operating a sandpit	0.9426	1.4271	0.7655
13070	Drilling ore for the removal of cores for mine prospecting; drilling oil or natural gas wells; other technical work incidental to drilling oil or natural gas wells	1.5206	1.7032	1.1223
13090	Mine prospecting not specified in other units; line cutting; geophysical surveys; geological work	0.6244	0.5326	0.3718
13100	Contract operation of a mine; digging ramps and crossing banks; other contract work relating to operation of mines	1.2066	1.4333	1.1041
SECTOR: MANUFACTURING				
20010	Slaughtering livestock; preparing, processing, drysalting or canning meat; manufacturing mineral or animal oil or shortening	1.7896	1.5426	1.0512
20020	Slaughtering poultry or rabbits; dressing, processing or canning poultry or rabbits	1.4679	1.4882	0.8683
20030	Preparing or processing fish, including canning	0.8607	0.8968	0.6898
20040	Processing, canning or freezing fruits or vegetables; preparing natural casings for delicatessen	0.6326	0.7061	0.6588
20050	Operating a dairy work; water bottling, with or without distribution; manufacturing and delivering blocks of natural or artificial ice	0.5101	0.4703	0.3401
20060	Flour mill	1.4635	1.0376	0.5909

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
20070	Processing meat unfit for human consumption or abattoir waste	1.3499	0.7553	0.2622
20080	Grain milling	0.6474	0.6616	0.3479
20090	Manufacturing bakery, pastry or biscuit products, with or without distribution	0.7353	0.7187	0.5428
20100	Processing cane or beet sugar; manufacturing confectionery	0.7222	0.5834	0.5044
20110	Roasting and blending coffee; packing tea; roasting almonds	0.5328	0.4605	0.2120
20120	Manufacturing potato chips	0.5624	0.5609	0.4052
20130	Manufacturing margarine, vegetable oil or shortening; manufacturing convenience foods; manufacturing yeast or condiments; grinding and preparing spices; manufacturing or processing food products, not specified in other units	0.8154	0.8464	0.6538
20140	Manufacturing soft drinks, with or without distribution	0.5882	0.8679	0.4618
20150	Distillery; manufacturing wine or cider	0.7929	0.6655	0.4201
20160	Brewing beer, with or without distribution; manufacturing malt	0.5646	0.6831	0.4823
20170	Manufacturing tobacco products	0.2446	0.1963	0.1522
21010	Manufacturing tires or rubber treads for tires	0.3900	0.4946	0.2953
21020	Manufacturing adhesive tape or damper mats and rug underlays; manufacturing clothing or industrial parts or cellular products made of rubber	0.6743	0.6305	0.4241
21030	Manufacturing foamed or expanded plastic products; wholesaling foam rubber	0.7426	0.9373	0.7325
21040	Manufacturing plastic pipes or pipe fittings	0.8785	1.0127	0.7464
21050	Manufacturing plastic film and sheeting; manufacturing plastic bags	0.9508	0.9270	0.7445
21060	Manufacturing stratified or reinforced plastic products, except boats; manufacturing plastic products, not specified in other units	0.8675	0.8915	0.6500
22010	Leather tanning; custom-dressing furs; wholesaling raw hides or skins	0.7613	1.0630	1.0434
22020	Manufacturing footwear; shoe repairing	0.9541	0.8832	0.5827
22030	Manufacturing luggage, other than in wood and in metal; manufacturing footwear parts except rubber parts	1.9866	2.5380	1.6251
22040	Manufacturing handbags or purses; manufacturing leather or imitation-leather goods, not specified in other units	0.4828	0.3960	0.4056



Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
22050	Manufacturing fibres or yarn from artificial or synthetic material; texturizing yarn	0.6277	0.6674	0.4701
22060	Manufacturing thread or yarn, without weaving	0.3928	0.3934	0.3931
22070	Weaving textiles other than carpets; recycling textile waste; preparing cotton-wool or flock	0.7348	0.6853	0.4221
22080	Manufacturing knitted fabrics	0.7628	0.5195	0.5038
22090	Manufacturing carpets	0.7791	0.7564	0.5492
22100	Manufacturing textile products, not specified in other units; manufacturing zippers or umbrellas	0.8011	0.7609	0.4873
22110	Finishing textiles; steam shrinking of fabrics	0.7606	0.8696	0.6823
22120	Manufacturing first-aid products	0.9047	1.1937	0.5498
22140	Manufacturing clothing or clothing accessories, not specified in other units	0.4788	0.4867	0.3756
22150	Knitting clothing or accessories, including assembling	0.4605	0.4682	0.3861
22160	Manufacturing ladies undergarments and swimsuits	0.4015	0.3047	0.2932
23010	Manufacturing shingles; manufacturing and assembling wood lath for fencing, with trucking; manufacturing wooden boxes and pallets with production of sawmill products and trucking	1.7228	2.2207	1.5430
23020	Sawmill with forest harvesting	0.8898	0.8620	0.6333
23030	Sawmill without forest harvesting	1.1161	1.1174	0.8577
23040	Manufacturing sheets of wood veneer or plywood panels with or without peeling	1.0590	1.1878	0.8318
23050	Manufacturing in a shop custom woodwork to be attached to a structure; mass production of wooden cabinets	1.0720	1.0514	0.7309
23060	Manufacturing wooden doors or windows, with or without installation	0.7217	0.7096	0.5367
23070	Manufacturing wooden roof trusses or laminated wood framework	1.3092	1.4608	0.5516
23080	Manufacturing wooden boxes, pallets or containers without production of sawmill products; manufacturing wooden reels or drums	1.5577	2.1507	1.4306
23092	Manufacturing wooden or metal coffins or frames; manufacturing pipe organs, pianos or other musical instruments	0.9235	1.0722	0.8752
23100	Protective treatment of wood or wood drying; wood turning	1.2860	1.3686	0.9853

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
23110	Manufacturing agglomerated or laminated wood panels	0.7134	0.6775	0.4874
23120	Manufacturing miscellaneous wooden goods, not specified in other units	1.5080	1.9634	1.5573
23130	Manufacturing lamellate boards made of plastic and paper sheets; coating or printing wood panels	0.7700	0.4425	0.2956
24010	Manufacturing metal furniture or fixtures	1.0240	1.1265	0.7484
24020	Manufacturing custom wooden furniture in a workshop; manufacturing wooden furniture for electronic equipment or wooden cases for musical instruments	1.0799	1.4587	1.0235
24030	Mass assembling of wooden furniture or furniture frames, with or without upholstering; upholstering custom furniture in a workshop; repairing wooden or upholstered furniture; manufacturing upholstered mattresses or bed springs	0.8934	0.8841	0.6076
24040	Mass production of wooden furniture or furniture frames, with or without upholstering	1.0133	0.9485	0.7567
25010	Manufacturing paper pulp	0.4121	0.2834	0.1557
25020	Manufacturing wood fibre insulation boards or acoustic tiles; manufacturing uncoated or non-impregnated felt sheathing; manufacturing paper or cardboard from logs or wood products	0.3665	0.3121	0.2094
25030	Manufacturing paper or cardboard from prefabricated pulp or used paper	0.4114	0.3444	0.2343
25040	Manufacturing asphalt roofing, with or without the manufacture of the paper or felt base	0.5712	0.4863	0.4067
25050	Manufacturing corrugated cardboard boxes	0.5954	0.7239	0.5040
25060	Manufacturing paper goods, not specified in other units, or cardboard tubes, with or without pulp preparation; manufacturing photocopier cleaning cloth; paper glazing, finishing, waxing or oiling; preparing artificial abrasives; forest protection and conservation	0.5387	0.5690	0.3195
26010	Printing; silkscreen printing	0.3792	0.3757	0.2829
26020	Operating a bindery	0.8681	1.1194	0.9318
26030	Metal typesetting (typography-linotype); stereotyping; lithography; manufacturing plates for printing; developing and printing films	0.2138	0.2034	0.2161
26040	Printing and publishing a daily; printing and publishing	0.1500	0.1560	0.1198
27020	Manufacturing steel castings (steel foundry); lead or lead alloys rolling, casting or extruding	1.4188	1.8431	1.2772

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
27030	Manufacturing steel; processing steel by rolling and forging	0.7198	0.7053	0.5545
27040	Manufacturing titanium slag and pig iron; manufacturing metal powder, steel pipe or tubing; manufacturing ferro-alloys	0.5101	0.4463	0.2601
27050	Manufacturing iron castings (cast-iron foundry)	1.1646	1.2405	0.7592
27060	Primary manufacturing of aluminum	0.4408	0.3073	0.2009
27070	Electrolytic refining of copper or zinc and processing of their by-products	0.3556	0.2780	0.2864
27080	Aluminum and aluminum alloys rolling	0.4191	0.4225	0.3282
27090	Extruding aluminum, copper or their alloys	0.7038	0.7178	0.5624
27110	Non-ferrous metal pressurized casting; non-ferrous metal casting; manufacturing aluminium or light alloy automobile parts	1.0910	0.7931	0.5349
28010	Casting or overhauling high pressure boilers, tanks or heat exchangers	0.9821	0.8882	0.6101
28020	Manufacturing metal structural components	0.9481	1.0277	0.6207
28030	Manufacturing metal windows or doors, with or without installing; repairing industrial doors; manufacturing other ornamental and architectural metal products	0.8249	0.9061	0.6302
28040	Manufacturing ornamental metal products; operating a welding shop; manufacturing motor vehicle springs, mufflers or exhaust pipes	1.5810	1.4354	1.0600
28050	Electrolytic or chemical plating; heat treating of metals	1.8130	1.3919	0.7101
28060	Workshop painting, dyeing or coating metal products	1.1304	1.3379	0.9624
28070	Manufacturing or repairing metal containers or their lids	0.9965	1.0752	0.5552
28080	Manufacturing other products by metal stamping or matrixing	0.7925	0.8161	0.6068
28090	Manufacturing metal wire or cable, metal rods, welding electrodes or other metal wire products; applying metal powder to metal parts	0.7786	0.7592	0.5127
28100	Manufacturing industrial fasteners or metal springs	0.5753	0.6180	0.5138
28110	Manufacturing basic hardware articles or small hand or garden tools; manufacturing industrial dies, moulds, cutting tools and punches	0.7442	0.7973	0.5265
28120	Manufacturing heating equipment	0.7558	0.7243	0.4446
28130	Machine shop piece work; rebuilding mechanical motors	0.8395	0.7599	0.6279

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
28140	Manufacturing or assembling metal products, not specified in other units	0.9496	0.9689	0.8234
29010	Manufacturing agricultural equipment or implements	1.1678	0.9724	0.9885
29020	Manufacturing commercial refrigeration equipment or air conditioning equipment	1.0473	1.0373	0.5904
29030	Manufacturing conveyors	0.7222	0.8031	0.7259
29040	Manufacturing and installing or repairing hydraulic or pneumatic pressure cylinders	0.6187	0.7910	0.6090
29050	Manufacturing or repairing heavy machinery; manufacturing industrial equipment; constructing or repairing locomotives or freight cars	0.6602	0.6382	0.5306
29060	Repairing, installing or servicing miscellaneous machinery and equipment	0.8045	0.9856	0.6236
29070	Manufacturing sewing machines or small electrical appliances; manufacturing machinery and equipment, not specified in other units	0.5729	0.6275	0.4080
29080	Manufacturing major electrical appliances; repairing electrical household appliances	0.3560	0.4181	0.3227
29090	Manufacturing lighting fixtures	0.8345	0.9666	0.5056
29110	Manufacturing electronic household equipment; assembling lighting fixtures	0.7295	0.4447	0.3522
29120	Manufacturing electronic parts or components; manufacturing electronic equipment, not specified in other units	0.1076	0.1183	0.0893
29130	Manufacturing lightning rods, high voltage line circuit breakers or distribution transformers	0.5877	0.5286	0.3305
29140	Manufacturing high power transformers; manufacturing or assembling batteries	0.5272	0.8802	0.6309
29150	Manufacturing control panels or electrical or pneumatic measuring instruments	0.5125	0.3318	0.3530
29160	Manufacturing or assembling electric motors or generators; repairing or rewinding electric motors	0.8653	0.8529	0.6682
29170	Manufacturing electrical wire or cable; manufacturing electric light bulbs	0.3580	0.2633	0.1876
29180	Manufacturing electrical distribution parts or graphite electrodes	0.6394	0.6376	0.4606
30010	Repairing, reworking, finishing or reconditioning aircraft; machining or assembling aircraft parts manufacturing	0.2329	0.1862	0.1443

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
30020	Constructing aircraft	0.3376	0.3410	0.1866
30030	Manufacturing aircraft parts by microfusion with casting	0.8898	0.8873	0.6410
30040	Constructing trucks	0.6709	0.8072	0.5799
30050	Constructing automobiles	0.6797	1.0447	0.8888
30060	Constructing buses or long-distance coaches	1.1581	1.4872	1.0652
30070	Manufacturing or assembling truck boxes, with or without installation	1.5358	1.0791	0.8697
30080	Manufacturing, with or without repairing, motor vehicle trailers; manufacturing house trailers or tent trailers; manufacturing and renting movable shelters; finishing van interiors	1.4849	1.1418	0.8226
30110	Manufacturing or repairing motor vehicle or machine radiators	1.1400	0.9633	0.3886
30130	Constructing or repairing railway passenger cars	0.8019	0.8430	0.4815
30160	Constructing or modernizing ships over 250 tonnes	1.9055	1.5660	1.3188
30170	Constructing or modernizing ships between 5 and 250 tonnes; minor repairs to ships over 5 tonnes	1.1822	1.3363	1.1759
30180	Manufacturing or repairing craft of 5 tonnes or less	1.0472	1.0862	0.8428
30190	Manufacturing snowmobiles, motorcycles, snowplows or all-terrain vehicles	0.5118	0.3231	0.1849
31010	Manufacturing clay products	0.7622	0.7601	0.5491
31020	Manufacturing cement or lime; manufacturing silicon carbide or gypsum panels	0.2668	0.3379	0.2213
31030	Manufacturing funeral monuments or other stone products	1.0412	1.0383	0.7501
31040	Manufacturing asbestos-cement products; manufacturing friction parts; manufacturing asbestos wire, cloth, ceiling components or gaskets	0.9112	1.0825	0.7235
31050	Manufacturing pipes, concrete masonry components and other concrete products similar to masonry components	0.8450	1.0634	0.7121
31060	Manufacturing prefabricated architecture or structure concrete components	0.9401	1.1335	1.0076
31070	Manufacturing ready-mix concrete	0.7376	0.8306	0.4992
31080	Manufacturing glass or glass products	0.7868	0.8120	0.5312
31090	Manufacturing refractory products; manufacturing or processing charcoal	0.9368	0.7934	0.5322

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
31100	Manufacturing insulating material, not specified in other units	0.5574	0.6551	0.3133
31110	Refining crude petroleum; manufacturing petroleum and coal products, not specified in other units	0.1562	0.1414	0.0925
32010	Manufacturing industrial inorganic chemical products, not specified in other units 0.1886		0.3211	0.2538
32020	Manufacturing industrial organic chemical products or other chemical products, not specified in other units	0.4977	0.5715	0.1979
32030	Manufacturing plastics or synthetic resins	0.3782	0.5587	0.2638
32040	Manufacturing pharmaceutical products or drugs	0.2068	0.1530	0.1070
32050	Manufacturing paint, varnish, printing ink, adhesives or coatings	0.4685	0.5516	0.3758
32060	Manufacturing soap or cleaning products	0.4913	0.5279	0.3727
32070	Manufacturing toiletries	0.3333	0.3694	0.2591
32080	Manufacturing ammunition	0.3793	0.3259	0.1765
32090	Manufacturing explosives	0.7120	0.5965	0.3660
33010	Assembling watches or clocks; operating an optical laboratory; manufacturing gold, silver or plated jewellery or ware; manufacturing orthopedic devices; assembling cartridges or cassettes	0.2963	0.2266	0.2125
33020	Manufacturing wooden or metal sporting goods or gymnasium equipment; assembling plastic or metal toys; manufacturing and repairing bicycles	1.0541	1.0718	0.7700
33030	Manufacturing, installing or repairing commercial signs; leasing advertising spaces on billboards, signboards and commercial signs	0.8749	0.8663	0.8472
33040	Assembling trophies or miscellaneous wooden, plastic, fiberglass or concrete products; manufacturing rubber pads, plaster goods, wax products, trophy parts or foundry models; stamping balloons; handicrafts	0.5801	0.8474	0.6520
33050	Manufacturing buttons, snap fasteners, needles, emblems, medals, pencils or pens	0.4062	0.4050	0.2926
33060	Manufacturing vinyl tiles and vinyl linoleum; manufacturing heat-insulating products for piping	0.2640	0.3411	0.1831
SECTOR: CONSTRUCTION				
40010	Developing, constructing or renovating buildings; installing prefabricated houses	1.1531	1.1022	0.8524

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
40020	Engineering works not specified in other units; geotechnical drilling prior to construction; drilling artesian wells; maintaining work site camps and miscellaneous work site facilities; installing fencing; installing guardrails	1.0020	0.9349	0.6768
40030	Constructing power transmission or distribution lines; constructing microwave towers or energy transforming stations	0.7939	0.7691	0.4754
40040	Surface draining or farm improvements	0.6095	0.5915	0.4395
40050	Demolition work	3.4439	3.3420	2.4836
40060	Paving other than on public roads	1.1383	1.1565	0.6702
40070	Landscaping	1.0442	1.4424	1.0651
40080	Cement works	1.4980	1.6219	1.0536
40090	Erecting and installing tanks, metal silos, boilers or water reservoirs; installing or maintaining gas tanks; erecting pre-cast concrete structures	1.6189	1.2792	1.2518
40100	Erecting metal structures	2.4610	2.3881	1.7747
40110	Installing glass or glazing work	1.4541	1.1076	1.1467
40120	Exterior closing work not specified in other units; waterproofing; outside window washing	1.7748	1.8154	1.2644
40130	Specialized mechanical work not specified in other units; plumbing and heating work; assembling large, stationary equipment	0.9265	0.8578	0.7096
40140	Refrigerating or air-conditioning work; wholesaling, with or without installation or repair, of industrial or commercial air conditioning or refrigerating equipment	0.9647	0.7666	0.6547
40150	Electrical work	0.6922	0.6790	0.4364
40161	Installing monitoring electronic equipment for navigation, industrial production, surveillance, surrounding milieu, communications, entrances or as regards environment; remote-control security alarm monitoring services; installing alarm systems; locksmithing	0.2773	0.2236	0.2085
40162	Installing electronic equipment, not specified in other units	0.2773	0.2236	0.2085
40170	Interior finishing work; insulating buildings	1.2494	1.2542	0.9012
40180	Installing or maintaining elevators	0.6609	0.5805	0.5454
40190	Sand blasting or steam jet cleaning; cutting concrete or asphalt	2.1771	1.9645	1.3764
40200	Manufacturing prefabricated wooden houses, house panels or mobile homes	1.1631	1.2790	1.0205

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
40210	Road paving, with or without the operation of an asphalt manufacturing plant	0.5357	0.5866	0.4856
SECTOR: TRANSPORTATION AND STORAGE				
50010	Air transport; services incidental to air transport	0.3050	0.2791	0.2093
50020	Transporting marine freight; towing or docking boats; railway transport	0.5061	0.5969	0.4194
50030	Loading or unloading boats	1.2589	0.9934	0.7686
51010	Transporting passengers by intercity bus; school bus service or special transportation by bus; transportation by tour bus or chartered bus, including vehicle repair or maintenance	0.5034	0.5014	0.3462
51020	Transporting passengers by intercity bus; school bus service or special transportation by bus; transportation by tour bus or chartered bus, not including vehicle repair and maintenance	0.4456	0.4924	0.3392
51030	Mass transit in urban areas, with or without vehicle repair; transporting passengers by taxi	0.5183	0.5941	0.4256
52010	General local or long-distance transport; transporting or wholesaling fats or meats unfit for human consumption; transporting pelts	1.0764	0.9543	0.6779
52020	Moving buildings; railway service; transporting motor vehicles; transporting by towing, by float or other non-standard transport	1.8219	1.4003	0.9158
52030	Furniture moving; transporting electronic equipment	2.4499	2.3996	1.8385
52040	Transporting freight in tank-trucks, not specified in other units; transporting explosives, corrosive, toxic or inflammable products; transporting petroleum products	0.9585	0.7925	0.5194
52050	Bulk trucking; snow removal	0.9716	1.0028	0.7207
53010	Storage service	1.0234	0.8530	0.6747
53020	Wrapping or packing service with or without marketing	1.5547	1.5085	1.1005
SECTOR: SERVICES				
60010	Operating a radio station; operating telephone lines or telephone exchanges; intercommunication services; recovering or repairing telephones; splicing telephone cables	0.0527	0.0669	0.0547
60020	Operating a television station; producing or distributing motion pictures or other audio and video material; operating a motion picture or a drive-in theater; operating an orchestra, a disco-mobile, a singing group, a theater company or a theatrical agency; leasing or renting halls; installing equipment for social dances	0.1669	0.2042	0.1107



Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
60030	Cable television service; installing radio or television antennas; radio, television or cable connection work	0.3647	0.3006	0.3075
60040	Courier service; home small parcel delivery service	1.2693	1.1957	0.6060
60050	Operating a recreational centre; operating a professional sports club; operating a curling club; operating a bowling alley or a billiard parlour; operating a roller skating rink; operating a race track; operating a racket sports centre	0.3148	0.2838	0.2244
60060	Operating a golf course	0.4047	0.4429	0.3270
60070	Operating a ski centre; operating a snowmobile club	0.9877	1.1290	0.6127
60080	Operating an amusement park or rides, an amateur sports club, a pleasure-boating club, a shooting club, or amusement and recreational services, not specified in other units; operating a Turkish bath, a massage parlour, a bodybuilding studio, a tanning salon, a shoeshine service or a checkroom service; organizing a public festival	0.2915	0.3399	0.1840
61010	Generating and distributing electric power	0.1310	0.1081	0.0739
61020	Operating a water distribution centre, a steam distribution centre or a natural gas distribution centre; operating and maintaining a gas or an oil pipeline	0.2827	0.2888	0.1403
61030	Maintaining a garbage dump; disposal of industrial waste; cleaning tanks, sewers, cesspools, septic tanks or industrial facilities; renting or leasing, with maintenance, portable chemical toilets	0.7409	1.0131	0.5629
61040	Garbage collection	1.7131	1.5734	1.1988
62010	Transporting milk and cream; wholesaling dairy products; wholesale or retail distribution of dairy products	0.6169	0.6014	0.4176
62020	Wholesaling fruit, vegetables or fish	0.9043	0.9783	0.5566
62030	Wholesaling meat and meat products	1.0419	0.9039	0.7299
62040	Wholesaling meat, including cutting up and carving	1.0508	1.7497	1.1009
62050	Wholesaling bakery or pastry products or distributing those products, wholesale or retail; retailing imported specialities, dietetic or natural food, delicatessen, pastries or seafood products	0.5919	0.7524	0.5437
62060	Wholesaling food, not specified in other units	0.6713	0.5840	0.4599
62070	Wholesaling carbonated beverages or water; distributing carbonated beverages or water, wholesale or retail	0.9589	0.6667	0.5543
62080	Wholesaling beer	0.7286	0.6737	0.5522

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
62090	Wholesaling toiletries or drug sundries	0.2123	0.2853	0.2227
62110	Operating a grocery store	0.6421	0.4159	0.3942
62120	Operating a convenience store with or without gasoline sales	0.3425	0.4197	0.2642
62130	Operating a grocery-butcher shop	0.7218	0.6414	0.4636
62140	Operating a butcher shop	1.0628	0.8290	0.8058
62150	Making and retailing bakery or pastry products	0.5933	0.6663	0.2952
62160	Fruit and vegetables retail business	0.5127	0.7433	0.5435
62170	Alcoholic beverages retail business	0.3108	0.4429	0.2761
62180	Operating a drugstore; operating a tobacco store; herbalist's shop; chocolate, delicacies or cookies shop, beauty products or cosmetics shop, or selling lottery tickets; operating a bus terminal or a contract post office	0.2270	0.1755	0.1396
63010	Wholesaling household, commercial or service industry furniture, or electrical household appliances; wholesaling floor coverings; leasing, wholesaling or retailing office equipment or furniture; leasing electrical household appliances or electronic household equipment	0.2527	0.2364	0.2094
63020	Wholesaling household dishware, pottery, glassware or similar household goods; wholesaling electronic household appliances	0.3361	0.4695	0.3051
63030	Wholesaling metals or alloys, including handling	0.8998	0.8324	0.7361
63040	Wholesaling hardware, plumbing or heating equipment and supplies, not specified in other units; wholesaling and installing safes, with or without repair; wholesaling sanitation equipment	0.2978	0.2663	0.1608
63050	Wholesaling or retailing lumber or building supplies; wholesaling or retailing firewood, coal or charcoal	0.7550	0.8394	0.5897
63060	Wholesaling doors, windows, exterior siding or garage equipment	1.1772	1.0816	0.7046
63070	Wholesaling or repairing farm or garden implements or equipment	0.4780	0.4312	0.4797
63080	Wholesaling, renting or leasing heavy machinery, with or without repair; renting or leasing handling equipment, trailers or containers, with or without repair	0.4735	0.5705	0.4001
63090	Wholesaling industrial handling equipment, with or without installation and repair; wholesaling or repairing welding equipment	0.5452	0.4122	0.4109

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
63100	Wholesaling, renting or leasing manufacturing machinery, with installation or repair; wholesaling, renting or leasing commercial or industrial ovens or kilns, with or without installation, repair or maintenance	0.3687	0.3571	0.1666
63110	Wholesaling, renting, leasing, installing or repairing stage or discotheque lighting equipment, electric or diesel engines, electric generation equipment, swimming-pool accessories, pumping facilities or equipment for water treatment	0.5010	0.5421	0.3546
63120	Wholesaling, renting or leasing analytic and laboratory apparatus, medical or scientific equipment, measuring, calibrating or control instruments or communication equipment other than for automobiles, with or without repair or installation; wholesaling electronic parts or electrical supplies	0.1163	0.1359	0.1117
63130	Wholesaling industrial or commercial scales; wholesaling or retailing kitchen cabinets; retailing doors or windows	0.7911	0.4433	0.2106
64010	Wholesaling or retailing trucks or buses with or without repair	0.7942	0.9103	0.5797
64020	Vulcanizing; wholesaling and retailing tires or tubes, with or without repair or installation	0.8309	0.7981	0.4973
64030	Wholesaling transportation equipment or equipment parts; wholesaling or retailing new, reconditioned or used automobile parts or accessories	0.2823	0.3503	0.2261
64040	Wholesaling or retailing automobiles with or without repair; renting or leasing automobiles with or without repair; retailing and installing automobile windows or radios; upholstering and repairing of motor vehicle seats	0.4604	0.4103	0.3163
64050	Retailing, renting or leasing mobile homes, snowmobiles, motorcycles, travel trailers, tent trailers, including repair or service; retailing boats, outboard motors or boating accessories; renting or leasing, including service, small craft or recreational vehicles, not specified in other units; wholesaling snowmobiles, motorcycles, boats, outboard motors, boating accessories, ship's supplies, trailers or containers; wholesaling, without repair, semitrailers, travel trailers or tent trailers	0.6929	0.5583	0.4761
64060	Operating a service station with or without self-service; operating an automatic car wash; washing and cleaning motor vehicles and trucks	0.5454	0.5700	0.3874
64070	Retailing gasoline, with or without service	0.3291	0.5027	0.2599
64090	Repairing motor vehicles, motor vehicle parts or industrial machinery parts, not specified in other units; motor vehicle towing service	0.8349	0.8406	0.6636
64100	Repairing motor vehicle bodies	0.9718	0.7743	0.6976

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
64110	Retailing and installing motor vehicle mufflers; repairing and installing motor vehicle suspension parts	1.3096	1.2490	1.1371
64120	Reclaiming and wholesaling used automobile parts and accessories	0.8725	0.7893	0.4521
65010	Retailing furniture, with or without household furnishings; retailing household electrical appliances, with or without electronic appliances or household electrical furnishings; retailing antique objects or furniture	0.5118	0.5368	0.4157
65020	Retailing or repairing sound or video equipment, electronic appliances, electrical furnishings, small (portable) electrical household appliances or electrical personal care appliances; retailing sewing machines	0.1171	0.1809	0.1758
65030	Retailing floor coverings	0.4762	0.4642	0.3223
65041	Retailing household furnishings or interior decoration accessories, not specified in other units; wholesaling piece goods, notions and other dry goods, draperies, household linen or other textile household furnishings	0.2488	0.3469	0.2225
65044	Retailing lighting fixtures	0.2488	0.3469	0.2225
66020	Wholesaling and distributing petroleum products, with or without maintenance or installation of related facilities	0.3084	0.3386	0.2083
66030	Wrecking automobiles; wholesaling metal waste	1.7170	1.5035	0.9301
66040	Selling non-metallic waste	1.5148	2.0632	0.9866
66050	Wholesaling or distributing newspapers, magazines, books or handbills; wholesaling paper or paper products	0.3349	0.3249	0.2209
66060	Wholesaling animal feeds, fertilizers, grain or cereals; wholesaling tobacco products; grain elevator service	0.4640	0.4973	0.4138
66070	Wholesaling games, toys, sporting goods and equipment; retailing, renting or leasing sporting goods and equipment, with or without service	0.1891	0.2785	0.1183
66080	Wholesaling chemical products or cleaning products; wholesaling or maintaining chemical fire extinguishers	0.2074	0.2408	0.1652
66100	Wholesaling leather or imitation-leather products not specified in other units; wholesaling footwear or garment products; retailing footwear, garments, underwear, knitting products, fabrics, yarn, sewing products, handbags, luggage or other leather or imitation-leather products; manufacturing or storing fur garments or articles; linen rental service without washing equipment; costume or ceremonial apparel rental service	0.2321	0.2544	0.1790

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
66110	Operating a department store; operating a general merchandise store; operating a general store; operating a direct consumer distributing warehouse; display services; interior decoration design service; retailing home and automobile supplies	0.4211	0.4640	0.3048
66120	Retailing small goods, not specified in other units; retailing paint or wallpaper; retailing or repairing musical instruments or accessories or photography equipment; retailing domesticating animals; photography; wholesaling jewellery items or photography equipment and supplies	0.1688	0.1733	0.1230
66130	Retailing hardware products or garden supplies; retailing lawn mowers, snow blowers, chain saws or similar equipment, with repair; wholesaling or retailing trees, shrubs, plants, flowers, supplies for lawn or garden or other nursery products	0.4319	0.4505	0.3004
66150	Retailing lumber and building supplies with hardware	0.5446	0.5708	0.3596
66160	Monuments and tombstones dealer; undertaking services, with or without ambulance services; operating a cemetery	0.4947	0.4532	0.2965
66170	Wholesaling or retailing, installing or cleaning swimming pools; constructing and installing in-ground pools	0.7120	0.6278	0.5250
70010	Insurance brokerage; operating a collection agency or a credit bureau; currency or securities brokerage, consulting or negotiation services; commodities exchanges or securities exchanges; financial institutions and financial intermediaries not specified in other units	0.0510	0.0559	0.0428
70020	Operating an insurance business; insurance services of the provincial administration	0.0571	0.0602	0.0397
70030	Operating residential or other buildings, including parking lots or parking garages; municipal housing bureau; disinfection, fumigation or extermination work	0.4175	0.4224	0.2740
70040	Insurance adjustment or evaluation services; operating a real estate agency; information, poll or research services; bailiff services; reprography services, typing services or other clerical work services supplied to firms or individuals	0.1338	0.1091	0.0740
71010	Operating a forwarding agency; freight inspection service; sales agent services; broker services not specified in other units	0.0912	0.0977	0.0748
71020	Operating a manpower agency; leasing the services of professional or technical personnel or other scientific or technical professionals such as draftsmen, biologists, biochemists, botanists, chemists, engineers, graphic designers and laboratory technicians; auctioneering or organizing auctions or merchandise liquidation services	0.1219	0.1246	0.1022
71030	Leasing truckers services, driver-delivery persons, assistant delivery persons or movers	1.3238	1.5017	0.9252

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
71040	Operating a marine agency or a marine piloting firm; International Air Transport Association or Airline Communications and Information Services; operating a news agency or an advertising agency; drafting or practising architecture; urban planning services or business or management consulting services; law practice (advocate's or notary's office); accounting services (accountant's office); actuarial practice; operating a travel agency or wholesale tour business; wholesaling, renting or repairing computer systems; computer services, excluding the leasing of the services of data processing personnel; trustee in bankruptcy; taxation services or income tax return preparation services; graphic design services	0.0380	0.0346	0.0280
71050	Consulting engineer's office; energy consulting services; operating a pure or applied research laboratory; operating a laboratory for analysis and testing; agricultural research services; geotechnical studies prior to construction work; land surveyor services; interpretation of aerial photographs; archaeological research	0.0949	0.0764	0.0485
71060	Operating a security or an investigation agency	0.4268	0.4046	0.2373
71070	Managing subsidiaries or branches outside Québec (head office); writing or publishing a weekly, not including printing; electronic typesetting	0.0393	0.0328	0.0165
71080	Leasing the services of handling manoeuvres, wrappers, merchandise reception or expedition employees, warehouse employees, solderers or automobile mechanics or industrial machinery employees, technical installation or machinery maintenance personnel	1.4658	1.9043	1.1387
71090	Leasing the services of manufacturing industries' workers or commerce or catering or maintenance chores personnel with the exception of those mentioned in another unit	0.7949	1.0326	0.6175
72010	Sûreté du Québec services; detention services	0.2722	0.2782	0.2192
72020	Provincial administrative services not specified in other units; administration of a regional county municipality; administration of an urban community, without police services	0.0476	0.0460	0.0322
72030	Job creation programs	0.1931	0.1499	0.1151
72040	Provincial agriculture, fisheries, feeding, natural resources services or services relating to construction workers	0.1052	0.0999	0.0920
72060	Provincial recreation and sports program management services	0.2609	0.2942	0.1490
72070	Transportation program management services	0.2730	0.2139	0.1736
72080	Managing, with service, a municipality or a municipal or an intermunicipal commission, a band council, an urban community including police services	0.4192	0.4044	0.2884

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
73010	Teaching services (except universities or general and vocational colleges, and except all level student trainees); operating a private museum; operating a historic site; library services	0.1268	0.1204	0.0883
73020	Teaching services (student trainees)	n/a	n/a	n/a
73030	Operating a general hospital	0.2831	0.2341	0.1377
73040	Operating a psychiatric hospital	0.3773	0.3249	0.2212
73050	Operating a home-care and extended care centre; nursing services; leasing the services of nurses or auxiliary of nurses care and therapeutics	0.7457	0.7299	0.5288
73060	Operating a drop-in centre; operating a rehabilitation centre for alcoholics or drug addicts; operating a social or community service agency; operating a health or social services promotion body	0.2746	0.3846	0.2424
73070	Operating a rehabilitation centre for the physically handicapped or the socially maladjusted	0.4285	0.4568	0.2966
73080	Operating a rehabilitation centre for the mentally handicapped	0.6830	0.6630	0.4190
73100	Operating a local community service centre	0.3030	0.2852	0.1907
73110	Child day-care centre	0.6686	0.5382	0.3938
73120	Operating a sheltered workshop; operating a work rehabilitation centre	0.8593	1.0199	0.6475
73130	Practising medicine and other specialties in the health-care field, not specified in other units; health or social services not specified in other units; hearing aid specialist's services; prescription optician's services; manufacturing dentures and braces (dental laboratories); retailing orthopedic aids, wigs or hair pieces	0.0937	0.1015	0.0561
73140	Ambulance service	2.8009	2.8152	1.5642
73150	University or vocational teaching services (except student trainees)	0.0588	0.0582	0.0414
74010	Operating a hotel, a motel, a hotel-motel, a youth hostel, a student residence or a rooming house	0.6643	0.6629	0.4632
74020	Operating a hunting or fishing outfitting operation; operating or managing a hunting or fishing area; operating a camping ground, a trailer park, a vacation camp or a recreation area	0.7007	0.6521	0.5211
74030	Operating a brasserie or a restaurant serving meals, without delivery	0.5570	0.5230	0.3626
74040	Operating a brasserie or a restaurant serving meals, with delivery	0.6529	0.5740	0.3773

Unit	Description	Experience Ratio of the Unit		
		1993	1994	1995
74050	Operating a cafeteria	0.7033	0.6361	0.5146
74060	Take-out food services	0.5339	0.5679	0.4031
74070	Operating a mobile canteen; catering services	1.0099	0.7705	0.7055
74080	Operating a tavern, a bar, a discotheque or a night club	0.4386	0.3361	0.2041
75010	Operating a barber shop or a hairdressing salon; operating a beauty salon	0.3616	0.3516	0.1927
75020	Domestic-use laundry or dry-cleaning service; clothing maintenance, pressing or repair service	0.5151	0.5618	0.2704
75030	Operating an industrial laundry with or without linen rental service; linen supply service, including washing	1.0218	1.1134	0.6778
75040	Commercial, industrial or residential building maintenance; carpet, rug, upholstery or fabric furniture cleaning service; lawn or shrub maintenance service; green areas fertilization services	0.8091	0.6852	0.5497
76010	Veterinary services; artificial insemination services; egg candling or grading service; poultry sexing or debeaking; operating a hatchery; raising animals in laboratories	0.3566	0.5815	0.2634
76020	Wholesaling or operating vending machines; renting, leasing or operating coin-operated amusement machines, with or without service	0.4964	0.2918	0.2604
76030	Transporting animals; operating animal-drawn vehicles; wholesaling or auctioneering animals; operating a racing or horse-rental stable; operating a horseback-riding centre; operating a zoo; society for the protection of animals; raising or training pets; animal lodging and care services not specified in other units	1.0048	1.1646	0.7354
76040	Religious community	0.5696	0.6491	0.4781
76050	Managing, with service, a parish fabric, a church or a diocese; religious association or organization	0.2851	0.2137	0.1435
76060	Joint sector-based occupational health and safety association; association or organism, not specified in other units	0.0901	0.0918	0.0479
76070	Renting or leasing portable equipment or tools for industry, construction, hobbies or household activities, including service	0.6646	0.9717	0.6832
76080	Oil burner and furnace maintenance service; chimney sweeping; boiler cleaning	1.0095	0.6692	0.6608
9838				



## Draft Regulation

An Act respecting industrial accidents  
and occupational diseases  
(R.S.Q., c. A-3.001)

### Insurance premiums for 1997

Notice is hereby given, in accordance with section 455 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001) and in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that upon the expiry of 60 days following the publication of this notice the Regulation respecting the insurance premiums for 1997 will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendments, and will be submitted to the Government for approval.

That Regulation determines the insurance premiums to be used in calculating the retrospective adjustment of the annual assessment for 1997 that will be paid by the employers subject to that adjustment for that year under the Regulation respecting retrospective adjustment of the assessment, made by Order in Council 262-90 dated 28 February 1990.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 60-day period, to Mr. Roland Longchamps, Vice-chairman Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec), G1K 7E2.

PIERRE SHEDLEUR  
*Chairman of the Board  
and Chief Executive Officer  
of the Commission de la santé  
et de la sécurité du travail*

## Regulation respecting the insurance premiums for 1997

An Act respecting industrial accidents  
and occupational diseases  
(R.S.Q., c. A-3.001, s. 454, 1<sup>st</sup> par., subpar. 10)

**1.** The insurance premiums necessary for the final retrospective adjustment of the annual assessment for the assessment year 1997 shall be calculated in accordance with the table in Schedule I.

**2.** The premiums shall be determined by applying the percentage calculated to the part of the assessment calculated in terms of the risk, taking into account the limit

applicable to the employer with respect to the assumption of the cost of benefits.

**3.** The percentages appearing in the table are applicable to the precise amounts of assessment distributed in terms of the risk corresponding to those percentages. Where the amount of assessment falls between two levels of assessment in the table, the percentage shall be calculated by linear interpolation, and the result shall be rounded to the nearest tenth of a per cent.

**4.** This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec* and has effect for the assessment year 1997.

## SCHEDULE I

### TABLE OF PREMIUMS

Part of the assessment in terms of the risk	Limit of the assumption in terms of the maximum annual insurable amount			
	½ times	once	twice	three times
280 450 \$ or less	43,5 %	26,0 %	17,7 %	17,4 %
373 900 \$	40,9	21,7	12,2	11,5
560 800 \$	38,7	17,9	7,4	6,3
747 750 \$	37,8	16,3	5,3	4,2
1 121 650 \$	37,1	15,1	3,7	2,5
1 495 600 \$	36,9	14,8	3,0	1,8
1 869 450 \$	36,8	14,6	2,7	1,5
2 617 200 \$	36,7	14,5	2,4	1,2
3 738 950 or more	36,6	14,4	2,2	1,0

9839

## Draft Regulation

An Act respecting industrial accidents  
and occupational diseases  
(R.S.Q., c. A-3.001)

### Standards and tables of personal home assistance for 1997

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the draft regulation entitled "Regulation respecting the standards and tables of personal home assistance for 1997", the text of which appears below, may be made by the Commission de la santé et de la sécurité du travail upon the expiry of 45 days following this publication.

The purpose of the draft regulation is to revalorize the maximum amount of personal home assistance in accordance with section 118 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001) and to adjust the other amounts of financial aid on the basis of that maximum.

To date, study of the matter has revealed the following impacts on the public and on businesses directly concerned by these amendments:

— revalorization of the maximum amount of personal home assistance will allow the worker benefitting from that assistance to meet the increase in prices brought about by inflation;

— the impact on businesses of the annual revalorization was taken into account in the actuarial valuations used to establish the contribution of employers and to determine liabilities in the financial statement of the CSST.

Further information may be obtained by contacting Mr. René Peterson, 524, rue Bourdages, Québec, tel.: (418) 643-1227, fax: (418) 528-2081.

PIERRE SHEDLEUR,  
*Chairman of the board and  
chief executive officer  
of the Commission de la santé  
et de la sécurité du travail*

## Regulation respecting the standards and tables of personal home assistance for 1996

An Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001, s.160)

### DIVISION I PERSONAL HOME ASSISTANCE

**1.** In accordance with sections 145 and 158 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001), personal home assistance may be granted to a worker who, as a result of the employment injury he has suffered, meets the following conditions:

1° he has sustained permanent physical or mental impairment;

2° he is unable to care for himself and to do, without assistance, the household tasks that he would normally do himself; and

3° such assistance proves to be necessary for him to remain in or return to his residence.

**2.** In accordance with section 159 of the Act, personal home assistance includes payment of the cost of engaging a person to provide for the worker's assistance and supervision needs.

That person may be the worker's spouse.

**3.** The assistance measures are intended, in accordance with the worker's needs, to help him to care for himself and to do the household tasks he would normally do himself were it not for his injury.

**4.** The supervision measures are intended to help the worker to care for himself between the periods during which he is performing his personal activities and his household tasks, defined in section 2.1 of Schedule 1, where he has permanent impairment entailing neurological or mental aftereffects and he has assistance needs in accordance with the standards established in the form for evaluating the personal home assistance needs provided for in that Schedule.

### DIVISION II EVALUATION OF PERSONAL HOME ASSISTANCE

**5.** Personal home assistance needs shall be evaluated by the Commission de la santé et de la sécurité du travail taking into account the worker's situation before the employment injury, the changes resulting therefrom and its impact on the worker's autonomy.

Those needs may be evaluated through consultations with the worker's immediate family, the attending physician or other resource persons.

That evaluation shall be made in accordance with the standards provided for in this Regulation and by filling out the evaluation form in Schedule 1.

### DIVISION III MONTHLY AMOUNT OF PERSONAL HOME ASSISTANCE

**6.** The amount of personal home assistance shall be established on a monthly basis according to the evaluation form in Schedule 1 and shall be paid to the worker once every 2 weeks, in accordance with section 163 of the Act.

The monthly amount granted shall be, subject to the maximum amount of assistance fixed in section 160 of the Act, the sum of the amount determined according to

the table in section 2.3 of Schedule 1 for personal assistance needs and, where applicable, of the amount determined according to the table in section 3.3 of that Schedule for supervision needs to the extent that the amount established for assistance needs falls short of the maximum prescribed by the Act.

#### **DIVISION IV** REEVALUATION OF PERSONAL HOME ASSISTANCE

**7.** Personal home assistance shall be reevaluated periodically, in accordance with section 161 of the Act, to take into account changes in the worker's health and the needs arising therefrom.

**8.** The reevaluation shall be made in accordance with the standards provided for in this Regulation and by filling out the evaluation form in Schedule 1.

**9.** The amount of personal home assistance shall be adjusted, in accordance with section 163 of the Act, from the first due date after the occurrence giving rise to the adjustment.

#### **DIVISION V** CESSATION OF PERSONAL HOME ASSISTANCE

**10.** Personal home assistance shall cease, in accordance with sections 162 and 163 of the Act, when:

1° the worker is again able to care for himself or to do, without assistance, the household tasks he was unable to do himself by reason of his employment injury; or

2° the worker is lodged or hospitalized in a facility maintained by an institution governed by the Act respecting health services and social services (R.S.Q., c. S-4.2) or by the Act respecting health services and social services for Cree and Inuit Native persons (R.S.Q., c. S-5).

The amount of personal home assistance shall be cancelled from the first due date after the occurrence giving rise to the cancellation.

#### **DIVISION VI** FINAL

**11.** This Regulation comes into force on 1 January 1997 and has effect for the year 1997.

**SCHEDULE 1**

(ss. 4, 5, 6 and 8)

**FORM FOR EVALUATING PERSONAL HOME ASSISTANCE NEEDS****1- GENERAL INFORMATION**

<b>1.1 Worker's identity:</b>			
Surname: _____		Given Name: _____	
Date of birth: _____			
CSST No: _____			S.I.N.: _____
	year	month	day
Address: _____			
	(No)	(Street)	
_____			_ _ _ _ _ _ _
	(Municipality)		(Postal code)
Telephone:  _ _ _ _ _ _ _ _	Date of occurrence _____		
area code	year	month	day

<b>1.2 Type of evaluation:</b>			
Initial <input type="checkbox"/>	Periodical reevaluation <input type="checkbox"/>	Change in <input type="checkbox"/>	
	since _____	situation	
	year	month	day
Where the situation has changed, state any new developments:			
_____			
_____			
_____			

<b>1.3 Worker's medical check-up:</b>			
Diagnosis: _____			
_____			
Date of consolidation: Expected	Yes _____	Known _____	
	No _____	year	month
		day	
Permanent physical or mental impairment:	Expected <input type="checkbox"/>	Confirmed <input type="checkbox"/> _____ %	
Description of permanent functional disability: _____			
_____			
_____			
_____			

<b>1.4 Worker's home situation:</b>			
Resides alone <input type="checkbox"/>	Lives with spouse, <input type="checkbox"/>		
	relative or friend		
Dependants	No <input type="checkbox"/>	Adaptation of home	Yes <input type="checkbox"/>
	Yes <input type="checkbox"/>		No <input type="checkbox"/>
Number and ages: _____	in progress		
	or yet to come <input type="checkbox"/>		

## 2. EVALUATION OF PERSONAL CARE AND HOME ASSISTANCE NEEDS

<b>2.1 Table of evaluation of assistance needs:</b>				
<b>Circle the points corresponding to the assistance needs for performing each of the following activities or tasks</b>	A- Complete assistance required			
	B- Partial assistance required			
	C- No assistance required		D- No points	
	Enter D-1, D-2 ou D-3			
Getting out of bed	3	1.5	0	
Going to bed	3	1.5	0	
Washing	5	2.5	0	
Dressing	3	1.5	0	
Undressing	3	1.5	0	
Bladder relief	3	1.5	0	
Bowel movements	3	1.5	0	
Eating	5	2.5	0	
Use of home facilities	4	2	0	
Preparation of breakfast	2	1	0	
Preparation of lunch	4	2	0	
Preparation of dinner	4	2	0	
Light housekeeping	1	0.5	0	
House cleaning	1	0.5	0	
Laundry	1	0.5	0	
Shopping	3	1.5	0	
<b>Total</b>	<b>/48 points</b>			

**Assistance needs****A: Complete assistance required:**

The worker is incapable of performing the activity or task alone, even taking into consideration, where applicable, the use of an orthosis, a prosthesis or a technical aid or adaptation of the residence, since his contribution to performing the activity or task is not significant or presents an obvious danger for his safety.

**B: Partial assistance required:**

The worker is capable of safely performing a significant part of the activity or task, taking into consideration, where applicable, the use of an orthosis, a prosthesis or a technical aid or adaptation of the residence, but he requires significant assistance by another person to perform the activity completely.

**C: No assistance required:**

The worker is capable of performing the activity or task alone, taking into consideration, where applicable, the use of an orthosis, a prosthesis or a technical aid or adaptation of the residence. The activity or task can be performed safely.

**D: No points:**

Even though the worker is incapable of performing the activity or task and even though he may be eligible for personal care assistance, no points are granted for one of the following reasons:

D-1: The worker did not usually perform the activity or task before the occurrence.

D-2: The need is already covered by a specialized resource such as a nurse, or by some other rehabilitation measure.

D-3: Another reason explained in section 2.2 "Explanations or comments".

**2.2 Explanations or comments:**

(needs that must specified, explanations concerning points assigned in certain cases or certain aspects of the evaluation)

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**2.3 Table of monthly amount of personal home assistance for personal care and home assistance**

The total points obtained after the evaluation of each item in Table 2.1 corresponds to the following monthly amount:

<b>Total points</b>	<b>Amount</b>	<b>Total points</b>	<b>Amount</b>
0 - 2	\$0	24.5 - 28	\$668
2.5 - 4	\$51	28.5 - 32	\$770
4.5 - 8	\$154	32.5 - 36	\$873
8.5 - 12	\$257	36.5 - 40	\$976
12.5 - 16	\$359	40.5 - 44	\$1 078
16.5 - 20	\$462	44.5 - 48	\$1 181
20.5 - 24	\$565		

**Results to be carried over to section 4 entitled "Summary".**

#### 2.4 Description of items evaluated

- Getting out of bed: the ability to get out of bed unassisted, taking into consideration, where applicable, the use of an orthosis, a prosthesis or a technical aid or adaptation of the residence.
- Going to bed: the ability to get into bed unassisted, taking into consideration, where applicable, the use of an orthosis, a prosthesis or a technical aid or adaptation of the residence.
- Washing: the ability to wash oneself unassisted, without taking into consideration the ability to use a bathtub or a shower. This includes basic self-care such as hair grooming, shaving and applying make-up.
- Dressing: the ability to dress oneself unassisted, including outdoor clothing.
- Undressing: the ability to undress oneself unassisted, including outdoor clothing.
- Bladder relief: the ability to relieve one's bladder by the unassisted use, where applicable, of special equipment for that purpose.
- Bowel movements: the ability to relieve one's bowels by the unassisted use, where applicable, of special equipment for that purpose.
- Eating: the ability to lift properly prepared food from the plate to one's mouth unassisted, by using, where applicable, special equipment for that activity.
- Use of home facilities: the ability to use, unassisted, common household appliances and devices such as bathroom facilities, the telephone and television, taking into consideration, where applicable, the use of a technical aid or adaptation of the residence.
- Preparation of breakfast, lunch and dinner: the ability to prepare meals and to wash dishes. Preparation of each meal is evaluated separately.
- Light housekeeping: the ability to perform, unassisted, regular housekeeping activities such as dusting, sweeping, carrying out garbage cans and making beds.
- Housecleaning: the ability to perform, unassisted, housecleaning activities such as cleaning the refrigerator and the oven, washing floors and windows, spring cleaning.
- Laundry: the ability to use, unassisted, appliances for washing and drying clothes, including activities related thereto such as folding, ironing and putting away clothes.
- Shopping: the ability to use, unassisted, the facilities required to make the necessary purchases of groceries, hardware, pharmaceuticals, or to use public services such as banking and postal services, taking into consideration, where applicable, the use of a technical aid or adaptation of the residence.

3. EVALUATION OF SUPERVISION NEEDS

<b>3.1 Table OF EVALUATION OF SUPERVISION NEEDS:</b>				
Higher cerebral functions  Circle the points corresponding to the supervision need pertaining to each of the following functions	A- Close supervision required			
	B- Moderate supervision required			
	C- No supervision required			
			D- No points Enter D-1, D-2 or D-3	
Memory	2	1	0	
Temporal orientation	2	1	0	
Spatial orientation	2	1	0	
Communication	2	1	0	
Self-control	2	1	0	
Contact with reality	2	1	0	

**Supervision needs**  
**A: Close supervision required:**  
 The occurrence has altered this higher cerebral function and the worker must usually be kept under constant supervision except in certain daily situations where he may be left alone.  
**B: Moderate supervision required:**  
 The occurrence has altered this higher cerebral function and the worker must be supervised in certain daily situations. He may be left alone outside of those daily situations. Those situations are foreseeable and probable on a daily basis.  
**C: No supervision required:**  
 The occurrence has not significantly altered the worker's abilities with respect to this higher cerebral function and he requires no supervision or only in occasional or unforeseeable circumstances.  
**D: No points:** (enter D-1, D-2 or D-3)  
 D-1: The worker already had significant difficulties before the occurrence.  
 D-2: The need is already covered by a specialized resource or other rehabilitation measure.  
 D-3: Another reason explained in section 3.2 "Explanations or comments".

**3.2 Explanations or comments:**  
 (specify the activities affected, the ability to stay by oneself for a few hours or a day and the degree of supervision required)

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**3.3 Table of monthly amount of personal home assistance for supervision needs**  
 A single score is assigned. The highest score (2, 1 or 0) is kept and the monthly amount corresponding thereto is added to the amount determined in Table 2.3 (subject to the maximum amount provided for in section 160 of the Act).

Score	Amount
0	\$0
1	\$154
2	\$462

**Results to be carried over to section 4 entitled "Summary".**



**3.4 Description of items evaluated****Higher cerebral functions:**

- Memory: the ability to recall very recent events such as a running bath or something cooking on the stove, recent events such as an activity that took place a few hours earlier or more distant events such as paying one's rent, and the ability to act accordingly.
- Temporal orientation: the ability to situate oneself in the context of passing hours and days such that one can follow a schedule and keep appointments, and the ability to act accordingly.
- Spatial orientation: the ability to situate oneself in a known or familiar environment such that one can find the rooms in a house, recognize one's address and find one's way around the neighbourhood, and the ability to act accordingly.
- Communication: the ability to express one's needs in a comprehensible manner, verbally, in writing, with gestures and with sounds and to understand simple orders and instructions in everyday life, and the ability to act accordingly.
- Self-control: the ability to behave appropriately in terms of the surroundings or the people present and to control one's impulses or inhibitions so as to avoid placing oneself or others in a dangerous or socially unacceptable situation.
- Contact with reality: the ability to analyze and solve problems of everyday life and to make reasonable, safe and opportune decisions on the social, financial and personal level.

**4. SUMMARY****Scores and amounts determined:**

Assistance needs: \_\_\_\_\_ /48 points                      \$ \_\_\_\_\_

Supervision needs (0, 1 or 2): \_\_\_\_\_ points    +    \$ \_\_\_\_\_

**Total monthly amount of assistance granted:**

\$ \_\_\_\_\_

*(may not exceed the maximum amount provided for in section 160 of the Act)***Evaluation covering the period:**

From \_\_\_\_\_ to \_\_\_\_\_

year    month    day                      year    month    day

**Personal assistance services given by:** \_\_\_\_\_**Evaluation made by** (name of rehabilitation counsellor):

\_\_\_\_\_ Date: \_\_\_\_\_

year    month    day

Resource persons consulted: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Draft Regulation

An Act respecting industrial accidents  
and occupational diseases  
(R.S.Q., c. A-3.001)

### Table of gross annual income from suitable employments for 1997

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the draft of the "Regulation respecting the table of gross annual income from suitable employments for 1997", the text of which appears below, may be made by the Commission de la santé et de la sécurité du travail upon the expiry of 45 days following this publication.

The purpose of the draft regulation is to index the table of gross annual income from suitable employments for 1997 on the basis of the minimum wage in force on 1 January 1997 and of the Maximum Yearly Insurable Earnings determined under section 66 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001).

To date, study of the matter has revealed the following impacts on the public and on businesses directly concerned by those amendments:

— the increase in the minimum wage entails a raising of the threshold of the gross annual income from suitable employment which the Board takes into account in establishing a worker's reduced income replacement indemnity;

— there is no significant impact on businesses.

Further information may be obtained by Mr. René Peterson, 524, rue Bourdages, Québec, tel.: (418) 643-1227, fax: (418) 528-2081.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to Mr. Roland Longchamp, Vice-chairman Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec), G1K 7E2.

PIERRE SHEDLEUR,  
*Chairman of the Board and  
Chief Executive Officer of the  
Commission de la santé et de  
la sécurité du travail*

## Regulation respecting the table of gross annual income from suitable employments for 1997

An Act respecting industrial accidents  
and occupational diseases  
(R.S.Q., c. A-3.001, s. 50)

**1.** The table of gross annual income from suitable employments for the year 1997 is as follows:

Bracket	Lower limit	Higher limit
1.	from \$15,371	to less than \$16,000
2.	" \$16,000	" \$18,000
3.	" \$18,000	" \$21,000
4.	" \$21,000	" \$24,000
5.	" \$24,000	" \$27,000
6.	" \$27,000	" \$30,000
7.	" \$30,000	" \$33,000
8.	" \$33,000	" \$36,000
9.	" \$36,000	" \$39,000
10.	" \$39,000	" \$42,000
11.	" \$42,000	" \$45,000
12.	" \$45,000	" \$48,000
13.	" \$48,000	" \$49,000
14.	" \$49,000	or more

**2.** 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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## Draft Regulation

An Act respecting industrial accidents  
and occupational diseases  
(R.S.Q., c. A-3.001)

### Table of income replacement indemnities for 1997

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the draft of the Regulation respecting the table of income replacement indemnities for 1997, the text of which appears below, may be made by the Commission de la santé et de la sécurité du travail upon the expiry of 45 days following this publication.

The purpose of the draft regulation is to index the table of income replacement indemnities on the basis of the changes made to income tax payable under the Taxation Act (R.S.Q., c. I-3) and under the Income Tax Act (R.S.C., 1985, c. I, 5<sup>th</sup> Supp.), to the employee's premium payable under the Unemployment Insurance Act (R.S.C., 1985, c. U-1) and to the contribution payable by the worker under the Act respecting the Québec Pension Plan (R.S.Q., c. R-9). Its purpose is also to index the maximum income replacement indemnity for 1997 on the basis of the Maximum Yearly Insurable Earnings determined under section 66 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001).

The date, study of the matter has revealed the following impacts on the public and on businesses directly concerned by those amendments:

— like any other worker receiving a salary in 1997, a worker receiving an income replacement indemnity will have his net income indexed on the basis of the changes made to the Income Tax Regulation, the Unemployment Insurance Act and the Québec Pension Plan;

— workers will benefit from a raise in the maximum threshold;

— the new table will not have any significant impact on the rates used to establish the contribution of employers.

Further information may be obtained by contacting Mr. René Peterson, 524, rue Bourdages, Québec, tel.: (418) 643-1227, fax: (418) 528-2081.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to Mr. Roland Longchamp,

Vice-chairman Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec), G1K 7E2.

PIERRE SHEDLEUR,  
*Chairman of the Board and  
Chief Executive Officer  
of the Commission de la santé  
et de la sécurité du travail*

## Regulation respecting the table of income replacement indemnities for 1997

An Act respecting industrial accidents  
and occupational diseases  
(R.S.Q., c. A-3.001, s. 63)

**1.** For the purposes of establishing the income replacement indemnity payable from the fifteenth day, the gross income of the worker is taken into consideration up to the maximum yearly insurable earnings of \$49,000 for the year 1997.

**2.** For the purposes of computing the weighted net income, the family situations shall be determined as follows:

(1) Worker with dependent spouse:

- (a) Worker with spouse;
- (b) Worker with spouse and 1 dependent;
- (c) Worker with spouse and 2 dependents;
- (d) Worker with spouse and 3 dependents;
- (e) Worker with spouse and 4 dependents or more;

(2) Worker with non-dependent spouse:

- (a) Worker without dependent;
- (b) Worker with 1 dependent;
- (c) Worker with 2 dependents;
- (d) Worker with 3 dependents;
- (e) Worker with 4 dependents or more;

(3) Single or single-parent family:

- (a) Worker without dependent;
- (b) Worker with 1 dependent;
- (c) Worker with 2 dependents;
- (d) Worker with 3 dependents;
- (e) Worker with 4 dependents or more;

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

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
3 500	3,150.00	3,150.00	3,150.00	3,150.00	3,150.00
3 600	3,237.48	3,237.48	3,237.48	3,237.48	3,237.48
3 700	3,324.96	3,324.96	3,324.96	3,324.96	3,324.96
3 800	3,412.44	3,412.44	3,412.44	3,412.44	3,412.44
3 900	3,499.92	3,499.92	3,499.92	3,499.92	3,499.92
4 000	3,587.40	3,587.40	3,587.40	3,587.40	3,587.40
4 100	3,674.88	3,674.88	3,674.88	3,674.88	3,674.88
4 200	3,762.36	3,762.36	3,762.36	3,762.36	3,762.36
4 300	3,849.84	3,849.84	3,849.84	3,849.84	3,849.84
4 400	3,937.32	3,937.32	3,937.32	3,937.32	3,937.32
4 500	4,024.80	4,024.80	4,024.80	4,024.80	4,024.80
4 600	4,112.28	4,112.28	4,112.28	4,112.28	4,112.28
4 700	4,199.76	4,199.76	4,199.76	4,199.76	4,199.76
4 800	4,287.24	4,287.24	4,287.24	4,287.24	4,287.24
4 900	4,374.72	4,374.72	4,374.72	4,374.72	4,374.72
5 000	4,462.20	4,462.20	4,462.20	4,462.20	4,462.20
5 100	4,549.68	4,549.68	4,549.68	4,549.68	4,549.68
5 200	4,637.16	4,637.16	4,637.16	4,637.16	4,637.16
5 300	4,724.64	4,724.64	4,724.64	4,724.64	4,724.64
5 400	4,812.12	4,812.12	4,812.12	4,812.12	4,812.12
5 500	4,899.60	4,899.60	4,899.60	4,899.60	4,899.60
5 600	4,987.08	4,987.08	4,987.08	4,987.08	4,987.08
5 700	5,074.56	5,074.56	5,074.56	5,074.56	5,074.56
5 800	5,162.04	5,162.04	5,162.04	5,162.04	5,162.04
5 900	5,249.52	5,249.52	5,249.52	5,249.52	5,249.52
6 000	5,337.00	5,337.00	5,337.00	5,337.00	5,337.00
6 100	5,424.48	5,424.48	5,424.48	5,424.48	5,424.48
6 200	5,511.96	5,511.96	5,511.96	5,511.96	5,511.96
6 300	5,599.44	5,599.44	5,599.44	5,599.44	5,599.44
6 400	5,686.92	5,686.92	5,686.92	5,686.92	5,686.92
6 500	5,774.40	5,774.40	5,774.40	5,774.40	5,774.40
6 600	5,861.88	5,861.88	5,861.88	5,861.88	5,861.88
6 700	5,949.36	5,949.36	5,949.36	5,949.36	5,949.36
6 800	6,036.84	6,036.84	6,036.84	6,036.84	6,036.84
6 900	6,124.32	6,124.32	6,124.32	6,124.32	6,124.32
7 000	6,211.80	6,211.80	6,211.80	6,211.80	6,211.80
7 100	6,299.28	6,299.28	6,299.28	6,299.28	6,299.28
7 200	6,386.76	6,386.76	6,386.76	6,386.76	6,386.76
7 300	6,474.24	6,474.24	6,474.24	6,474.24	6,474.24
7 400	6,561.72	6,561.72	6,561.72	6,561.72	6,561.72
7 500	6,649.20	6,649.20	6,649.20	6,649.20	6,649.20
7 600	6,736.68	6,736.68	6,736.68	6,736.68	6,736.68
7 700	6,824.16	6,824.16	6,824.16	6,824.16	6,824.16
7 800	6,704.55	6,704.55	6,704.55	6,704.55	6,704.55
7 900	6,789.38	6,789.38	6,789.38	6,789.38	6,789.38
8 000	6,874.20	6,874.20	6,874.20	6,874.20	6,874.20
8 100	6,959.03	6,959.03	6,959.03	6,959.03	6,959.03
8 200	7,043.85	7,043.85	7,043.85	7,043.85	7,043.85
8 300	7,128.68	7,128.68	7,128.68	7,128.68	7,128.68

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
8 400	7,213.50	7,213.50	7,213.50	7,213.50	7,213.50
8 500	7,298.33	7,298.33	7,298.33	7,298.33	7,298.33
8 600	7,383.15	7,383.15	7,383.15	7,383.15	7,383.15
8 700	7,467.98	7,467.98	7,467.98	7,467.98	7,467.98
8 800	7,552.80	7,552.80	7,552.80	7,552.80	7,552.80
8 900	7,637.63	7,637.63	7,637.63	7,637.63	7,637.63
9 000	7,722.45	7,722.45	7,722.45	7,722.45	7,722.45
9 100	7,807.28	7,807.28	7,807.28	7,807.28	7,807.28
9 200	7,892.10	7,892.10	7,892.10	7,892.10	7,892.10
9 300	7,976.93	7,976.93	7,976.93	7,976.93	7,976.93
9 400	8,061.75	8,061.75	8,061.75	8,061.75	8,061.75
9 500	8,146.58	8,146.58	8,146.58	8,146.58	8,146.58
9 600	8,231.40	8,231.40	8,231.40	8,231.40	8,231.40
9 700	8,316.23	8,316.23	8,316.23	8,316.23	8,316.23
9 800	8,401.05	8,401.05	8,401.05	8,401.05	8,401.05
9 900	8,485.88	8,485.88	8,485.88	8,485.88	8,485.88
10 000	8,570.70	8,570.70	8,570.70	8,570.70	8,570.70
10 100	8,655.53	8,655.53	8,655.53	8,655.53	8,655.53
10 200	8,740.35	8,740.35	8,740.35	8,740.35	8,740.35
10 300	8,825.18	8,825.18	8,825.18	8,825.18	8,825.18
10 400	8,910.00	8,910.00	8,910.00	8,910.00	8,910.00
10 500	8,994.83	8,994.83	8,994.83	8,994.83	8,994.83
10 600	9,079.65	9,079.65	9,079.65	9,079.65	9,079.65
10 700	9,164.48	9,164.48	9,164.48	9,164.48	9,164.48
10 800	9,249.30	9,249.30	9,249.30	9,249.30	9,249.30
10 900	9,334.13	9,334.13	9,334.13	9,334.13	9,334.13
11 000	9,418.95	9,418.95	9,418.95	9,418.95	9,418.95
11 100	9,503.78	9,503.78	9,503.78	9,503.78	9,503.78
11 200	9,588.60	9,588.60	9,588.60	9,588.60	9,588.60
11 300	9,673.43	9,673.43	9,673.43	9,673.43	9,673.43
11 400	9,758.25	9,758.25	9,758.25	9,758.25	9,758.25
11 500	9,843.08	9,843.08	9,843.08	9,843.08	9,843.08
11 600	9,927.90	9,927.90	9,927.90	9,927.90	9,927.90
11 700	10,012.73	10,012.73	10,012.73	10,012.73	10,012.73
11 800	10,097.55	10,097.55	10,097.55	10,097.55	10,097.55
11 900	10,182.38	10,182.38	10,182.38	10,182.38	10,182.38
12 000	10,267.20	10,267.20	10,267.20	10,267.20	10,267.20
12 100	10,352.03	10,352.03	10,352.03	10,352.03	10,352.03
12 200	10,436.85	10,436.85	10,436.85	10,436.85	10,436.85
12 300	10,521.68	10,521.68	10,521.68	10,521.68	10,521.68
12 400	10,606.50	10,606.50	10,606.50	10,606.50	10,606.50
12 500	10,686.29	10,686.29	10,686.29	10,686.29	10,686.29
12 600	10,758.64	10,758.64	10,758.64	10,758.64	10,758.64
12 700	10,830.99	10,830.99	10,830.99	10,830.99	10,830.99
12 800	10,903.34	10,903.34	10,903.34	10,903.34	10,903.34
12 900	10,975.69	10,975.69	10,975.69	10,975.69	10,975.69
13 000	11,048.04	11,048.04	11,048.04	11,048.04	11,048.04
13 100	11,120.40	11,120.40	11,120.40	11,120.40	11,120.40
13 200	11,192.75	11,192.75	11,192.75	11,192.75	11,192.75

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
13 300	11,265.10	11,265.10	11,265.10	11,265.10	11,265.10
13 400	11,337.45	11,337.45	11,337.45	11,337.45	11,337.45
13 500	11,409.80	11,409.80	11,409.80	11,409.80	11,409.80
13 600	11,482.15	11,482.15	11,482.15	11,482.15	11,482.15
13 700	11,554.50	11,554.50	11,554.50	11,554.50	11,554.50
13 800	11,626.86	11,626.86	11,626.86	11,626.86	11,626.86
13 900	11,699.21	11,699.21	11,699.21	11,699.21	11,699.21
14 000	11,771.56	11,771.56	11,771.56	11,771.56	11,771.56
14 100	11,843.91	11,843.91	11,843.91	11,843.91	11,843.91
14 200	11,916.26	11,916.26	11,916.26	11,916.26	11,916.26
14 300	11,988.61	11,988.61	11,988.61	11,988.61	11,988.61
14 400	12,060.96	12,060.96	12,060.96	12,060.96	12,060.96
14 500	12,133.32	12,133.32	12,133.32	12,133.32	12,133.32
14 600	12,205.67	12,205.67	12,205.67	12,205.67	12,205.67
14 700	12,278.02	12,278.02	12,278.02	12,278.02	12,278.02
14 800	12,350.37	12,350.37	12,350.37	12,350.37	12,350.37
14 900	12,422.72	12,422.72	12,422.72	12,422.72	12,422.72
15 000	12,495.07	12,495.07	12,495.07	12,495.07	12,495.07
15 100	12,567.42	12,567.42	12,567.42	12,567.42	12,567.42
15 200	12,639.78	12,639.78	12,639.78	12,639.78	12,639.78
15 300	12,702.42	12,712.13	12,712.13	12,712.13	12,712.13
15 400	12,756.55	12,784.48	12,784.48	12,784.48	12,784.48
15 500	12,810.68	12,856.83	12,856.83	12,856.83	12,856.83
15 600	12,864.81	12,929.18	12,929.18	12,929.18	12,929.18
15 700	12,918.94	13,001.53	13,001.53	13,001.53	13,001.53
15 800	12,973.07	13,073.89	13,073.89	13,073.89	13,073.89
15 900	13,027.20	13,146.24	13,146.24	13,146.24	13,146.24
16 000	13,081.33	13,218.59	13,218.59	13,218.59	13,218.59
16 100	13,135.46	13,290.94	13,290.94	13,290.94	13,290.94
16 200	13,189.59	13,363.29	13,363.29	13,363.29	13,363.29
16 300	13,243.71	13,435.64	13,435.64	13,435.64	13,435.64
16 400	13,297.84	13,507.99	13,507.99	13,507.99	13,507.99
16 500	13,351.97	13,580.35	13,580.35	13,580.35	13,580.35
16 600	13,406.10	13,652.70	13,652.70	13,652.70	13,652.70
16 700	13,460.23	13,725.05	13,725.05	13,725.05	13,725.05
16 800	13,514.36	13,797.40	13,797.40	13,797.40	13,797.40
16 900	13,568.49	13,869.75	13,869.75	13,869.75	13,869.75
17 000	13,622.62	13,942.10	13,942.10	13,942.10	13,942.10
17 100	13,676.75	14,014.45	14,014.45	14,014.45	14,014.45
17 200	13,730.88	14,086.81	14,086.81	14,086.81	14,086.81
17 300	13,785.01	14,159.16	14,159.16	14,159.16	14,159.16
17 400	13,839.14	14,231.51	14,231.51	14,231.51	14,231.51
17 500	13,893.27	14,303.86	14,303.86	14,303.86	14,303.86
17 600	13,947.39	14,376.21	14,376.21	14,376.21	14,376.21
17 700	14,001.52	14,448.56	14,448.56	14,448.56	14,448.56
17 800	14,055.65	14,520.91	14,520.91	14,520.91	14,520.91
17 900	14,109.78	14,593.27	14,593.27	14,593.27	14,593.27
18 000	14,163.91	14,665.62	14,665.62	14,665.62	14,665.62
18 100	14,218.04	14,737.97	14,737.97	14,737.97	14,737.97

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
18 200	14,272.17	14,810.32	14,810.32	14,810.32	14,810.32
18 300	14,326.30	14,882.67	14,882.67	14,882.67	14,882.67
18 400	14,380.43	14,955.02	14,955.02	14,955.02	14,955.02
18 500	14,434.56	15,027.38	15,027.38	15,027.38	15,027.38
18 600	14,488.69	15,099.73	15,099.73	15,099.73	15,099.73
18 700	14,542.82	15,172.08	15,172.08	15,172.08	15,172.08
18 800	14,596.94	15,244.43	15,244.43	15,244.43	15,244.43
18 900	14,651.07	15,316.78	15,316.78	15,316.78	15,316.78
19 000	14,705.20	15,389.13	15,389.13	15,389.13	15,389.13
19 100	14,759.33	15,461.48	15,461.48	15,461.48	15,461.48
19 200	14,813.46	15,533.84	15,533.84	15,533.84	15,533.84
19 300	14,867.59	15,606.19	15,606.19	15,606.19	15,606.19
19 400	14,921.72	15,678.54	15,678.54	15,678.54	15,678.54
19 500	14,975.85	15,750.89	15,750.89	15,750.89	15,750.89
19 600	15,029.98	15,823.24	15,823.24	15,823.24	15,823.24
19 700	15,084.11	15,895.59	15,895.59	15,895.59	15,895.59
19 800	15,138.24	15,967.94	15,967.94	15,967.94	15,967.94
19 900	15,192.37	16,040.30	16,040.30	16,040.30	16,040.30
20 000	15,246.49	16,112.65	16,112.65	16,112.65	16,112.65
20 100	15,300.62	16,185.00	16,185.00	16,185.00	16,185.00
20 200	15,354.75	16,257.35	16,257.35	16,257.35	16,257.35
20 300	15,408.88	16,329.70	16,329.70	16,329.70	16,329.70
20 400	15,463.01	16,402.05	16,402.05	16,402.05	16,402.05
20 500	15,517.14	16,474.40	16,474.40	16,474.40	16,474.40
20 600	15,571.27	16,546.76	16,546.76	16,546.76	16,546.76
20 700	15,625.40	16,619.11	16,619.11	16,619.11	16,619.11
20 800	15,679.53	16,691.46	16,691.46	16,691.46	16,691.46
20 900	15,733.66	16,763.81	16,763.81	16,763.81	16,763.81
21 000	15,787.79	16,836.16	16,836.16	16,836.16	16,836.16
21 100	15,841.92	16,908.51	16,908.51	16,908.51	16,908.51
21 200	15,896.04	16,980.87	16,980.87	16,980.87	16,980.87
21 300	15,950.17	17,053.22	17,053.22	17,053.22	17,053.22
21 400	16,004.30	17,125.57	17,125.57	17,125.57	17,125.57
21 500	16,058.43	17,197.92	17,197.92	17,197.92	17,197.92
21 600	16,112.56	17,270.27	17,270.27	17,270.27	17,270.27
21 700	16,166.69	17,342.62	17,342.62	17,342.62	17,342.62
21 800	16,220.82	17,414.97	17,414.97	17,414.97	17,414.97
21 900	16,274.95	17,487.33	17,487.33	17,487.33	17,487.33
22 000	16,329.08	17,559.68	17,559.68	17,559.68	17,559.68
22 100	16,383.21	17,632.03	17,632.03	17,632.03	17,632.03
22 200	16,437.34	17,704.38	17,704.38	17,704.38	17,704.38
22 300	16,491.47	17,776.73	17,776.73	17,776.73	17,776.73
22 400	16,545.60	17,849.08	17,849.08	17,849.08	17,849.08
22 500	16,599.72	17,921.43	17,921.43	17,921.43	17,921.43
22 600	16,653.85	17,993.79	17,993.79	17,993.79	17,993.79
22 700	16,707.98	18,066.14	18,066.14	18,066.14	18,066.14
22 800	16,762.11	18,138.49	18,138.49	18,138.49	18,138.49
22 900	16,816.24	18,210.84	18,210.84	18,210.84	18,210.84
23 000	16,870.37	18,283.19	18,283.19	18,283.19	18,283.19

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
23 100	16,922.66	18,355.54	18,355.54	18,355.54	18,355.54
23 200	16,974.96	18,427.89	18,427.89	18,427.89	18,427.89
23 300	17,027.25	18,500.25	18,500.25	18,500.25	18,500.25
23 400	17,079.54	18,572.60	18,572.60	18,572.60	18,572.60
23 500	17,131.84	18,644.95	18,644.95	18,644.95	18,644.95
23 600	17,184.13	18,717.30	18,717.30	18,717.30	18,717.30
23 700	17,236.42	18,789.65	18,789.65	18,789.65	18,789.65
23 800	17,288.72	18,862.00	18,862.00	18,862.00	18,862.00
23 900	17,341.01	18,934.36	18,934.36	18,934.36	18,934.36
24 000	17,393.30	19,006.71	19,006.71	19,006.71	19,006.71
24 100	17,445.60	19,079.06	19,079.06	19,079.06	19,079.06
24 200	17,497.89	19,151.41	19,151.41	19,151.41	19,151.41
24 300	17,550.18	19,223.76	19,223.76	19,223.76	19,223.76
24 400	17,602.47	19,296.11	19,296.11	19,296.11	19,296.11
24 500	17,654.77	19,368.46	19,368.46	19,368.46	19,368.46
24 600	17,707.06	19,440.82	19,440.82	19,440.82	19,440.82
24 700	17,759.35	19,513.17	19,513.17	19,513.17	19,513.17
24 800	17,811.65	19,585.52	19,585.52	19,585.52	19,585.52
24 900	17,863.94	19,657.87	19,657.87	19,657.87	19,657.87
25 000	17,916.23	19,730.22	19,730.22	19,730.22	19,730.22
25 100	17,968.53	19,794.81	19,802.57	19,802.57	19,802.57
25 200	18,020.82	19,843.64	19,874.92	19,874.92	19,874.92
25 300	18,073.11	19,892.47	19,947.28	19,947.28	19,947.28
25 400	18,125.41	19,941.30	20,019.63	20,019.63	20,019.63
25 500	18,177.70	19,990.13	20,091.98	20,091.98	20,091.98
25 600	18,229.99	20,038.97	20,164.33	20,164.33	20,164.33
25 700	18,282.29	20,087.80	20,236.68	20,236.68	20,236.68
25 800	18,334.58	20,136.63	20,309.03	20,309.03	20,309.03
25 900	18,386.87	20,185.46	20,381.38	20,381.38	20,381.38
26 000	18,439.17	20,234.30	20,453.74	20,453.74	20,453.74
26 100	18,491.46	20,283.13	20,526.09	20,526.09	20,526.09
26 200	18,543.75	20,331.96	20,598.44	20,598.44	20,598.44
26 300	18,596.05	20,380.79	20,670.79	20,670.79	20,670.79
26 400	18,648.34	20,429.63	20,743.14	20,743.14	20,743.14
26 500	18,700.63	20,478.46	20,815.49	20,815.49	20,815.49
26 600	18,752.92	20,527.29	20,887.85	20,887.85	20,887.85
26 700	18,805.22	20,576.12	20,960.20	20,960.20	20,960.20
26 800	18,857.51	20,624.95	21,032.55	21,032.55	21,032.55
26 900	18,909.80	20,673.79	21,104.90	21,104.90	21,104.90
27 000	18,962.10	20,722.62	21,177.25	21,177.25	21,177.25
27 100	19,014.39	20,771.45	21,249.60	21,249.60	21,249.60
27 200	19,066.68	20,820.28	21,321.95	21,321.95	21,321.95
27 300	19,118.98	20,869.12	21,394.31	21,394.31	21,394.31
27 400	19,171.27	20,917.95	21,446.72	21,466.66	21,466.66
27 500	19,223.56	20,966.78	21,495.55	21,539.01	21,539.01
27 600	19,275.86	21,015.61	21,544.38	21,611.36	21,611.36
27 700	19,328.15	21,064.45	21,593.21	21,683.71	21,683.71
27 800	19,380.44	21,113.28	21,642.05	21,756.06	21,756.06
27 900	19,432.74	21,162.11	21,690.88	21,828.41	21,828.41



Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
28 000	19,485.03	21,210.94	21,739.71	21,900.77	21,900.77
28 100	19,537.32	21,259.78	21,788.54	21,973.12	21,973.12
28 200	19,589.62	21,308.61	21,837.38	22,045.47	22,045.47
28 300	19,641.91	21,357.44	21,886.21	22,117.82	22,117.82
28 400	19,694.20	21,406.27	21,935.04	22,190.17	22,190.17
28 500	19,746.50	21,455.10	21,983.87	22,262.52	22,262.52
28 600	19,798.79	21,503.94	22,032.70	22,334.88	22,334.88
28 700	19,851.08	21,552.77	22,081.54	22,407.23	22,407.23
28 800	19,903.37	21,601.60	22,130.37	22,479.58	22,479.58
28 900	19,955.67	21,650.43	22,179.20	22,551.93	22,551.93
29 000	20,007.96	21,699.27	22,228.03	22,624.28	22,624.28
29 100	20,060.25	21,748.10	22,276.87	22,696.63	22,696.63
29 200	20,112.55	21,796.93	22,325.70	22,768.98	22,768.98
29 300	20,164.84	21,845.76	22,374.53	22,841.34	22,841.34
29 400	20,217.13	21,894.60	22,423.36	22,913.69	22,913.69
29 500	20,269.43	21,943.43	22,472.20	22,986.04	22,986.04
29 600	20,321.02	21,991.56	22,520.33	23,049.10	23,057.69
29 700	20,366.31	22,033.39	22,562.15	23,090.92	23,123.03
29 800	20,411.59	22,075.21	22,603.98	23,132.75	23,188.38
29 900	20,456.88	22,117.04	22,645.80	23,174.57	23,253.72
30 000	20,502.17	22,158.86	22,687.63	23,216.40	23,319.07
30 100	20,547.45	22,200.69	22,729.46	23,258.22	23,384.41
30 200	20,592.74	22,242.51	22,771.28	23,300.05	23,449.76
30 300	20,638.03	22,284.34	22,813.11	23,341.88	23,515.10
30 400	20,683.31	22,326.17	22,854.93	23,383.70	23,580.45
30 500	20,728.60	22,367.99	22,896.76	23,425.53	23,645.79
30 600	20,773.89	22,409.82	22,938.59	23,467.35	23,711.14
30 700	20,819.17	22,451.64	22,980.41	23,509.18	23,776.48
30 800	20,864.46	22,493.47	23,022.24	23,551.01	23,841.83
30 900	20,909.75	22,535.30	23,064.06	23,592.83	23,907.17
31 000	20,955.03	22,577.12	23,105.89	23,634.66	23,972.52
31 100	21,000.32	22,618.95	23,147.71	23,676.48	24,037.86
31 200	21,045.61	22,660.77	23,189.54	23,718.31	24,103.21
31 300	21,090.89	22,702.60	23,231.37	23,760.13	24,168.55
31 400	21,136.18	22,744.42	23,273.19	23,801.96	24,233.90
31 500	21,181.47	22,786.25	23,315.02	23,843.79	24,299.24
31 600	21,226.75	22,828.08	23,356.84	23,885.61	24,364.59
31 700	21,272.04	22,869.90	23,398.67	23,927.44	24,429.93
31 800	21,317.33	22,911.73	23,440.50	23,969.26	24,493.61
31 900	21,362.61	22,953.55	23,482.32	24,011.09	24,538.89
32 000	21,407.90	22,995.38	23,524.15	24,052.92	24,581.68
32 100	21,453.19	23,037.20	23,565.97	24,094.74	24,623.51
32 200	21,498.47	23,079.03	23,607.80	24,136.57	24,665.33
32 300	21,543.76	23,120.86	23,649.62	24,178.39	24,707.16
32 400	21,589.05	23,162.68	23,691.45	24,220.22	24,748.99
32 500	21,634.33	23,204.51	23,733.28	24,262.04	24,790.81
32 600	21,679.62	23,246.33	23,775.10	24,303.87	24,832.64
32 700	21,724.91	23,288.16	23,816.93	24,345.70	24,874.46
32 800	21,770.19	23,329.99	23,858.75	24,387.52	24,916.29

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
32 900	21,815.48	23,371.81	23,900.58	24,429.35	24,958.12
33 000	21,860.77	23,413.64	23,942.41	24,471.17	24,999.94
33 100	21,906.05	23,455.46	23,984.23	24,513.00	25,041.77
33 200	21,951.34	23,497.29	24,026.06	24,554.82	25,083.59
33 300	21,996.63	23,539.11	24,067.88	24,596.65	25,125.42
33 400	22,041.91	23,580.94	24,109.71	24,638.48	25,167.24
33 500	22,087.20	23,622.77	24,151.53	24,680.30	25,209.07
33 600	22,132.49	23,664.59	24,193.36	24,722.13	25,250.90
33 700	22,177.77	23,706.42	24,235.19	24,763.95	25,292.72
33 800	22,223.06	23,748.24	24,277.01	24,805.78	25,334.55
33 900	22,268.35	23,790.07	24,318.84	24,847.61	25,376.37
34 000	22,313.63	23,831.90	24,360.66	24,889.43	25,418.20
34 100	22,358.92	23,873.72	24,402.49	24,931.26	25,460.03
34 200	22,404.21	23,915.55	24,444.32	24,973.08	25,501.85
34 300	22,449.49	23,957.37	24,486.14	25,014.91	25,543.68
34 400	22,494.78	23,999.20	24,527.97	25,056.73	25,585.50
34 500	22,540.07	24,041.02	24,569.79	25,098.56	25,627.33
34 600	22,585.35	24,082.85	24,611.62	25,140.39	25,669.15
34 700	22,630.64	24,124.68	24,653.44	25,182.21	25,710.98
34 800	22,675.93	24,166.50	24,695.27	25,224.04	25,752.81
34 900	22,721.21	24,208.33	24,737.10	25,265.86	25,794.63
35 000	22,766.50	24,250.15	24,778.92	25,307.69	25,836.46
35 100	22,811.79	24,291.98	24,820.75	25,349.52	25,878.28
35 200	22,857.07	24,333.81	24,862.57	25,391.34	25,920.11
35 300	22,902.36	24,375.63	24,904.40	25,433.17	25,961.94
35 400	22,947.65	24,417.46	24,946.23	25,474.99	26,003.76
35 500	22,994.57	24,460.82	24,989.58	25,518.35	26,047.12
35 600	23,041.49	24,504.17	25,032.94	25,561.71	26,090.48
35 700	23,088.41	24,547.53	25,076.30	25,605.07	26,133.84
35 800	23,135.34	24,590.89	25,119.66	25,648.43	26,177.19
35 900	23,182.26	24,634.25	25,163.02	25,691.78	26,220.55
36 000	23,229.18	24,677.61	25,206.38	25,735.14	26,263.91
36 100	23,276.10	24,720.97	25,249.73	25,778.50	26,307.27
36 200	23,323.02	24,764.32	25,293.09	25,821.86	26,350.63
36 300	23,369.95	24,807.68	25,336.45	25,865.22	26,393.99
36 400	23,416.87	24,851.04	25,379.81	25,908.58	26,437.34
36 500	23,463.79	24,894.40	25,423.17	25,951.94	26,480.70
36 600	23,510.71	24,937.76	25,466.53	25,995.29	26,524.06
36 700	23,557.63	24,981.12	25,509.88	26,038.65	26,567.42
36 800	23,604.56	25,024.47	25,553.24	26,082.01	26,610.78
36 900	23,651.48	25,067.83	25,596.60	26,125.37	26,654.14
37 000	23,698.40	25,111.19	25,639.96	26,168.73	26,697.49
37 100	23,745.32	25,154.55	25,683.32	26,212.09	26,740.85
37 200	23,792.24	25,197.91	25,726.68	26,255.44	26,784.21
37 300	23,839.17	25,241.27	25,770.03	26,298.80	26,827.57
37 400	23,886.09	25,284.62	25,813.39	26,342.16	26,870.93
37 500	23,933.01	25,327.98	25,856.75	26,385.52	26,914.29
37 600	23,979.93	25,371.34	25,900.11	26,428.88	26,957.65
37 700	24,026.85	25,414.70	25,943.47	26,472.24	27,001.00

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
37 800	24,073.78	25,458.06	25,986.83	26,515.59	27,044.36
37 900	24,120.48	25,501.42	26,030.18	26,558.95	27,087.72
38 000	24,166.40	25,544.77	26,073.54	26,602.31	27,131.08
38 100	24,212.31	25,588.13	26,116.90	26,645.67	27,174.44
38 200	24,258.23	25,631.49	26,160.26	26,689.03	27,217.80
38 300	24,304.14	25,674.85	26,203.62	26,732.39	27,261.15
38 400	24,350.05	25,718.21	26,246.98	26,775.74	27,304.51
38 500	24,395.97	25,761.57	26,290.33	26,819.10	27,347.87
38 600	24,441.88	25,804.92	26,333.69	26,862.46	27,391.23
38 700	24,487.79	25,848.28	26,377.05	26,905.82	27,434.59
38 800	24,533.71	25,891.64	26,420.41	26,949.18	27,477.95
38 900	24,579.62	25,935.00	26,463.77	26,992.54	27,521.30
39 000	24,625.53	25,978.36	26,507.13	27,035.89	27,564.66
39 100	24,673.14	26,023.33	26,552.10	27,080.87	27,609.64
39 200	24,720.75	26,068.30	26,597.07	27,125.84	27,654.61
39 300	24,768.36	26,113.28	26,642.05	27,170.81	27,699.58
39 400	24,815.97	26,158.25	26,687.02	27,215.79	27,744.55
39 500	24,863.58	26,203.22	26,731.99	27,260.76	27,789.53
39 600	24,911.19	26,248.20	26,776.96	27,305.73	27,834.50
39 700	24,958.80	26,293.17	26,821.94	27,350.71	27,879.47
39 800	25,006.41	26,338.14	26,866.91	27,395.68	27,924.45
39 900	25,054.02	26,383.12	26,911.88	27,440.65	27,969.42
40 000	25,101.63	26,428.09	26,956.86	27,485.62	28,014.39
40 100	25,149.24	26,473.06	27,001.83	27,530.60	28,059.37
40 200	25,196.85	26,518.03	27,046.80	27,575.57	28,104.34
40 300	25,244.46	26,563.01	27,091.78	27,620.54	28,149.31
40 400	25,292.07	26,607.98	27,136.75	27,665.52	28,194.28
40 500	25,339.68	26,652.95	27,181.72	27,710.49	28,239.26
40 600	25,387.29	26,697.93	27,226.69	27,755.46	28,284.23
40 700	25,434.90	26,742.90	27,271.67	27,800.44	28,329.20
40 800	25,482.51	26,787.87	27,316.64	27,845.41	28,374.18
40 900	25,530.12	26,832.85	27,361.61	27,890.38	28,419.15
41 000	25,577.73	26,877.82	27,406.59	27,935.35	28,464.12
41 100	25,625.34	26,922.79	27,451.56	27,980.33	28,509.10
41 200	25,672.95	26,967.76	27,496.53	28,025.30	28,554.07
41 300	25,720.56	27,012.74	27,541.51	28,070.27	28,599.04
41 400	25,768.17	27,057.71	27,586.48	28,115.25	28,644.01
41 500	25,815.78	27,102.68	27,631.45	28,160.22	28,688.99
41 600	25,863.39	27,147.66	27,676.42	28,205.19	28,733.96
41 700	25,911.00	27,192.63	27,721.40	28,250.17	28,778.93
41 800	25,958.61	27,237.60	27,766.37	28,295.14	28,823.91
41 900	26,006.22	27,282.58	27,811.34	28,340.11	28,868.88
42 000	26,053.83	27,327.55	27,856.32	28,385.08	28,913.85
42 100	26,101.44	27,372.52	27,901.29	28,430.06	28,958.83
42 200	26,149.05	27,417.49	27,946.26	28,475.03	29,003.80
42 300	26,196.66	27,462.47	27,991.24	28,520.00	29,048.77
42 400	26,244.27	27,507.44	28,036.21	28,564.98	29,093.74
42 500	26,291.88	27,552.41	28,081.18	28,609.95	29,138.72
42 600	26,339.49	27,597.39	28,126.15	28,654.92	29,183.69

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with dependent spouse

	Number of dependents (including spouse)				
	1	2	3	4	5 or more
42 700	26,387.10	27,642.36	28,171.13	28,699.90	29,228.66
42 800	26,434.71	27,687.33	28,216.10	28,744.87	29,273.64
42 900	26,482.32	27,732.31	28,261.07	28,789.84	29,318.61
43 000	26,529.93	27,777.28	28,306.05	28,834.81	29,363.58
43 100	26,577.54	27,822.25	28,351.02	28,879.79	29,408.56
43 200	26,625.15	27,867.22	28,395.99	28,924.76	29,453.53
43 300	26,672.76	27,912.20	28,440.97	28,969.73	29,498.50
43 400	26,720.37	27,957.17	28,485.94	29,014.71	29,543.47
43 500	26,767.98	28,001.92	28,530.91	29,059.68	29,588.45
43 600	26,815.59	28,045.68	28,575.88	29,104.65	29,633.42
43 700	26,863.20	28,089.44	28,620.86	29,149.63	29,678.39
43 800	26,910.81	28,133.20	28,665.83	29,194.60	29,723.37
43 900	26,958.42	28,176.95	28,710.80	29,239.57	29,768.34
44 000	27,006.03	28,220.71	28,755.78	29,284.54	29,813.31
44 100	27,053.64	28,264.47	28,800.75	29,329.52	29,858.29
44 200	27,101.25	28,308.23	28,845.72	29,374.49	29,903.26
44 300	27,148.86	28,351.99	28,890.70	29,419.46	29,948.23
44 400	27,196.47	28,395.74	28,935.67	29,464.44	29,993.20
44 500	27,244.08	28,439.50	28,980.64	29,509.41	30,038.18
44 600	27,291.69	28,483.26	29,025.61	29,554.38	30,083.15
44 700	27,339.30	28,527.02	29,070.59	29,599.36	30,128.12
44 800	27,386.91	28,570.78	29,115.56	29,644.33	30,173.10
44 900	27,434.52	28,614.53	29,160.53	29,689.30	30,218.07
45 000	27,482.13	28,658.29	29,205.51	29,734.27	30,263.04
45 100	27,529.74	28,702.05	29,250.48	29,779.25	30,308.02
45 200	27,577.35	28,745.81	29,295.45	29,824.22	30,352.99
45 300	27,624.96	28,789.57	29,340.43	29,869.19	30,397.96
45 400	27,672.57	28,833.32	29,385.40	29,914.17	30,442.93
45 500	27,720.18	28,877.08	29,430.37	29,959.14	30,487.91
45 600	27,767.79	28,920.84	29,475.34	30,004.11	30,532.88
45 700	27,815.40	28,964.60	29,519.29	30,049.09	30,577.85
45 800	27,863.01	29,008.36	29,563.04	30,094.06	30,622.83
45 900	27,910.62	29,052.11	29,606.80	30,139.03	30,667.80
46 000	27,958.23	29,095.87	29,650.56	30,184.00	30,712.77
46 100	28,005.84	29,139.63	29,694.32	30,228.98	30,757.75
46 200	28,053.45	29,183.39	29,738.08	30,273.95	30,802.72
46 300	28,101.06	29,227.15	29,781.83	30,318.92	30,847.69
46 400	28,148.67	29,270.90	29,825.59	30,363.90	30,892.66
46 500	28,196.28	29,314.66	29,869.35	30,408.87	30,937.64
46 600	28,243.89	29,358.42	29,913.11	30,453.84	30,982.61
46 700	28,291.50	29,402.18	29,956.87	30,498.82	31,027.58
46 800	28,339.11	29,445.94	30,000.62	30,543.79	31,072.56
46 900	28,386.72	29,489.69	30,044.38	30,588.76	31,117.53
47 000	28,434.33	29,533.45	30,088.14	30,633.73	31,162.50
47 100	28,481.94	29,577.21	30,131.90	30,678.71	31,207.48
47 200	28,529.55	29,620.97	30,175.66	30,723.68	31,252.45
47 300	28,577.16	29,664.73	30,219.41	30,768.65	31,297.42
47 400	28,624.77	29,708.48	30,263.17	30,813.63	31,342.39
47 500	28,672.38	29,752.24	30,306.93	30,858.60	31,387.37

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1997) Worker with dependent spouse				
	Number of dependents (including spouse)				
	1	2	3	4	5 or more
47 600	28,719.99	29,796.00	30,350.69	30,903.57	31,432.34
47 700	28,767.60	29,839.76	30,394.45	30,948.55	31,477.31
47 800	28,815.21	29,883.52	30,438.20	30,992.89	31,522.29
47 900	28,862.82	29,927.27	30,481.96	31,036.65	31,567.26
48 000	28,910.43	29,971.03	30,525.72	31,080.41	31,612.23
48 100	28,958.04	30,014.79	30,569.48	31,124.17	31,657.21
48 200	29,005.65	30,058.55	30,613.24	31,167.92	31,702.18
48 300	29,053.26	30,102.31	30,656.99	31,211.68	31,747.15
48 400	29,100.87	30,146.06	30,700.75	31,255.44	31,792.12
48 500	29,148.48	30,189.82	30,744.51	31,299.20	31,837.10
48 600	29,196.09	30,233.58	30,788.27	31,342.96	31,882.07
48 700	29,243.70	30,277.34	30,832.03	31,386.71	31,927.04
48 800	29,291.31	30,321.10	30,875.78	31,430.47	31,972.02
48 900	29,338.92	30,364.85	30,919.54	31,474.23	32,016.99
49 000	29,386.53	30,408.61	30,963.30	31,517.99	32,061.96

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1997) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
3 500	3,150.00	3,150.00	3,150.00	3,150.00	3,150.00
3 600	3,237.48	3,237.48	3,237.48	3,237.48	3,237.48
3 700	3,324.96	3,324.96	3,324.96	3,324.96	3,324.96
3 800	3,412.44	3,412.44	3,412.44	3,412.44	3,412.44
3 900	3,499.92	3,499.92	3,499.92	3,499.92	3,499.92
4 000	3,587.40	3,587.40	3,587.40	3,587.40	3,587.40
4 100	3,674.88	3,674.88	3,674.88	3,674.88	3,674.88
4 200	3,762.36	3,762.36	3,762.36	3,762.36	3,762.36
4 300	3,849.84	3,849.84	3,849.84	3,849.84	3,849.84
4 400	3,937.32	3,937.32	3,937.32	3,937.32	3,937.32
4 500	4,024.80	4,024.80	4,024.80	4,024.80	4,024.80
4 600	4,112.28	4,112.28	4,112.28	4,112.28	4,112.28
4 700	4,199.76	4,199.76	4,199.76	4,199.76	4,199.76
4 800	4,287.24	4,287.24	4,287.24	4,287.24	4,287.24
4 900	4,374.72	4,374.72	4,374.72	4,374.72	4,374.72
5 000	4,462.20	4,462.20	4,462.20	4,462.20	4,462.20
5 100	4,549.68	4,549.68	4,549.68	4,549.68	4,549.68
5 200	4,637.16	4,637.16	4,637.16	4,637.16	4,637.16
5 300	4,724.64	4,724.64	4,724.64	4,724.64	4,724.64
5 400	4,812.12	4,812.12	4,812.12	4,812.12	4,812.12
5 500	4,899.60	4,899.60	4,899.60	4,899.60	4,899.60
5 600	4,987.08	4,987.08	4,987.08	4,987.08	4,987.08
5 700	5,074.56	5,074.56	5,074.56	5,074.56	5,074.56
5 800	5,162.04	5,162.04	5,162.04	5,162.04	5,162.04
5 900	5,249.52	5,249.52	5,249.52	5,249.52	5,249.52
6 000	5,337.00	5,337.00	5,337.00	5,337.00	5,337.00

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with non-dependent spouse

	Number of dependents				
	0	1	2	3	4 or more
6 100	5,424.48	5,424.48	5,424.48	5,424.48	5,424.48
6 200	5,511.96	5,511.96	5,511.96	5,511.96	5,511.96
6 300	5,599.44	5,599.44	5,599.44	5,599.44	5,599.44
6 400	5,686.92	5,686.92	5,686.92	5,686.92	5,686.92
6 500	5,774.40	5,774.40	5,774.40	5,774.40	5,774.40
6 600	5,854.68	5,854.68	5,854.68	5,854.68	5,854.68
6 700	5,929.30	5,929.30	5,929.30	5,929.30	5,929.30
6 800	6,003.92	6,003.92	6,003.92	6,003.92	6,003.92
6 900	6,078.53	6,078.53	6,078.53	6,078.53	6,078.53
7 000	6,153.15	6,153.15	6,153.15	6,153.15	6,153.15
7 100	6,227.76	6,227.76	6,227.76	6,227.76	6,227.76
7 200	6,302.38	6,302.38	6,302.38	6,302.38	6,302.38
7 300	6,377.00	6,377.00	6,377.00	6,377.00	6,377.00
7 400	6,451.61	6,451.61	6,451.61	6,451.61	6,451.61
7 500	6,526.23	6,526.23	6,526.23	6,526.23	6,526.23
7 600	6,600.84	6,600.84	6,600.84	6,600.84	6,600.84
7 700	6,675.46	6,675.46	6,675.46	6,675.46	6,675.46
7 800	6,573.44	6,573.44	6,573.44	6,573.44	6,573.44
7 900	6,645.79	6,645.79	6,645.79	6,645.79	6,645.79
8 000	6,718.14	6,718.14	6,718.14	6,718.14	6,718.14
8 100	6,790.49	6,790.49	6,790.49	6,790.49	6,790.49
8 200	6,862.84	6,862.84	6,862.84	6,862.84	6,862.84
8 300	6,935.20	6,935.20	6,935.20	6,935.20	6,935.20
8 400	7,007.55	7,007.55	7,007.55	7,007.55	7,007.55
8 500	7,079.90	7,079.90	7,079.90	7,079.90	7,079.90
8 600	7,152.25	7,152.25	7,152.25	7,152.25	7,152.25
8 700	7,224.60	7,224.60	7,224.60	7,224.60	7,224.60
8 800	7,292.99	7,296.95	7,296.95	7,296.95	7,296.95
8 900	7,348.95	7,369.31	7,369.31	7,369.31	7,369.31
9 000	7,404.92	7,441.66	7,441.66	7,441.66	7,441.66
9 100	7,460.88	7,514.01	7,514.01	7,514.01	7,514.01
9 200	7,516.85	7,586.36	7,586.36	7,586.36	7,586.36
9 300	7,572.81	7,658.71	7,658.71	7,658.71	7,658.71
9 400	7,628.78	7,731.06	7,731.06	7,731.06	7,731.06
9 500	7,684.74	7,803.41	7,803.41	7,803.41	7,803.41
9 600	7,740.71	7,875.77	7,875.77	7,875.77	7,875.77
9 700	7,796.67	7,948.12	7,948.12	7,948.12	7,948.12
9 800	7,852.64	8,020.47	8,020.47	8,020.47	8,020.47
9 900	7,908.60	8,092.82	8,092.82	8,092.82	8,092.82
10 000	7,964.57	8,165.17	8,165.17	8,165.17	8,165.17
10 100	8,020.53	8,237.52	8,237.52	8,237.52	8,237.52
10 200	8,076.50	8,309.87	8,309.87	8,309.87	8,309.87
10 300	8,132.46	8,382.23	8,382.23	8,382.23	8,382.23
10 400	8,188.43	8,454.58	8,454.58	8,454.58	8,454.58
10 500	8,244.39	8,526.93	8,526.93	8,526.93	8,526.93
10 600	8,300.36	8,599.28	8,599.28	8,599.28	8,599.28
10 700	8,356.33	8,671.63	8,671.63	8,671.63	8,671.63
10 800	8,412.29	8,743.98	8,743.98	8,743.98	8,743.98
10 900	8,468.26	8,816.33	8,816.33	8,816.33	8,816.33

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with non-dependent spouse

	Number of dependents				
	0	1	2	3	4 or more
11 000	8,524.22	8,888.69	8,888.69	8,888.69	8,888.69
11 100	8,580.19	8,961.04	8,961.04	8,961.04	8,961.04
11 200	8,636.15	9,033.39	9,033.39	9,033.39	9,033.39
11 300	8,692.12	9,105.74	9,105.74	9,105.74	9,105.74
11 400	8,748.08	9,178.09	9,178.09	9,178.09	9,178.09
11 500	8,804.05	9,250.44	9,250.44	9,250.44	9,250.44
11 600	8,860.01	9,322.80	9,322.80	9,322.80	9,322.80
11 700	8,915.98	9,395.15	9,395.15	9,395.15	9,395.15
11 800	8,971.94	9,467.50	9,467.50	9,467.50	9,467.50
11 900	9,027.91	9,539.85	9,539.85	9,539.85	9,539.85
12 000	9,083.87	9,612.20	9,612.20	9,612.20	9,612.20
12 100	9,139.84	9,684.55	9,684.55	9,684.55	9,684.55
12 200	9,195.80	9,756.90	9,756.90	9,756.90	9,756.90
12 300	9,251.77	9,829.26	9,829.26	9,829.26	9,829.26
12 400	9,307.73	9,901.61	9,901.61	9,901.61	9,901.61
12 500	9,363.70	9,973.96	9,973.96	9,973.96	9,973.96
12 600	9,419.66	10,046.31	10,046.31	10,046.31	10,046.31
12 700	9,475.63	10,118.66	10,118.66	10,118.66	10,118.66
12 800	9,531.59	10,191.01	10,191.01	10,191.01	10,191.01
12 900	9,587.56	10,263.36	10,263.36	10,263.36	10,263.36
13 000	9,643.52	10,335.72	10,335.72	10,335.72	10,335.72
13 100	9,699.49	10,408.07	10,408.07	10,408.07	10,408.07
13 200	9,755.45	10,480.42	10,480.42	10,480.42	10,480.42
13 300	9,811.42	10,552.77	10,552.77	10,552.77	10,552.77
13 400	9,867.39	10,625.12	10,625.12	10,625.12	10,625.12
13 500	9,923.35	10,697.47	10,697.47	10,697.47	10,697.47
13 600	9,979.32	10,769.82	10,769.82	10,769.82	10,769.82
13 700	10,035.28	10,842.18	10,842.18	10,842.18	10,842.18
13 800	10,091.25	10,914.53	10,914.53	10,914.53	10,914.53
13 900	10,147.21	10,986.88	10,986.88	10,986.88	10,986.88
14 000	10,203.18	11,059.23	11,059.23	11,059.23	11,059.23
14 100	10,257.31	11,131.58	11,131.58	11,131.58	11,131.58
14 200	10,311.43	11,203.93	11,203.93	11,203.93	11,203.93
14 300	10,365.56	11,276.29	11,276.29	11,276.29	11,276.29
14 400	10,419.69	11,348.64	11,348.64	11,348.64	11,348.64
14 500	10,473.82	11,420.99	11,420.99	11,420.99	11,420.99
14 600	10,527.95	11,493.34	11,493.34	11,493.34	11,493.34
14 700	10,582.08	11,565.69	11,565.69	11,565.69	11,565.69
14 800	10,636.21	11,638.04	11,638.04	11,638.04	11,638.04
14 900	10,690.34	11,710.39	11,710.39	11,710.39	11,710.39
15 000	10,744.47	11,782.75	11,782.75	11,782.75	11,782.75
15 100	10,798.60	11,855.10	11,855.10	11,855.10	11,855.10
15 200	10,852.73	11,927.45	11,927.45	11,927.45	11,927.45
15 300	10,906.86	11,999.80	11,999.80	11,999.80	11,999.80
15 400	10,960.98	12,060.11	12,072.15	12,072.15	12,072.15
15 500	11,015.11	12,110.77	12,144.50	12,144.50	12,144.50
15 600	11,069.24	12,161.44	12,216.85	12,216.85	12,216.85
15 700	11,123.37	12,212.11	12,289.21	12,289.21	12,289.21
15 800	11,177.50	12,262.78	12,361.56	12,361.56	12,361.56

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with non-dependent spouse

	Number of dependents				
	0	1	2	3	4 or more
15 900	11,231.63	12,313.45	12,433.91	12,433.91	12,433.91
16 000	11,285.76	12,364.12	12,506.26	12,506.26	12,506.26
16 100	11,339.89	12,414.78	12,578.61	12,578.61	12,578.61
16 200	11,394.02	12,465.45	12,650.96	12,650.96	12,650.96
16 300	11,448.15	12,516.12	12,723.32	12,723.32	12,723.32
16 400	11,502.28	12,566.79	12,795.67	12,795.67	12,795.67
16 500	11,556.41	12,617.46	12,868.02	12,868.02	12,868.02
16 600	11,610.53	12,668.13	12,940.37	12,940.37	12,940.37
16 700	11,664.66	12,718.79	13,012.72	13,012.72	13,012.72
16 800	11,718.79	12,769.46	13,085.07	13,085.07	13,085.07
16 900	11,772.92	12,820.13	13,157.42	13,157.42	13,157.42
17 000	11,827.05	12,870.80	13,229.78	13,229.78	13,229.78
17 100	11,881.18	12,921.47	13,302.13	13,302.13	13,302.13
17 200	11,935.31	12,972.14	13,374.48	13,374.48	13,374.48
17 300	11,989.44	13,022.80	13,446.83	13,446.83	13,446.83
17 400	12,043.57	13,073.47	13,519.18	13,519.18	13,519.18
17 500	12,097.70	13,124.14	13,591.53	13,591.53	13,591.53
17 600	12,151.83	13,174.81	13,663.88	13,663.88	13,663.88
17 700	12,205.96	13,225.48	13,736.24	13,736.24	13,736.24
17 800	12,260.09	13,276.15	13,804.91	13,808.59	13,808.59
17 900	12,314.21	13,326.81	13,855.58	13,880.94	13,880.94
18 000	12,368.34	13,377.48	13,906.25	13,953.29	13,953.29
18 100	12,422.47	13,428.15	13,956.92	14,025.64	14,025.64
18 200	12,476.60	13,478.82	14,007.59	14,097.99	14,097.99
18 300	12,530.73	13,529.49	14,058.26	14,170.34	14,170.34
18 400	12,584.86	13,580.16	14,108.92	14,242.70	14,242.70
18 500	12,638.99	13,630.82	14,159.59	14,315.05	14,315.05
18 600	12,693.12	13,681.49	14,210.26	14,387.40	14,387.40
18 700	12,747.25	13,732.16	14,260.93	14,459.75	14,459.75
18 800	12,801.38	13,782.83	14,311.60	14,532.10	14,532.10
18 900	12,855.51	13,833.50	14,362.27	14,604.45	14,604.45
19 000	12,909.64	13,884.17	14,412.93	14,676.81	14,676.81
19 100	12,963.76	13,934.83	14,463.60	14,749.16	14,749.16
19 200	13,017.89	13,985.50	14,514.27	14,821.51	14,821.51
19 300	13,072.02	14,036.17	14,564.94	14,893.86	14,893.86
19 400	13,126.15	14,086.84	14,615.61	14,966.21	14,966.21
19 500	13,180.28	14,137.51	14,666.28	15,038.56	15,038.56
19 600	13,234.41	14,188.18	14,716.94	15,110.91	15,110.91
19 700	13,288.54	14,238.84	14,767.61	15,183.27	15,183.27
19 800	13,342.67	14,289.51	14,818.28	15,255.62	15,255.62
19 900	13,396.80	14,340.18	14,868.95	15,327.97	15,327.97
20 000	13,450.93	14,390.85	14,919.62	15,400.32	15,400.32
20 100	13,505.06	14,441.52	14,970.29	15,472.67	15,472.67
20 200	13,559.19	14,492.19	15,020.95	15,545.02	15,545.02
20 300	13,613.31	14,542.85	15,071.62	15,600.39	15,617.37
20 400	13,667.44	14,593.52	15,122.29	15,651.06	15,689.73
20 500	13,721.57	14,644.19	15,172.96	15,701.73	15,762.08
20 600	13,775.70	14,694.86	15,223.63	15,752.39	15,834.43
20 700	13,829.83	14,745.53	15,274.30	15,803.06	15,906.78



Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with non-dependent spouse

	Number of dependents				
	0	1	2	3	4 or more
20 800	13,883.96	14,796.20	15,324.96	15,853.73	15,979.13
20 900	13,938.09	14,846.86	15,375.63	15,904.40	16,051.48
21 000	13,992.22	14,897.53	15,426.30	15,955.07	16,123.83
21 100	14,046.35	14,948.20	15,476.97	16,005.74	16,196.19
21 200	14,100.48	14,998.87	15,527.64	16,056.40	16,268.54
21 300	14,154.61	15,049.54	15,578.31	16,107.07	16,340.89
21 400	14,208.74	15,100.21	15,628.97	16,157.74	16,413.24
21 500	14,262.86	15,150.87	15,679.64	16,208.41	16,485.59
21 600	14,316.99	15,201.54	15,730.31	16,259.08	16,557.94
21 700	14,371.12	15,252.21	15,780.98	16,309.75	16,630.30
21 800	14,425.25	15,302.88	15,831.65	16,360.41	16,702.65
21 900	14,479.38	15,353.55	15,882.32	16,411.08	16,775.00
22 000	14,533.51	15,404.22	15,932.98	16,461.75	16,847.35
22 100	14,587.64	15,454.88	15,983.65	16,512.42	16,919.70
22 200	14,641.77	15,505.55	16,034.32	16,563.09	16,992.05
22 300	14,695.90	15,556.22	16,084.99	16,613.76	17,064.40
22 400	14,750.03	15,606.89	16,135.66	16,664.42	17,136.76
22 500	14,804.16	15,657.56	16,186.33	16,715.09	17,209.11
22 600	14,858.29	15,708.23	16,236.99	16,765.76	17,281.46
22 700	14,912.42	15,758.89	16,287.66	16,816.43	17,345.20
22 800	14,966.54	15,809.56	16,338.33	16,867.10	17,395.87
22 900	15,020.67	15,860.23	16,389.00	16,917.77	17,446.53
23 000	15,074.80	15,910.90	16,439.67	16,968.43	17,497.20
23 100	15,127.10	15,959.73	16,488.50	17,017.27	17,546.04
23 200	15,179.39	16,008.56	16,537.33	17,066.10	17,594.87
23 300	15,231.68	16,057.40	16,586.16	17,114.93	17,643.70
23 400	15,283.98	16,106.23	16,635.00	17,163.76	17,692.53
23 500	15,336.27	16,155.06	16,683.83	17,212.60	17,741.36
23 600	15,388.56	16,203.89	16,732.66	17,261.43	17,790.20
23 700	15,440.85	16,252.72	16,781.49	17,310.26	17,839.03
23 800	15,493.15	16,301.56	16,830.33	17,359.09	17,887.86
23 900	15,545.44	16,350.39	16,879.16	17,407.93	17,936.69
24 000	15,597.73	16,399.22	16,927.99	17,456.76	17,985.53
24 100	15,650.03	16,448.05	16,976.82	17,505.59	18,034.36
24 200	15,702.32	16,496.89	17,025.65	17,554.42	18,083.19
24 300	15,754.61	16,545.72	17,074.49	17,603.25	18,132.02
24 400	15,806.91	16,594.55	17,123.32	17,652.09	18,180.86
24 500	15,859.20	16,643.38	17,172.15	17,700.92	18,229.69
24 600	15,911.49	16,692.22	17,220.98	17,749.75	18,278.52
24 700	15,963.79	16,741.05	17,269.82	17,798.58	18,327.35
24 800	16,016.08	16,789.88	17,318.65	17,847.42	18,376.18
24 900	16,068.37	16,838.71	17,367.48	17,896.25	18,425.02
25 000	16,120.67	16,887.55	17,416.31	17,945.08	18,473.85
25 100	16,172.96	16,936.38	17,465.15	17,993.91	18,522.68
25 200	16,225.25	16,985.21	17,513.98	18,042.75	18,571.51
25 300	16,277.55	17,034.04	17,562.81	18,091.58	18,620.35
25 400	16,329.84	17,082.87	17,611.64	18,140.41	18,669.18
25 500	16,382.13	17,131.71	17,660.47	18,189.24	18,718.01
25 600	16,434.43	17,180.54	17,709.31	18,238.08	18,766.84

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with non-dependent spouse

	Number of dependents				
	0	1	2	3	4 or more
25 700	16,486.72	17,229.37	17,758.14	18,286.91	18,815.68
25 800	16,539.01	17,278.20	17,806.97	18,335.74	18,864.51
25 900	16,591.30	17,327.04	17,855.80	18,384.57	18,913.34
26 000	16,643.60	17,375.87	17,904.64	18,433.40	18,962.17
26 100	16,695.89	17,424.70	17,953.47	18,482.24	19,011.00
26 200	16,748.18	17,473.53	18,002.30	18,531.07	19,059.84
26 300	16,800.48	17,522.37	18,051.13	18,579.90	19,108.67
26 400	16,852.77	17,571.20	18,099.97	18,628.73	19,157.50
26 500	16,905.06	17,620.03	18,148.80	18,677.57	19,206.33
26 600	16,957.36	17,668.86	18,197.63	18,726.40	19,255.17
26 700	17,009.65	17,717.69	18,246.46	18,775.23	19,304.00
26 800	17,061.94	17,766.53	18,295.29	18,824.06	19,352.83
26 900	17,114.24	17,815.36	18,344.13	18,872.90	19,401.66
27 000	17,166.53	17,864.19	18,392.96	18,921.73	19,450.50
27 100	17,218.82	17,913.02	18,441.79	18,970.56	19,499.33
27 200	17,271.12	17,961.86	18,490.62	19,019.39	19,548.16
27 300	17,323.41	18,010.69	18,539.46	19,068.22	19,596.99
27 400	17,375.70	18,059.52	18,588.29	19,117.06	19,645.82
27 500	17,428.00	18,108.35	18,637.12	19,165.89	19,694.66
27 600	17,480.29	18,157.19	18,685.95	19,214.72	19,743.49
27 700	17,532.58	18,206.02	18,734.79	19,263.55	19,792.32
27 800	17,584.88	18,254.85	18,783.62	19,312.39	19,841.15
27 900	17,637.17	18,303.68	18,832.45	19,361.22	19,889.99
28 000	17,689.46	18,352.51	18,881.28	19,410.05	19,938.82
28 100	17,741.76	18,401.35	18,930.12	19,458.88	19,987.65
28 200	17,794.05	18,450.18	18,978.95	19,507.72	20,036.48
28 300	17,846.34	18,499.01	19,027.78	19,556.55	20,085.32
28 400	17,898.63	18,547.84	19,076.61	19,605.38	20,134.15
28 500	17,950.93	18,596.68	19,125.44	19,654.21	20,182.98
28 600	18,003.22	18,645.51	19,174.28	19,703.04	20,231.81
28 700	18,055.51	18,694.34	19,223.11	19,751.88	20,280.65
28 800	18,107.81	18,743.17	19,271.94	19,800.71	20,329.48
28 900	18,160.10	18,792.01	19,320.77	19,849.54	20,378.31
29 000	18,212.39	18,840.84	19,369.61	19,898.37	20,427.14
29 100	18,264.69	18,889.67	19,418.44	19,947.21	20,475.97
29 200	18,316.98	18,938.50	19,467.27	19,996.04	20,524.81
29 300	18,369.27	18,987.34	19,516.10	20,044.87	20,573.64
29 400	18,421.57	19,036.17	19,564.94	20,093.70	20,622.47
29 500	18,473.86	19,085.00	19,613.77	20,142.54	20,671.30
29 600	18,525.45	19,133.13	19,661.90	20,190.67	20,719.44
29 700	18,570.74	19,174.96	19,703.73	20,232.49	20,761.26
29 800	18,616.03	19,216.78	19,745.55	20,274.32	20,803.09
29 900	18,661.31	19,258.61	19,787.38	20,316.14	20,844.91
30 000	18,706.60	19,300.43	19,829.20	20,357.97	20,886.74
30 100	18,751.89	19,342.26	19,871.03	20,399.80	20,928.56
30 200	18,797.17	19,384.09	19,912.85	20,441.62	20,970.39
30 300	18,842.46	19,425.91	19,954.68	20,483.45	21,012.22
30 400	18,887.75	19,467.74	19,996.51	20,525.27	21,054.04
30 500	18,933.03	19,509.56	20,038.33	20,567.10	21,095.87

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with non-dependent spouse

	Number of dependents				
	0	1	2	3	4 or more
30 600	18,978.32	19,551.39	20,080.16	20,608.93	21,137.69
30 700	19,023.61	19,593.22	20,121.98	20,650.75	21,179.52
30 800	19,068.89	19,635.04	20,163.81	20,692.58	21,221.35
30 900	19,114.18	19,676.87	20,205.64	20,734.40	21,263.17
31 000	19,159.47	19,718.69	20,247.46	20,776.23	21,305.00
31 100	19,204.75	19,760.52	20,289.29	20,818.05	21,346.82
31 200	19,250.04	19,802.34	20,331.11	20,859.88	21,388.65
31 300	19,295.33	19,844.17	20,372.94	20,901.71	21,430.47
31 400	19,340.61	19,886.00	20,414.76	20,943.53	21,472.30
31 500	19,385.90	19,927.82	20,456.59	20,985.36	21,514.13
31 600	19,431.19	19,969.65	20,498.42	21,027.18	21,555.95
31 700	19,476.47	20,011.47	20,540.24	21,069.01	21,597.78
31 800	19,521.76	20,053.30	20,582.07	21,110.84	21,639.60
31 900	19,567.05	20,095.13	20,623.89	21,152.66	21,681.43
32 000	19,612.33	20,136.95	20,665.72	21,194.49	21,723.26
32 100	19,657.62	20,178.78	20,707.55	21,236.31	21,765.08
32 200	19,702.91	20,220.60	20,749.37	21,278.14	21,806.91
32 300	19,748.19	20,262.43	20,791.20	21,319.96	21,848.73
32 400	19,793.48	20,304.25	20,833.02	21,361.79	21,890.56
32 500	19,838.77	20,346.08	20,874.85	21,403.62	21,932.38
32 600	19,883.48	20,387.91	20,916.67	21,445.44	21,974.21
32 700	19,927.78	20,429.73	20,958.50	21,487.27	22,016.04
32 800	19,972.09	20,471.56	21,000.33	21,529.09	22,057.86
32 900	20,016.39	20,513.38	21,042.15	21,570.92	22,099.69
33 000	20,060.69	20,555.21	21,083.98	21,612.75	22,141.51
33 100	20,105.00	20,597.04	21,125.80	21,654.57	22,183.34
33 200	20,149.30	20,638.86	21,167.63	21,696.40	22,225.17
33 300	20,193.61	20,680.69	21,209.45	21,738.22	22,266.99
33 400	20,237.91	20,723.71	21,251.28	21,780.05	22,308.82
33 500	20,282.21	20,768.99	21,293.11	21,821.87	22,350.64
33 600	20,326.52	20,814.28	21,334.93	21,863.70	22,392.47
33 700	20,370.82	20,859.57	21,376.76	21,905.53	22,434.29
33 800	20,415.12	20,904.85	21,418.58	21,947.35	22,476.12
33 900	20,459.43	20,950.14	21,460.41	21,989.18	22,517.95
34 000	20,503.73	20,995.43	21,502.24	22,031.00	22,559.77
34 100	20,548.03	21,040.71	21,544.06	22,072.83	22,601.60
34 200	20,592.34	21,086.00	21,585.89	22,114.66	22,643.42
34 300	20,636.64	21,131.29	21,627.71	22,156.48	22,685.25
34 400	20,680.94	21,176.57	21,669.54	22,198.31	22,727.07
34 500	20,725.25	21,221.86	21,711.36	22,240.13	22,768.90
34 600	20,769.55	21,267.15	21,753.19	22,281.96	22,810.73
34 700	20,813.85	21,312.43	21,795.02	22,323.78	22,852.55
34 800	20,858.16	21,357.72	21,836.84	22,365.61	22,894.38
34 900	20,902.46	21,403.01	21,878.67	22,407.44	22,936.20
35 000	20,946.76	21,447.52	21,920.49	22,449.26	22,978.03
35 100	20,991.07	21,491.83	21,962.32	22,491.09	23,019.86
35 200	21,035.37	21,536.13	22,004.15	22,532.91	23,061.68
35 300	21,079.67	21,580.43	22,045.97	22,574.74	23,103.51
35 400	21,123.98	21,624.74	22,087.80	22,616.57	23,145.33

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with non-dependent spouse

	Number of dependents				
	0	1	2	3	4 or more
35 500	21,169.89	21,670.65	22,131.16	22,659.92	23,188.69
35 600	21,215.80	21,716.56	22,174.51	22,703.28	23,232.05
35 700	21,261.72	21,762.48	22,217.87	22,746.64	23,275.41
35 800	21,307.63	21,808.39	22,261.23	22,790.00	23,318.77
35 900	21,353.55	21,854.31	22,304.69	22,833.36	23,362.12
36 000	21,399.46	21,900.22	22,351.61	22,876.72	23,405.48
36 100	21,445.37	21,946.13	22,398.53	22,920.07	23,448.84
36 200	21,491.29	21,992.05	22,445.46	22,963.43	23,492.20
36 300	21,537.20	22,037.96	22,492.38	23,006.79	23,535.56
36 400	21,583.11	22,083.87	22,539.30	23,050.15	23,578.92
36 500	21,629.03	22,129.79	22,586.22	23,093.51	23,622.28
36 600	21,674.94	22,175.70	22,633.14	23,136.87	23,665.63
36 700	21,720.85	22,221.61	22,680.07	23,180.22	23,708.99
36 800	21,766.77	22,267.53	22,726.99	23,223.58	23,752.35
36 900	21,812.68	22,313.44	22,773.91	23,266.94	23,795.71
37 000	21,858.59	22,359.35	22,820.83	23,310.30	23,839.07
37 100	21,904.51	22,405.27	22,867.51	23,353.66	23,882.43
37 200	21,950.42	22,451.18	22,913.42	23,397.02	23,925.78
37 300	21,996.34	22,497.10	22,959.34	23,440.37	23,969.14
37 400	22,042.25	22,543.01	23,005.25	23,483.73	24,012.50
37 500	22,088.16	22,588.92	23,051.16	23,527.09	24,055.86
37 600	22,134.08	22,634.84	23,097.08	23,570.45	24,099.22
37 700	22,179.99	22,680.75	23,142.99	23,613.81	24,142.58
37 800	22,225.90	22,726.66	23,188.90	23,657.17	24,185.93
37 900	22,271.82	22,772.58	23,234.82	23,700.52	24,229.29
38 000	22,317.73	22,818.49	23,280.73	23,743.88	24,272.65
38 100	22,363.64	22,864.40	23,326.64	23,787.24	24,316.01
38 200	22,409.56	22,910.32	23,372.56	23,830.60	24,359.37
38 300	22,455.47	22,956.23	23,418.47	23,873.96	24,402.73
38 400	22,501.38	23,002.14	23,464.38	23,918.38	24,446.08
38 500	22,547.30	23,048.06	23,510.30	23,965.30	24,489.44
38 600	22,593.21	23,093.97	23,556.21	24,012.22	24,532.80
38 700	22,639.13	23,139.89	23,602.13	24,059.15	24,576.16
38 800	22,685.04	23,185.80	23,648.04	24,106.07	24,619.52
38 900	22,730.95	23,231.71	23,693.95	24,152.99	24,662.88
39 000	22,776.87	23,277.63	23,739.87	24,199.91	24,706.23
39 100	22,822.48	23,323.54	23,787.48	24,248.56	24,751.21
39 200	22,872.09	23,372.85	23,835.09	24,297.20	24,796.18
39 300	22,919.70	23,420.46	23,882.70	24,344.94	24,841.15
39 400	22,967.31	23,468.07	23,930.31	24,392.55	24,886.13
39 500	23,014.92	23,515.68	23,977.92	24,440.16	24,931.10
39 600	23,062.53	23,563.29	24,025.53	24,487.77	24,976.07
39 700	23,110.14	23,610.90	24,073.14	24,535.38	25,021.05
39 800	23,157.75	23,658.51	24,120.75	24,582.99	25,066.02
39 900	23,205.36	23,706.12	24,168.36	24,630.60	25,110.99
40 000	23,252.97	23,753.73	24,215.97	24,678.21	25,155.96
40 100	23,300.58	23,801.34	24,263.58	24,725.82	25,200.94
40 200	23,348.19	23,848.95	24,311.19	24,773.43	25,245.91
40 300	23,395.80	23,896.56	24,358.80	24,821.04	25,290.88
40 400	23,443.41	23,944.17	24,406.41	24,868.65	25,335.86

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Worker with non-dependent spouse

	Number of dependents				
	0	1	2	3	4 or more
40 500	23,491.02	23,991.78	24,454.02	24,916.26	25,380.83
40 600	23,538.63	24,039.39	24,501.63	24,963.87	25,425.80
40 700	23,586.24	24,087.00	24,549.24	25,011.48	25,470.78
40 800	23,633.85	24,134.61	24,596.85	25,059.09	25,516.16
40 900	23,681.46	24,182.22	24,644.46	25,106.70	25,564.81
41 000	23,729.07	24,229.83	24,692.07	25,154.31	25,613.45
41 100	23,776.68	24,277.44	24,739.68	25,201.92	25,662.10
41 200	23,824.29	24,325.05	24,787.29	25,249.53	25,710.74
41 300	23,871.90	24,372.66	24,834.90	25,297.14	25,759.38
41 400	23,919.51	24,420.27	24,882.51	25,344.75	25,806.99
41 500	23,967.12	24,467.88	24,930.12	25,392.36	25,854.60
41 600	24,014.73	24,515.49	24,977.73	25,439.97	25,902.21
41 700	24,062.34	24,563.10	25,025.34	25,487.58	25,949.82
41 800	24,109.95	24,610.71	25,072.95	25,535.19	25,997.43
41 900	24,157.56	24,658.32	25,120.56	25,582.80	26,045.04
42 000	24,205.17	24,705.93	25,168.17	25,630.41	26,092.65
42 100	24,252.78	24,753.54	25,215.78	25,678.02	26,140.26
42 200	24,300.39	24,801.15	25,263.39	25,725.63	26,187.87
42 300	24,348.00	24,848.76	25,311.00	25,773.24	26,235.48
42 400	24,395.61	24,896.37	25,358.61	25,820.85	26,283.09
42 500	24,443.22	24,943.98	25,406.22	25,868.46	26,330.70
42 600	24,490.83	24,991.59	25,453.83	25,916.07	26,378.31
42 700	24,538.44	25,039.20	25,501.44	25,963.68	26,425.92
42 800	24,586.05	25,086.81	25,549.05	26,011.29	26,473.53
42 900	24,633.66	25,134.42	25,596.66	26,058.90	26,521.14
43 000	24,681.27	25,182.03	25,644.27	26,106.51	26,568.75
43 100	24,728.88	25,229.64	25,691.88	26,154.12	26,616.36
43 200	24,776.49	25,277.25	25,739.49	26,201.73	26,663.97
43 300	24,824.10	25,324.86	25,787.10	26,249.34	26,711.58
43 400	24,871.71	25,372.47	25,834.71	26,296.95	26,759.19
43 500	24,919.32	25,420.08	25,882.32	26,344.56	26,806.80
43 600	24,966.93	25,467.69	25,929.93	26,392.17	26,854.41
43 700	25,014.54	25,515.30	25,977.54	26,439.78	26,902.02
43 800	25,062.15	25,562.91	26,025.15	26,487.39	26,949.63
43 900	25,109.76	25,610.52	26,072.76	26,535.00	26,997.24
44 000	25,157.37	25,658.13	26,120.37	26,582.61	27,044.85
44 100	25,204.98	25,705.74	26,167.98	26,630.22	27,092.46
44 200	25,252.59	25,753.35	26,215.59	26,677.83	27,140.07
44 300	25,300.20	25,800.96	26,263.20	26,725.44	27,187.68
44 400	25,347.81	25,848.57	26,310.81	26,773.05	27,235.29
44 500	25,395.42	25,896.18	26,358.42	26,820.66	27,282.90
44 600	25,443.03	25,943.79	26,406.03	26,868.27	27,330.51
44 700	25,490.64	25,991.40	26,453.64	26,915.88	27,378.12
44 800	25,538.25	26,039.01	26,501.25	26,963.49	27,425.73
44 900	25,585.86	26,086.62	26,548.86	27,011.10	27,473.34
45 000	25,633.47	26,134.23	26,596.47	27,058.71	27,520.95
45 100	25,681.08	26,181.84	26,644.08	27,106.32	27,568.56
45 200	25,728.69	26,229.45	26,691.69	27,153.93	27,616.17
45 300	25,776.30	26,277.06	26,739.30	27,201.54	27,663.78
45 400	25,823.91	26,324.67	26,786.91	27,249.15	27,711.39

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1997) Worker with non-dependent spouse				
	Number of dependents				
	0	1	2	3	4 or more
45 500	25,871.52	26,372.28	26,834.52	27,296.76	27,759.00
45 600	25,919.13	26,419.89	26,882.13	27,344.37	27,806.61
45 700	25,966.74	26,467.50	26,929.74	27,391.98	27,854.22
45 800	26,014.35	26,515.11	26,977.35	27,439.59	27,901.83
45 900	26,061.96	26,562.72	27,024.96	27,487.20	27,949.44
46 000	26,109.57	26,610.33	27,072.57	27,534.81	27,997.05
46 100	26,157.18	26,657.94	27,120.18	27,582.42	28,044.66
46 200	26,204.79	26,705.55	27,167.79	27,630.03	28,092.27
46 300	26,252.40	26,753.16	27,215.40	27,677.64	28,139.88
46 400	26,300.01	26,800.77	27,263.01	27,725.25	28,187.49
46 500	26,347.62	26,848.38	27,310.62	27,772.86	28,235.10
46 600	26,395.23	26,895.99	27,358.23	27,820.47	28,282.71
46 700	26,442.84	26,943.60	27,405.84	27,868.08	28,330.32
46 800	26,490.45	26,991.21	27,453.45	27,915.69	28,377.93
46 900	26,538.06	27,038.82	27,501.06	27,963.30	28,425.54
47 000	26,585.67	27,086.43	27,548.67	28,010.91	28,473.15
47 100	26,633.28	27,134.04	27,596.28	28,058.52	28,520.76
47 200	26,680.89	27,181.65	27,643.89	28,106.13	28,568.37
47 300	26,728.50	27,229.26	27,691.50	28,153.74	28,615.98
47 400	26,776.11	27,276.87	27,739.11	28,201.35	28,663.59
47 500	26,823.72	27,324.48	27,786.72	28,248.96	28,711.20
47 600	26,871.33	27,372.09	27,834.33	28,296.57	28,758.81
47 700	26,918.94	27,419.70	27,881.94	28,344.18	28,806.42
47 800	26,966.55	27,467.31	27,929.55	28,391.79	28,854.03
47 900	27,014.16	27,514.92	27,977.16	28,439.40	28,901.64
48 000	27,061.77	27,562.53	28,024.77	28,487.01	28,949.25
48 100	27,109.38	27,610.14	28,072.38	28,534.62	28,996.86
48 200	27,156.99	27,657.75	28,119.99	28,582.23	29,044.47
48 300	27,204.60	27,705.36	28,167.60	28,629.84	29,092.08
48 400	27,252.21	27,752.97	28,215.21	28,677.45	29,139.69
48 500	27,299.82	27,800.58	28,262.82	28,725.06	29,187.30
48 600	27,347.43	27,848.19	28,310.43	28,772.67	29,234.91
48 700	27,395.04	27,895.80	28,358.04	28,820.28	29,282.52
48 800	27,442.65	27,943.41	28,405.65	28,867.89	29,330.13
48 900	27,490.26	27,991.02	28,453.26	28,915.50	29,377.74
49 000	27,537.87	28,038.63	28,500.87	28,963.11	29,425.35

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1997) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
3 500	3,150.00	3,150.00	3,150.00	3,150.00	3,150.00
3 600	3,237.48	3,237.48	3,237.48	3,237.48	3,237.48
3 700	3,324.96	3,324.96	3,324.96	3,324.96	3,324.96
3 800	3,412.44	3,412.44	3,412.44	3,412.44	3,412.44
3 900	3,499.92	3,499.92	3,499.92	3,499.92	3,499.92
4 000	3,587.40	3,587.40	3,587.40	3,587.40	3,587.40

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Single or single-parent family

	Number of dependents				
	0	1	2	3	4 or more
4 100	3,674.88	3,674.88	3,674.88	3,674.88	3,674.88
4 200	3,762.36	3,762.36	3,762.36	3,762.36	3,762.36
4 300	3,849.84	3,849.84	3,849.84	3,849.84	3,849.84
4 400	3,937.32	3,937.32	3,937.32	3,937.32	3,937.32
4 500	4,024.80	4,024.80	4,024.80	4,024.80	4,024.80
4 600	4,112.28	4,112.28	4,112.28	4,112.28	4,112.28
4 700	4,199.76	4,199.76	4,199.76	4,199.76	4,199.76
4 800	4,287.24	4,287.24	4,287.24	4,287.24	4,287.24
4 900	4,374.72	4,374.72	4,374.72	4,374.72	4,374.72
5 000	4,462.20	4,462.20	4,462.20	4,462.20	4,462.20
5 100	4,549.68	4,549.68	4,549.68	4,549.68	4,549.68
5 200	4,637.16	4,637.16	4,637.16	4,637.16	4,637.16
5 300	4,724.64	4,724.64	4,724.64	4,724.64	4,724.64
5 400	4,812.12	4,812.12	4,812.12	4,812.12	4,812.12
5 500	4,899.60	4,899.60	4,899.60	4,899.60	4,899.60
5 600	4,987.08	4,987.08	4,987.08	4,987.08	4,987.08
5 700	5,074.56	5,074.56	5,074.56	5,074.56	5,074.56
5 800	5,162.04	5,162.04	5,162.04	5,162.04	5,162.04
5 900	5,249.52	5,249.52	5,249.52	5,249.52	5,249.52
6 000	5,337.00	5,337.00	5,337.00	5,337.00	5,337.00
6 100	5,424.48	5,424.48	5,424.48	5,424.48	5,424.48
6 200	5,511.96	5,511.96	5,511.96	5,511.96	5,511.96
6 300	5,599.44	5,599.44	5,599.44	5,599.44	5,599.44
6 400	5,686.92	5,686.92	5,686.92	5,686.92	5,686.92
6 500	5,774.40	5,774.40	5,774.40	5,774.40	5,774.40
6 600	5,854.68	5,861.88	5,861.88	5,861.88	5,861.88
6 700	5,929.30	5,949.36	5,949.36	5,949.36	5,949.36
6 800	6,003.92	6,036.84	6,036.84	6,036.84	6,036.84
6 900	6,078.53	6,124.32	6,124.32	6,124.32	6,124.32
7 000	6,153.15	6,211.80	6,211.80	6,211.80	6,211.80
7 100	6,227.76	6,299.28	6,299.28	6,299.28	6,299.28
7 200	6,302.38	6,386.76	6,386.76	6,386.76	6,386.76
7 300	6,377.00	6,474.24	6,474.24	6,474.24	6,474.24
7 400	6,451.61	6,561.72	6,561.72	6,561.72	6,561.72
7 500	6,526.23	6,649.20	6,649.20	6,649.20	6,649.20
7 600	6,600.84	6,736.68	6,736.68	6,736.68	6,736.68
7 700	6,675.46	6,824.16	6,824.16	6,824.16	6,824.16
7 800	6,573.44	6,704.55	6,704.55	6,704.55	6,704.55
7 900	6,645.79	6,789.38	6,789.38	6,789.38	6,789.38
8 000	6,718.14	6,874.20	6,874.20	6,874.20	6,874.20
8 100	6,790.49	6,959.03	6,959.03	6,959.03	6,959.03
8 200	6,862.84	7,043.85	7,043.85	7,043.85	7,043.85
8 300	6,935.20	7,128.68	7,128.68	7,128.68	7,128.68
8 400	7,007.55	7,213.50	7,213.50	7,213.50	7,213.50
8 500	7,079.90	7,298.33	7,298.33	7,298.33	7,298.33
8 600	7,152.25	7,383.15	7,383.15	7,383.15	7,383.15
8 700	7,224.60	7,467.98	7,467.98	7,467.98	7,467.98
8 800	7,296.95	7,552.80	7,552.80	7,552.80	7,552.80
8 900	7,369.31	7,637.63	7,637.63	7,637.63	7,637.63

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Single or single-parent family

	Number of dependents				
	0	1	2	3	4 or more
9 000	7,441.66	7,722.45	7,722.45	7,722.45	7,722.45
9 100	7,514.01	7,807.28	7,807.28	7,807.28	7,807.28
9 200	7,586.36	7,892.10	7,892.10	7,892.10	7,892.10
9 300	7,658.71	7,976.93	7,976.93	7,976.93	7,976.93
9 400	7,731.06	8,061.75	8,061.75	8,061.75	8,061.75
9 500	7,803.41	8,146.58	8,146.58	8,146.58	8,146.58
9 600	7,875.77	8,231.40	8,231.40	8,231.40	8,231.40
9 700	7,948.12	8,316.23	8,316.23	8,316.23	8,316.23
9 800	8,020.47	8,401.05	8,401.05	8,401.05	8,401.05
9 900	8,092.82	8,485.88	8,485.88	8,485.88	8,485.88
10 000	8,157.35	8,570.70	8,570.70	8,570.70	8,570.70
10 100	8,213.31	8,655.53	8,655.53	8,655.53	8,655.53
10 200	8,269.28	8,740.35	8,740.35	8,740.35	8,740.35
10 300	8,325.24	8,825.18	8,825.18	8,825.18	8,825.18
10 400	8,381.21	8,910.00	8,910.00	8,910.00	8,910.00
10 500	8,437.17	8,994.83	8,994.83	8,994.83	8,994.83
10 600	8,493.14	9,079.65	9,079.65	9,079.65	9,079.65
10 700	8,549.11	9,164.48	9,164.48	9,164.48	9,164.48
10 800	8,605.07	9,249.30	9,249.30	9,249.30	9,249.30
10 900	8,661.04	9,334.13	9,334.13	9,334.13	9,334.13
11 000	8,717.00	9,418.95	9,418.95	9,418.95	9,418.95
11 100	8,772.97	9,503.78	9,503.78	9,503.78	9,503.78
11 200	8,828.93	9,588.60	9,588.60	9,588.60	9,588.60
11 300	8,884.90	9,673.43	9,673.43	9,673.43	9,673.43
11 400	8,940.86	9,758.25	9,758.25	9,758.25	9,758.25
11 500	8,996.83	9,843.08	9,843.08	9,843.08	9,843.08
11 600	9,052.79	9,927.90	9,927.90	9,927.90	9,927.90
11 700	9,108.76	10,012.73	10,012.73	10,012.73	10,012.73
11 800	9,164.72	10,097.55	10,097.55	10,097.55	10,097.55
11 900	9,220.69	10,182.38	10,182.38	10,182.38	10,182.38
12 000	9,276.65	10,267.20	10,267.20	10,267.20	10,267.20
12 100	9,332.62	10,352.03	10,352.03	10,352.03	10,352.03
12 200	9,388.58	10,436.85	10,436.85	10,436.85	10,436.85
12 300	9,444.55	10,521.68	10,521.68	10,521.68	10,521.68
12 400	9,500.51	10,606.50	10,606.50	10,606.50	10,606.50
12 500	9,556.48	10,686.29	10,686.29	10,686.29	10,686.29
12 600	9,612.44	10,758.64	10,758.64	10,758.64	10,758.64
12 700	9,668.41	10,830.99	10,830.99	10,830.99	10,830.99
12 800	9,724.37	10,903.34	10,903.34	10,903.34	10,903.34
12 900	9,780.34	10,975.69	10,975.69	10,975.69	10,975.69
13 000	9,836.30	11,048.04	11,048.04	11,048.04	11,048.04
13 100	9,892.27	11,120.40	11,120.40	11,120.40	11,120.40
13 200	9,948.23	11,192.75	11,192.75	11,192.75	11,192.75
13 300	10,004.20	11,265.10	11,265.10	11,265.10	11,265.10
13 400	10,060.17	11,337.45	11,337.45	11,337.45	11,337.45
13 500	10,116.13	11,409.80	11,409.80	11,409.80	11,409.80
13 600	10,172.10	11,482.15	11,482.15	11,482.15	11,482.15
13 700	10,228.06	11,554.50	11,554.50	11,554.50	11,554.50
13 800	10,284.03	11,626.86	11,626.86	11,626.86	11,626.86



Annual gross income	Income replacement indemnities (90 % of weighted net income for 1997) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
13 900	10,339.99	11,699.21	11,699.21	11,699.21	11,699.21
14 000	10,395.96	11,771.56	11,771.56	11,771.56	11,771.56
14 100	10,450.09	11,843.91	11,843.91	11,843.91	11,843.91
14 200	10,504.21	11,916.26	11,916.26	11,916.26	11,916.26
14 300	10,558.34	11,988.61	11,988.61	11,988.61	11,988.61
14 400	10,612.47	12,060.96	12,060.96	12,060.96	12,060.96
14 500	10,666.60	12,133.32	12,133.32	12,133.32	12,133.32
14 600	10,720.73	12,205.67	12,205.67	12,205.67	12,205.67
14 700	10,774.86	12,278.02	12,278.02	12,278.02	12,278.02
14 800	10,828.99	12,350.37	12,350.37	12,350.37	12,350.37
14 900	10,883.12	12,422.72	12,422.72	12,422.72	12,422.72
15 000	10,937.25	12,495.07	12,495.07	12,495.07	12,495.07
15 100	10,991.38	12,567.42	12,567.42	12,567.42	12,567.42
15 200	11,045.51	12,639.78	12,639.78	12,639.78	12,639.78
15 300	11,099.64	12,712.13	12,712.13	12,712.13	12,712.13
15 400	11,153.76	12,784.48	12,784.48	12,784.48	12,784.48
15 500	11,207.89	12,856.83	12,856.83	12,856.83	12,856.83
15 600	11,262.02	12,929.18	12,929.18	12,929.18	12,929.18
15 700	11,316.15	13,001.53	13,001.53	13,001.53	13,001.53
15 800	11,370.28	13,073.89	13,073.89	13,073.89	13,073.89
15 900	11,424.41	13,146.24	13,146.24	13,146.24	13,146.24
16 000	11,478.54	13,218.59	13,218.59	13,218.59	13,218.59
16 100	11,532.67	13,290.94	13,290.94	13,290.94	13,290.94
16 200	11,586.80	13,363.29	13,363.29	13,363.29	13,363.29
16 300	11,640.93	13,435.64	13,435.64	13,435.64	13,435.64
16 400	11,695.06	13,507.99	13,507.99	13,507.99	13,507.99
16 500	11,749.19	13,580.35	13,580.35	13,580.35	13,580.35
16 600	11,803.31	13,652.70	13,652.70	13,652.70	13,652.70
16 700	11,857.44	13,725.05	13,725.05	13,725.05	13,725.05
16 800	11,911.57	13,797.40	13,797.40	13,797.40	13,797.40
16 900	11,965.70	13,869.75	13,869.75	13,869.75	13,869.75
17 000	12,019.83	13,942.10	13,942.10	13,942.10	13,942.10
17 100	12,073.96	14,014.45	14,014.45	14,014.45	14,014.45
17 200	12,128.09	14,086.81	14,086.81	14,086.81	14,086.81
17 300	12,182.22	14,159.16	14,159.16	14,159.16	14,159.16
17 400	12,236.35	14,231.51	14,231.51	14,231.51	14,231.51
17 500	12,290.48	14,303.86	14,303.86	14,303.86	14,303.86
17 600	12,344.61	14,376.21	14,376.21	14,376.21	14,376.21
17 700	12,398.74	14,448.56	14,448.56	14,448.56	14,448.56
17 800	12,452.87	14,520.91	14,520.91	14,520.91	14,520.91
17 900	12,506.99	14,593.27	14,593.27	14,593.27	14,593.27
18 000	12,561.12	14,665.62	14,665.62	14,665.62	14,665.62
18 100	12,615.25	14,737.97	14,737.97	14,737.97	14,737.97
18 200	12,669.38	14,810.32	14,810.32	14,810.32	14,810.32
18 300	12,723.51	14,882.67	14,882.67	14,882.67	14,882.67
18 400	12,777.64	14,955.02	14,955.02	14,955.02	14,955.02
18 500	12,831.77	15,027.38	15,027.38	15,027.38	15,027.38
18 600	12,885.90	15,099.73	15,099.73	15,099.73	15,099.73
18 700	12,940.03	15,172.08	15,172.08	15,172.08	15,172.08

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Single or single-parent family

	Number of dependents				
	0	1	2	3	4 or more
18 800	12,994.16	15,244.43	15,244.43	15,244.43	15,244.43
18 900	13,048.29	15,316.78	15,316.78	15,316.78	15,316.78
19 000	13,102.42	15,389.13	15,389.13	15,389.13	15,389.13
19 100	13,156.54	15,461.48	15,461.48	15,461.48	15,461.48
19 200	13,210.67	15,533.84	15,533.84	15,533.84	15,533.84
19 300	13,264.80	15,606.19	15,606.19	15,606.19	15,606.19
19 400	13,318.93	15,678.54	15,678.54	15,678.54	15,678.54
19 500	13,373.06	15,750.89	15,750.89	15,750.89	15,750.89
19 600	13,427.19	15,823.24	15,823.24	15,823.24	15,823.24
19 700	13,481.32	15,895.59	15,895.59	15,895.59	15,895.59
19 800	13,535.45	15,967.94	15,967.94	15,967.94	15,967.94
19 900	13,589.58	16,040.30	16,040.30	16,040.30	16,040.30
20 000	13,643.71	16,112.65	16,112.65	16,112.65	16,112.65
20 100	13,697.84	16,185.00	16,185.00	16,185.00	16,185.00
20 200	13,751.97	16,246.44	16,257.35	16,257.35	16,257.35
20 300	13,806.09	16,297.11	16,329.70	16,329.70	16,329.70
20 400	13,860.22	16,347.78	16,402.05	16,402.05	16,402.05
20 500	13,914.35	16,398.45	16,474.40	16,474.40	16,474.40
20 600	13,968.48	16,449.12	16,546.76	16,546.76	16,546.76
20 700	14,022.61	16,499.78	16,619.11	16,619.11	16,619.11
20 800	14,076.74	16,550.45	16,691.46	16,691.46	16,691.46
20 900	14,130.87	16,601.12	16,763.81	16,763.81	16,763.81
21 000	14,185.00	16,651.79	16,836.16	16,836.16	16,836.16
21 100	14,239.13	16,702.46	16,908.51	16,908.51	16,908.51
21 200	14,293.26	16,753.13	16,980.87	16,980.87	16,980.87
21 300	14,347.39	16,803.79	17,053.22	17,053.22	17,053.22
21 400	14,401.52	16,854.46	17,125.57	17,125.57	17,125.57
21 500	14,455.64	16,905.13	17,197.92	17,197.92	17,197.92
21 600	14,509.77	16,955.80	17,270.27	17,270.27	17,270.27
21 700	14,563.90	17,006.47	17,342.62	17,342.62	17,342.62
21 800	14,618.03	17,057.14	17,414.97	17,414.97	17,414.97
21 900	14,672.16	17,107.80	17,487.33	17,487.33	17,487.33
22 000	14,726.29	17,158.47	17,559.68	17,559.68	17,559.68
22 100	14,780.42	17,209.14	17,632.03	17,632.03	17,632.03
22 200	14,834.55	17,259.81	17,704.38	17,704.38	17,704.38
22 300	14,888.68	17,310.48	17,776.73	17,776.73	17,776.73
22 400	14,942.81	17,361.15	17,849.08	17,849.08	17,849.08
22 500	14,996.94	17,411.81	17,921.43	17,921.43	17,921.43
22 600	15,051.07	17,462.48	17,993.79	17,993.79	17,993.79
22 700	15,105.20	17,513.15	18,041.92	18,066.14	18,066.14
22 800	15,159.32	17,563.82	18,092.59	18,138.49	18,138.49
22 900	15,213.45	17,614.49	18,143.26	18,210.84	18,210.84
23 000	15,267.58	17,665.16	18,193.92	18,283.19	18,283.19
23 100	15,319.88	17,713.99	18,242.76	18,355.54	18,355.54
23 200	15,372.17	17,762.82	18,291.59	18,427.89	18,427.89
23 300	15,424.46	17,811.65	18,340.42	18,500.25	18,500.25
23 400	15,476.76	17,860.49	18,389.25	18,572.60	18,572.60
23 500	15,529.05	17,909.32	18,438.09	18,644.95	18,644.95
23 600	15,581.34	17,958.15	18,486.92	18,717.30	18,717.30

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1997) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
23 700	15,633.63	18,006.98	18,535.75	18,789.65	18,789.65
23 800	15,685.93	18,055.81	18,584.58	18,862.00	18,862.00
23 900	15,738.22	18,104.65	18,633.42	18,934.36	18,934.36
24 000	15,790.51	18,153.48	18,682.25	19,006.71	19,006.71
24 100	15,842.81	18,202.31	18,731.08	19,079.06	19,079.06
24 200	15,895.10	18,251.14	18,779.91	19,151.41	19,151.41
24 300	15,947.39	18,299.98	18,828.74	19,223.76	19,223.76
24 400	15,999.69	18,348.81	18,877.58	19,296.11	19,296.11
24 500	16,051.98	18,397.64	18,926.41	19,368.46	19,368.46
24 600	16,104.27	18,446.47	18,975.24	19,440.82	19,440.82
24 700	16,156.57	18,495.31	19,024.07	19,513.17	19,513.17
24 800	16,208.86	18,544.14	19,072.91	19,585.52	19,585.52
24 900	16,261.15	18,592.97	19,121.74	19,650.51	19,657.87
25 000	16,313.45	18,641.80	19,170.57	19,699.34	19,730.22
25 100	16,365.74	18,690.63	19,219.40	19,748.17	19,802.57
25 200	16,418.03	18,739.47	19,268.24	19,797.00	19,874.92
25 300	16,470.33	18,788.30	19,317.07	19,845.84	19,947.28
25 400	16,522.62	18,837.13	19,365.90	19,894.67	20,019.63
25 500	16,574.91	18,885.96	19,414.73	19,943.50	20,091.98
25 600	16,627.21	18,934.80	19,463.56	19,992.33	20,164.33
25 700	16,679.50	18,983.63	19,512.40	20,041.16	20,236.68
25 800	16,731.79	19,032.46	19,561.23	20,090.00	20,309.03
25 900	16,784.08	19,081.29	19,610.06	20,138.83	20,381.38
26 000	16,836.38	19,130.13	19,658.89	20,187.66	20,453.74
26 100	16,887.29	19,177.31	19,706.07	20,234.84	20,526.09
26 200	16,938.21	19,224.49	19,753.25	20,282.02	20,598.44
26 300	16,989.13	19,271.67	19,800.43	20,329.20	20,670.79
26 400	17,040.04	19,318.85	19,847.61	20,376.38	20,743.14
26 500	17,090.96	19,366.03	19,894.79	20,423.56	20,815.49
26 600	17,141.88	19,413.21	19,941.97	20,470.74	20,887.85
26 700	17,192.79	19,460.39	19,989.15	20,517.92	20,960.20
26 800	17,243.71	19,507.57	20,036.33	20,565.10	21,032.55
26 900	17,294.62	19,554.75	20,083.51	20,612.28	21,104.90
27 000	17,345.54	19,601.93	20,130.69	20,659.46	21,177.25
27 100	17,396.46	19,649.11	20,177.87	20,706.64	21,235.41
27 200	17,447.37	19,696.28	20,225.05	20,753.82	21,282.59
27 300	17,498.29	19,743.46	20,272.23	20,801.00	21,329.77
27 400	17,549.20	19,790.64	20,319.41	20,848.18	21,376.95
27 500	17,600.12	19,837.82	20,366.59	20,895.36	21,424.13
27 600	17,651.04	19,885.00	20,413.77	20,942.54	21,471.31
27 700	17,701.95	19,932.18	20,460.95	20,989.72	21,518.49
27 800	17,752.87	19,979.36	20,508.13	21,036.90	21,565.67
27 900	17,803.79	20,026.54	20,555.31	21,084.08	21,612.85
28 000	17,854.70	20,073.72	20,602.49	21,131.26	21,660.03
28 100	17,905.62	20,120.90	20,649.67	21,178.44	21,707.21
28 200	17,956.53	20,168.08	20,696.85	21,225.62	21,754.39
28 300	18,007.45	20,215.26	20,744.03	21,272.80	21,801.57
28 400	18,058.37	20,262.44	20,791.21	21,319.98	21,848.75
28 500	18,109.28	20,309.62	20,838.39	21,367.16	21,895.93

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Single or single-parent family

	Number of dependents				
	0	1	2	3	4 or more
28 600	18,160.20	20,356.80	20,885.57	21,414.34	21,943.11
28 700	18,211.12	20,403.98	20,932.75	21,461.52	21,990.29
28 800	18,262.03	20,451.16	20,979.93	21,508.70	22,037.47
28 900	18,312.95	20,498.34	21,027.11	21,555.88	22,084.65
29 000	18,363.86	20,545.52	21,074.29	21,603.06	22,131.83
29 100	18,414.78	20,592.70	21,121.47	21,650.24	22,179.01
29 200	18,465.70	20,639.88	21,168.65	21,697.42	22,226.19
29 300	18,516.61	20,687.06	21,215.83	21,744.60	22,273.37
29 400	18,567.53	20,734.24	21,263.01	21,791.78	22,320.55
29 500	18,618.44	20,781.42	21,310.19	21,838.96	22,367.73
29 600	18,668.66	20,827.90	21,356.67	21,885.44	22,414.21
29 700	18,712.57	20,868.08	21,396.84	21,925.61	22,454.38
29 800	18,756.48	20,908.25	21,437.02	21,965.79	22,494.55
29 900	18,800.39	20,948.42	21,477.19	22,005.96	22,534.73
30 000	18,844.30	20,988.60	21,517.36	22,046.13	22,574.90
30 100	18,888.21	21,028.77	21,557.54	22,086.31	22,615.07
30 200	18,932.12	21,068.94	21,597.71	22,126.48	22,655.25
30 300	18,976.03	21,109.12	21,637.88	22,166.65	22,695.42
30 400	19,019.94	21,149.29	21,678.06	22,206.83	22,735.59
30 500	19,063.85	21,189.46	21,718.23	22,247.00	22,775.77
30 600	19,107.76	21,229.64	21,758.40	22,287.17	22,815.94
30 700	19,151.67	21,269.81	21,798.58	22,327.35	22,856.11
30 800	19,195.58	21,309.98	21,838.75	22,367.52	22,896.29
30 900	19,239.49	21,350.16	21,878.93	22,407.69	22,936.46
31 000	19,283.40	21,390.33	21,919.10	22,447.87	22,976.63
31 100	19,327.31	21,430.50	21,959.27	22,488.04	23,016.81
31 200	19,371.22	21,470.68	21,999.45	22,528.21	23,056.98
31 300	19,415.12	21,510.85	22,039.62	22,568.39	23,097.15
31 400	19,459.03	21,551.02	22,079.79	22,608.56	23,137.33
31 500	19,502.94	21,591.20	22,119.97	22,648.73	23,177.50
31 600	19,546.85	21,631.37	22,160.14	22,688.91	23,217.67
31 700	19,590.76	21,671.54	22,200.31	22,729.08	23,257.85
31 800	19,634.67	21,711.72	22,240.49	22,769.25	23,298.02
31 900	19,678.58	21,751.89	22,280.66	22,809.43	23,338.20
32 000	19,722.49	21,792.06	22,320.83	22,849.60	23,378.37
32 100	19,766.40	21,832.24	22,361.01	22,889.77	23,418.54
32 200	19,810.31	21,872.41	22,401.18	22,929.95	23,458.72
32 300	19,854.22	21,912.58	22,441.35	22,970.12	23,498.89
32 400	19,898.13	21,952.76	22,481.53	23,010.29	23,539.06
32 500	19,942.04	21,992.93	22,521.70	23,050.47	23,579.24
32 600	19,985.95	22,033.11	22,561.87	23,090.64	23,619.41
32 700	20,029.86	22,073.28	22,602.05	23,130.81	23,659.58
32 800	20,073.77	22,113.45	22,642.22	23,170.99	23,699.76
32 900	20,117.68	22,153.63	22,682.39	23,211.16	23,739.93
33 000	20,161.59	22,193.80	22,722.57	23,251.33	23,780.10
33 100	20,206.11	22,235.62	22,764.39	23,293.16	23,821.93
33 200	20,250.42	22,277.45	22,806.22	23,334.99	23,863.75
33 300	20,294.72	22,319.28	22,848.04	23,376.81	23,905.58
33 400	20,339.02	22,361.10	22,889.87	23,418.64	23,947.41

Annual gross income	Income replacement indemnities (90 % of weighted net income for 1997) Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
33 500	20,383.33	22,402.93	22,931.70	23,460.46	23,989.23
33 600	20,427.63	22,444.75	22,973.52	23,502.29	24,031.06
33 700	20,471.93	22,486.58	23,015.35	23,544.12	24,072.88
33 800	20,516.24	22,528.41	23,057.17	23,585.94	24,114.71
33 900	20,560.54	22,570.23	23,099.00	23,627.77	24,156.54
34 000	20,604.84	22,612.06	23,140.83	23,669.59	24,198.36
34 100	20,649.15	22,653.88	23,182.65	23,711.42	24,240.19
34 200	20,693.45	22,695.71	23,224.48	23,753.24	24,282.01
34 300	20,737.75	22,737.53	23,266.30	23,795.07	24,323.84
34 400	20,782.06	22,779.36	23,308.13	23,836.90	24,365.66
34 500	20,826.36	22,821.19	23,349.95	23,878.72	24,407.49
34 600	20,870.66	22,863.01	23,391.78	23,920.55	24,449.32
34 700	20,914.97	22,904.84	23,433.61	23,962.37	24,491.14
34 800	20,959.27	22,946.66	23,475.43	24,004.20	24,532.97
34 900	21,003.58	22,988.49	23,517.26	24,046.03	24,574.79
35 000	21,047.88	23,030.32	23,559.08	24,087.85	24,616.62
35 100	21,092.18	23,072.14	23,600.91	24,129.68	24,658.45
35 200	21,136.49	23,113.97	23,642.74	24,171.50	24,700.27
35 300	21,180.79	23,155.79	23,684.56	24,213.33	24,742.10
35 400	21,225.09	23,197.62	23,726.39	24,255.15	24,783.92
35 500	21,271.01	23,240.98	23,769.75	24,298.51	24,827.28
35 600	21,316.92	23,284.34	23,813.10	24,341.87	24,870.64
35 700	21,362.83	23,327.69	23,856.46	24,385.23	24,914.00
35 800	21,408.75	23,371.05	23,899.82	24,428.59	24,957.36
35 900	21,454.66	23,414.41	23,943.18	24,471.95	25,000.71
36 000	21,500.57	23,457.77	23,986.54	24,515.30	25,044.07
36 100	21,546.49	23,501.13	24,029.90	24,558.66	25,087.43
36 200	21,592.40	23,544.49	24,073.25	24,602.02	25,130.79
36 300	21,638.31	23,587.84	24,116.61	24,645.38	25,174.15
36 400	21,684.23	23,631.20	24,159.97	24,688.74	25,217.51
36 500	21,730.14	23,674.56	24,203.33	24,732.10	25,260.86
36 600	21,776.06	23,717.92	24,246.69	24,775.46	25,304.22
36 700	21,821.97	23,761.28	24,290.05	24,818.81	25,347.58
36 800	21,867.88	23,804.64	24,333.40	24,862.17	25,390.94
36 900	21,913.80	23,847.99	24,376.76	24,905.53	25,434.30
37 000	21,959.71	23,891.35	24,420.12	24,948.89	25,477.66
37 100	22,005.62	23,934.71	24,463.48	24,992.25	25,521.01
37 200	22,051.54	23,978.07	24,506.84	25,035.61	25,564.37
37 300	22,097.45	24,021.43	24,550.20	25,078.96	25,607.73
37 400	22,143.36	24,064.79	24,593.55	25,122.32	25,651.09
37 500	22,189.28	24,108.14	24,636.91	25,165.68	25,694.45
37 600	22,235.19	24,151.50	24,680.27	25,209.04	25,737.81
37 700	22,281.10	24,194.86	24,723.63	25,252.40	25,781.17
37 800	22,327.02	24,238.22	24,766.99	25,295.76	25,824.52
37 900	22,372.93	24,281.58	24,810.35	25,339.11	25,867.88
38 000	22,418.85	24,324.94	24,853.70	25,382.47	25,911.24
38 100	22,464.76	24,368.29	24,897.06	25,425.83	25,954.60
38 200	22,510.67	24,411.65	24,940.42	25,469.19	25,997.96
38 300	22,556.59	24,455.01	24,983.78	25,512.55	26,041.32

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Single or single-parent family

	Number of dependents				
	0	1	2	3	4 or more
38 400	22,602.50	24,498.37	25,027.14	25,555.91	26,084.67
38 500	22,648.41	24,541.73	25,070.50	25,599.26	26,128.03
38 600	22,694.33	24,584.48	25,113.85	25,642.62	26,171.39
38 700	22,740.24	24,626.65	25,157.21	25,685.98	26,214.75
38 800	22,786.15	24,668.83	25,200.57	25,729.34	26,258.11
38 900	22,832.07	24,711.00	25,243.93	25,772.70	26,301.47
39 000	22,877.98	24,753.18	25,287.29	25,816.06	26,344.82
39 100	22,925.59	24,796.94	25,332.26	25,861.03	26,389.80
39 200	22,973.20	24,840.69	25,377.23	25,906.00	26,434.77
39 300	23,020.81	24,884.45	25,422.21	25,950.97	26,479.74
39 400	23,068.42	24,928.21	25,467.18	25,995.95	26,524.72
39 500	23,116.03	24,971.97	25,512.15	26,040.92	26,569.69
39 600	23,163.64	25,015.73	25,557.13	26,085.89	26,614.66
39 700	23,211.25	25,059.48	25,602.10	26,130.87	26,659.63
39 800	23,258.86	25,103.24	25,647.07	26,175.84	26,704.61
39 900	23,306.47	25,147.00	25,692.04	26,220.81	26,749.58
40 000	23,354.08	25,190.76	25,737.02	26,265.79	26,794.55
40 100	23,401.69	25,234.52	25,781.99	26,310.76	26,839.53
40 200	23,449.30	25,278.27	25,826.96	26,355.73	26,884.50
40 300	23,496.91	25,322.03	25,871.94	26,400.70	26,929.47
40 400	23,544.52	25,365.79	25,916.91	26,445.68	26,974.45
40 500	23,592.13	25,409.55	25,961.88	26,490.65	27,019.42
40 600	23,639.74	25,453.31	26,006.86	26,535.62	27,064.39
40 700	23,687.35	25,497.06	26,051.75	26,580.60	27,109.36
40 800	23,734.96	25,540.82	26,095.51	26,625.57	27,154.34
40 900	23,782.57	25,584.58	26,139.27	26,670.54	27,199.31
41 000	23,830.18	25,628.34	26,183.03	26,715.52	27,244.28
41 100	23,877.79	25,672.10	26,226.78	26,760.49	27,289.26
41 200	23,925.40	25,715.85	26,270.54	26,805.46	27,334.23
41 300	23,973.01	25,759.61	26,314.30	26,850.43	27,379.20
41 400	24,020.62	25,803.37	26,358.06	26,895.41	27,424.18
41 500	24,068.23	25,847.13	26,401.82	26,940.38	27,469.15
41 600	24,115.84	25,890.89	26,445.57	26,985.35	27,514.12
41 700	24,163.45	25,934.64	26,489.33	27,030.33	27,559.09
41 800	24,211.06	25,978.40	26,533.09	27,075.30	27,604.07
41 900	24,258.67	26,022.16	26,576.85	27,120.27	27,649.04
42 000	24,306.28	26,065.92	26,620.61	27,165.25	27,694.01
42 100	24,353.89	26,109.68	26,664.36	27,210.22	27,738.99
42 200	24,401.50	26,153.43	26,708.12	27,255.19	27,783.96
42 300	24,449.11	26,197.19	26,751.88	27,300.16	27,828.93
42 400	24,496.72	26,240.95	26,795.64	27,345.14	27,873.91
42 500	24,544.33	26,284.71	26,839.40	27,390.11	27,918.88
42 600	24,591.94	26,328.47	26,883.15	27,435.08	27,963.85
42 700	24,639.55	26,372.22	26,926.91	27,480.06	28,008.82
42 800	24,687.16	26,415.98	26,970.67	27,525.03	28,053.80
42 900	24,734.77	26,459.74	27,014.43	27,569.12	28,098.77
43 000	24,782.38	26,503.50	27,058.19	27,612.87	28,143.74
43 100	24,829.99	26,547.26	27,101.94	27,656.63	28,188.72
43 200	24,877.60	26,591.01	27,145.70	27,700.39	28,233.69

Annual gross  
incomeIncome replacement indemnities  
(90 % of weighted net income for 1997)  
Single or single-parent family

	Number of dependents				
	0	1	2	3	4 or more
43 300	24,925.21	26,634.77	27,189.46	27,744.15	28,278.66
43 400	24,972.82	26,678.53	27,233.22	27,787.91	28,323.64
43 500	25,020.43	26,722.29	27,276.98	27,831.66	28,368.61
43 600	25,068.04	26,766.05	27,320.73	27,875.42	28,413.58
43 700	25,115.65	26,809.80	27,364.49	27,919.18	28,458.55
43 800	25,163.26	26,853.56	27,408.25	27,962.94	28,503.53
43 900	25,210.87	26,897.32	27,452.01	28,006.70	28,548.50
44 000	25,258.48	26,941.08	27,495.77	28,050.45	28,593.47
44 100	25,306.09	26,984.84	27,539.52	28,094.21	28,638.45
44 200	25,353.70	27,028.59	27,583.28	28,137.97	28,683.42
44 300	25,401.31	27,072.35	27,627.04	28,181.73	28,728.39
44 400	25,448.92	27,116.11	27,670.80	28,225.49	28,773.37
44 500	25,496.53	27,159.87	27,714.56	28,269.24	28,818.34
44 600	25,544.14	27,203.63	27,758.31	28,313.00	28,863.31
44 700	25,591.75	27,247.38	27,802.07	28,356.76	28,908.28
44 800	25,639.36	27,291.14	27,845.83	28,400.52	28,953.26
44 900	25,686.97	27,334.90	27,889.59	28,444.28	28,998.23
45 000	25,734.58	27,378.66	27,933.35	28,488.03	29,042.72
45 100	25,782.19	27,422.42	27,977.10	28,531.79	29,086.48
45 200	25,829.80	27,466.17	28,020.86	28,575.55	29,130.24
45 300	25,877.41	27,509.93	28,064.62	28,619.31	29,174.00
45 400	25,925.02	27,553.69	28,108.38	28,663.07	29,217.75
45 500	25,972.63	27,597.45	28,152.14	28,706.82	29,261.51
45 600	26,020.24	27,641.21	28,195.89	28,750.58	29,305.27
45 700	26,067.85	27,684.96	28,239.65	28,794.34	29,349.03
45 800	26,115.46	27,728.72	28,283.41	28,838.10	29,392.79
45 900	26,163.07	27,772.48	28,327.17	28,881.86	29,436.54
46 000	26,210.68	27,816.24	28,370.93	28,925.61	29,480.30
46 100	26,258.29	27,860.00	28,414.68	28,969.37	29,524.06
46 200	26,305.90	27,903.75	28,458.44	29,013.13	29,567.82
46 300	26,353.51	27,947.51	28,502.20	29,056.89	29,611.58
46 400	26,401.12	27,991.27	28,545.96	29,100.65	29,655.33
46 500	26,448.73	28,035.03	28,589.72	29,144.40	29,699.09
46 600	26,496.34	28,078.79	28,633.47	29,188.16	29,742.85
46 700	26,543.95	28,122.54	28,677.23	29,231.92	29,786.61
46 800	26,591.56	28,166.30	28,720.99	29,275.68	29,830.37
46 900	26,639.17	28,210.06	28,764.75	29,319.44	29,874.12
47 000	26,686.78	28,253.82	28,808.51	29,363.19	29,917.88
47 100	26,734.39	28,297.58	28,852.26	29,406.95	29,961.64
47 200	26,782.00	28,341.33	28,896.02	29,450.71	30,005.40
47 300	26,829.61	28,385.09	28,939.78	29,494.47	30,049.16
47 400	26,877.22	28,428.85	28,983.54	29,538.23	30,092.91
47 500	26,924.83	28,472.61	29,027.30	29,581.98	30,136.67
47 600	26,972.44	28,516.37	29,071.05	29,625.74	30,180.43
47 700	27,020.05	28,560.12	29,114.81	29,669.50	30,224.19
47 800	27,067.66	28,603.88	29,158.57	29,713.26	30,267.95
47 900	27,115.27	28,647.64	29,202.33	29,757.02	30,311.70
48 000	27,162.88	28,691.40	29,246.09	29,800.77	30,355.46
48 100	27,210.49	28,735.16	29,289.84	29,844.53	30,399.22

**Annual gross  
income****Income replacement indemnities  
(90 % of weighted net income for 1997)  
Single or single-parent family**

	Number of dependents				
	0	1	2	3	4 or more
48 200	27,258.10	28,778.91	29,333.60	29,888.29	30,442.98
48 300	27,305.71	28,822.67	29,377.36	29,932.05	30,486.74
48 400	27,353.32	28,866.43	29,421.12	29,975.81	30,530.49
48 500	27,400.93	28,910.19	29,464.88	30,019.56	30,574.25
48 600	27,448.54	28,953.95	29,508.63	30,063.32	30,618.01
48 700	27,496.15	28,997.70	29,552.39	30,107.08	30,661.77
48 800	27,543.76	29,041.46	29,596.15	30,150.84	30,705.53
48 900	27,591.37	29,085.22	29,639.91	30,194.60	30,749.28
49 000	27,638.98	29,128.98	29,683.67	30,238.35	30,793.04

9841

**Draft Regulation**

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

**Labour standards  
— Amendments**

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1) and sections 33 and 92 of the Act respecting labour standards (R.S.Q., c. N-1.1) that the Regulation amending the Regulation respecting labour standards, the text of which appears below, may be made by the Government upon the expiry of 60 days following this publication.

This project is about raising the general rate of the minimum wage from \$6.45 per hour to \$6.70, the rate of employees who habitually receive tips from \$5.73 per hour to \$5.95 and the minimum wage payable to domestics who reside with their employer from \$250 per week to \$260.

Any person having comments to make on the matter is asked to send them in writing, before the expiry of the 60-day period, to Mister Matthias Rioux, Minister of Labour, 200, chemin Sainte-Foy, 6<sup>e</sup> étage, Québec (Québec), G1R 5S1.

MATTHIAS RIOUX,  
*Minister of Labour*

**Regulation amending the Regulation  
respecting labour standards**

An Act respecting labour standards  
(R.S.Q., c. N-1.1, s. 89, par. 1)

**1.** The Regulation respecting labour standards (R.R.Q., 1981, c. N-1.1, r. 3), amended by the regulations adopted under Orders in Council 1394-86 of 10 September 1986, 1340-87 of 26 August 1987, 1316-88 of 31 August 1988, 1468-89 of 6 September 1989, 1288-90 of 5 September 1990, 1201-91 of 28 August 1991, 1292-92 of 1 September 1992, 1237-93 of 1 September 1993, 1375-94 of 7 September 1994 and 1209-95 of 6 September 1995, is again amended by replacing, in section 3, the amount “\$6.45” by the amount “\$6.70”.

**2.** Section 4 of the Regulation is amended by replacing the amount “\$5.73” by the amount “\$5.95”.

**3.** Section 5 of the Regulation is amended by replacing the amount “\$250” by the amount “\$260”.

**4.** This Regulation comes into force on 1 October 1996.

9825



## Draft Regulation

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

### Men's and boy's shirt industry — Amendments

Notice is hereby given, in accordance with the Act respecting collective agreement decrees (R.S.Q., c. D-2), that the "Association des manufacturiers de sous-vêtements du Québec" has petitioned the Minister of Labour to recommend to the Government that it make the Decree to amend the Decree respecting the men's and boy's shirt industry. In accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), the Decree, the text of which appears below, may be made by the Government at the expiry of the 45 days from this publication.

The purpose of this draft regulation is to amend the industrial jurisdiction of the above-mentioned Decree.

To achieve that purpose, the draft regulation proposes to exclude "boxer shorts and underwear" from the jurisdiction.

To date, a study of this matter has revealed that the Decree respecting the men's and boy's shirt industry governs, according to the statistics in the 1995 Annual Report of the Parity Committee, 18 employers and 857 employees. Of that number, three enterprises, comprising about twenty employees, produce boxer shorts. As for the underwear industry, it is not included in the statistics, as the Decree was never actually applied to that industry. Its exclusion, therefore, does not modify its present situation. Consultation will serve to clarify the impact of the proposed amendments.

Further information may be obtained by contacting Mr. Gilles Fleury, Direction des décrets, Ministère du Travail, 200, chemin Sainte-Foy, 6<sup>e</sup> étage, Québec (Québec), G1R 5S1 (telephone: (418) 643-4415; Fax: (418) 528-0559).

Any interested person having comments to make concerning this matter is asked to send them in writing, before the expiry of the 45-day period, to the Deputy Minister of Labour, 200, chemin Sainte-Foy, 6<sup>e</sup> étage, Québec (Québec), G1R 5S1.

JEAN-MARC BOILY,  
*Deputy Minister*

## Decree to amend the Decree respecting the men's and boy's shirt industry

Act respecting collective agreement decrees (R.S.Q., c. D-2, s. 8)

**1.** The Decree respecting the men's and boy's shirt industry (R.R.Q., 1981, c. D-2, r. 11), amended by Orders in Council 1841-82 dated 12 August 1982, 2239-82 dated 29 September 1982, 673-84 dated 21 March 1984, 2611-85 dated 4 December 1985, 1124-87 dated 22 July 1987, 904-88 dated 8 June 1988, 513-91 dated 10 April 1991, 1620-92 dated 4 November 1992, 254-95 dated 1 March 1995 and 810-95 dated 14 June 1995, is further amended in the first paragraph of section 1.01:

1° in the French version, by deleting the words "caleçons boxeurs et sous-vêtements";

2° in the English version, by substituting the words "shirts and pyjamas" for the words "shirts, pyjamas, boxer shorts and underwear".

**2.** Section 1.04 of the Decree is amended by adding the following after paragraph *c*:

"(d) boxer shorts and underwear."

**3.** Section 7.02 of the Decree is amended by deleting the words ", boxer shorts" from the first paragraph.

**4.** Section 7.02.1 of the Decree is amended by deleting the words "boxer shorts" from the first paragraph.

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

9845

## Draft Regulation

An Act respecting occupational health and safety (R.S.Q., c. S-2.1)

### Agreement regarding the programs of the Canada Employment and Immigration Commission

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1) and with section 224 of the Act respecting occupational health and safety (R.S.Q., c. S-2.1), that upon the expiry of a 60-day period following the publication of this notice, the Regulation respecting the implementation of the Agreement regarding the programs of the Canada

Employment and Immigration Commission, may be made by the Commission de la santé et de la sécurité du travail, with or without amendments, and submitted to the Government for approval.

The purpose of the draft regulation is to grant protection under the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001) to persons participating in certain programs of the Canada Employment and Immigration Commission.

To that end, it proposes that the Canada Employment and Immigration Commission be considered as the employer of those persons as regards the statement of the contributions it pays for the persons participating in the programs, the payment of the assessments established by the Commission de la santé et de la sécurité du travail and the imputation of the cost of benefits paid by the Commission by reason of an employment injury.

To date, study of the matter has revealed the following impacts on the public and on enterprises, particularly small and medium-sized businesses:

— protection against industrial accidents and occupational diseases is granted to persons participating in certain programs of the Canada Employment and Immigration Commission;

— the Canada Employment and Immigration Commission is considered to be the employer of those persons for the purposes mentioned above and therefore pays the relevant assessments.

Further information may be obtained by contacting Mr. Pierre Gingras, Commission de la santé et de la Sécurité du travail, 1199, rue Bleury, 2<sup>e</sup> étage, Montréal (Québec), H3B 3J1, tel.: (514) 873-0679, fax: (514) 864-9985.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 60-day period, to Mr. Donald Brisson, Vice-Chairman Clients and Partner Relations, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec), G1R 7E2.

PIERRE SHEDLEUR,  
*Chairman of the Board and  
Chief Executive Officer of the  
Commission de la santé et de  
la sécurité du travail*

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## **Regulation respecting the implementation of the Agreement regarding the programs of the Canada Employment and Immigration Commission**

An Act respecting occupational health and safety (R.S.Q., c. S-2.1, s. 223, 1<sup>st</sup> par., subpar. 39)

**1.** The Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001) applies to persons participating in the programs of the Canada Employment and Immigration Commission on the conditions and to the extent provided for in the Agreement between the Commission and the Commission de la santé et de la sécurité du travail appearing in Schedule 1.

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

### **SCHEDULE 1**

WHEREAS under subsection 15(1) of the Employment and Immigration Department and Commission Act (R.S.C. (1985), c. E-5), the CEIC is a body corporate;

WHEREAS under subsection 15(2) of that Act, the CEIC may on behalf of Her Majesty in right of Canada enter into contracts in its own name;

WHEREAS the Commission is, under section 138 of the Act respecting occupational health and safety (R.S.Q., c. S-2.1), a legal person within the meaning of the Civil Code of Québec and has the general powers of such a legal person and the special powers conferred upon it by that Act;

WHEREAS under section 170 of that Act, the Commission may make agreements in accordance with the Act with a Government department or agency, another government or a department or agency of such a government for the application of the Acts and regulations administered by it;

WHEREAS the CEIC has requested that the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001) apply to participants and members of the administrative personnel and it intends to assume, for administrative purposes only, the obligations prescribed for employers as regards the statement of the contributions paid by the CEIC for participants and members of the administrative personnel, the payment of the assessments due to the Commission and the imputation of the cost of benefits payable by reason of an employment injury;

WHEREAS under section 16 of the Act respecting industrial accidents and occupational diseases, a person doing work under a project of any government, whether or not the person is a worker, may be deemed to be a worker employed by that government, by an agency or by a legal person, on the conditions and to the extent provided by an agreement between the Commission and the government, agency or legal person concerned;

WHEREAS under section 16 of that Act, the second paragraph of section 170 of the Act respecting occupational health and safety (R.S.Q., c. S-2.1) applies to such agreement, the effect of that section 16 being that the Commission must proceed by way of a regulation in order to give effect to an agreement extending benefits arising out of Acts or regulations administered by it;

THEREFORE, THE PARTIES HEREBY AGREE TO THE FOLLOWING:

## **CHAPTER 1.00** ENABLING PROVISIONS

### **Enabling provisions**

1.01 This Agreement is entered into under section 16 of the Act respecting industrial accidents and occupational diseases, subsection 15(2) of the Employment and Immigration Department and Commission Act (R.S.C. (1985), c. E-5) and section 170 of the Act respecting occupational health and safety (R.S.Q., c. S-2.1).

## **CHAPTER 2.00** PURPOSES OF AGREEMENT

### **Purposes of agreement**

2.01 The purposes of this Agreement are to provide for the application of the Act respecting industrial accidents and occupational diseases to participants and members of the administrative personnel and to determine the respective obligations of the CEIC and of the Commission, on the conditions and to the extent set forth herein.

### **Other purpose**

Another purpose of this Agreement is to provide for the non-application of the provisions concerning the re-assignment or the protective re-assignment of a pregnant or breast-feeding worker in the Act respecting occupational health and safety.

## **CHAPTER 3.00** DEFINITIONS

### **“CEIC”**

(a) CEIC means the Employment and Immigration Commission established by section 9 of the Employment and Immigration Department and Commission Act (R.S.C. (1985), c. E-5) or any other agency that might be substituted for it by an Act of Parliament;

### **“Commission”**

(b) Commission means the Commission de la santé et de la sécurité du travail established under section 137 of the Act respecting occupational health and safety (R.S.Q., c. S-2.1);

### **“contribution”**

(c) contribution means the contribution paid for a participant or a member of the administrative personnel in the form of, as the case may be,

- i. any amount paid by the CEIC as wages or as an allowance;
- ii. any unemployment insurance benefits paid for a participant, to which any amount paid as an allowance may be added, where applicable.

This definition excludes additional allowances paid for day-care expenses, transportation costs or any other amount that may not be considered as employment income;

### **“employment injury”**

(d) employment injury means an injury or a disease arising out of or in the course of an industrial accident, or an occupational disease, including a recurrence, relapse or aggravation;

### **“Act”**

(e) Act means the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001);

### **“participant”**

(f) participant means any person registered, in particular, in a program appearing in Schedule I;

**“member of the administrative personnel”**

(g) member of the administrative personnel means any person registered, in particular, in a program mentioned in Schedule I;

**“promoter”**

(h) promoter means a municipal administration, a Native band council, a health institution, a public educational institution, a business or any other organization that has entered into an agreement with the CEIC for the purposes of implementing and carrying out a program administered by the CEIC and covered by this Agreement.

**CHAPTER 4.00  
OBLIGATIONS OF THE CEIC****Employer**

4.01 The CEIC is deemed to be the employer of any participant or any member of the administrative personnel covered by this Agreement, for the exclusive purposes of the statement of the contributions paid by it for participants or members of the administrative personnel who are registered in the programs subject to this Agreement, the payment of the assessment calculated by the Commission and the imputation of the cost of the benefits paid by the Commission by reason of an employment injury.

**Exclusions**

It is understood that participants and members of the administrative personnel covered by this Agreement are neither employees, officers or servants of Her Majesty in right of Canada or of the CEIC for the purposes of any Act and, in particular, the Crown Liability and Proceedings Act (R.S.C. (1985), c. C-50), nor employees of the State for the purposes of the Government Employees Compensation Act (R.S.C. (1985), c. G-5).

**Transportation costs**

4.02 The CEIC shall assume the transportation costs referred to in section 190 of the Act where those costs are impossible to recover from the promoter.

**Promoter's obligations**

4.03 The CEIC shall inform promoters that they are bound by all the other employers' obligations provided for in the Act, except for the obligations set out in section 32 pertaining to the dismissal, suspension or transfer of a worker, the practice of discrimination or the taking of reprisals against him, sections 179 and 180

concerning temporary assignment and Chapter VII respecting the right to return to work, which do not apply to them.

**Other exception**

Likewise, Subdivision 4 of Division I of Chapter III of the Act respecting occupational health and safety does not apply to promoters.

**Confirmation of participation**

4.04 If the Commission so requests, the CEIC shall confirm the name of a participant, member of the administrative personnel or promoter subject to this Agreement.

**Payment of assessments**

4.05 The CEIC shall pay the assessment calculated by the Commission on the basis of the general rate of the unit corresponding to the economic activities in the “Programme d'aide à la création d'emploi” unit or, should amendments be made after this Agreement is signed, in a unit corresponding to those activities, in accordance with the Act and the regulations made thereunder.

**Fixed administrative costs**

The foregoing also applies to the fixed administrative costs associated with the opening of each financial record.

**Minimum**

4.06 For assessment purposes, the CEIC is deemed to pay wages that correspond to the contributions paid by it for participants or for members of the administrative personnel who are registered in a program subject to this Agreement.

**Contributions paid**

4.07 The CEIC shall forward to the Commission, not later than 30 June of each year, the final amount of the contributions paid for participants or members of the administrative personnel registered in a program during the period between 1 April of the preceding year and 31 March of the current year and shall pay, where applicable, any balance on the assessment calculated by the Commission.

**Overpayment**

The Commission shall apply any assessment amount overpaid by the CEIC to the assessment due for a subsequent year.

### **Estimation of contributions**

The CEIC shall also forward to the Commission, not later than 1 September of each year, an estimation of the contributions paid for participants or members of the administrative personnel registered or likely to be registered in a program during the period between 1 April of the current year and 31 March of the following year.

### **Description of programs**

4.08 The CEIC shall forward to the Commission, upon the coming into force of this Agreement, a description of every program appearing in Schedule I.

### **New program or amendment**

Every new program and every subsequent amendment to a program appearing in Schedule I shall be forwarded so that it may be evaluated and a decision may be made whether to include or to retain it under this Agreement.

## **CHAPTER 5.00 OBLIGATIONS OF THE COMMISSION**

### **Worker status**

5.01 The Commission shall consider a participant or a member of the administrative personnel who is registered in any of the programs subject to this Agreement to be a worker within the meaning of the Act.

### **Indemnity**

5.02 A participant or a member of the administrative personnel who suffers an employment injury is entitled to an income replacement indemnity from the first day following the beginning of his inability to carry on the remunerated employment he is holding at the time the employment injury appears.

If the participant or member of the administrative personnel has no remunerated employment at the time his employment injury appears, he is entitled, from the first day following the beginning of his inability, to the income replacement indemnity if he becomes unable, by reason of that injury, to carry on his usual employment or, if he does not carry on such employment usually, the employment that could have been his usual employment, considering his training, work experience and physical and intellectual capacity before his injury appeared.

### **Payment**

5.03 Notwithstanding section 60 of the Act, the Commission shall pay to the participant or to the member of the administrative personnel the income replacement indemnity to which he is entitled.

### **Calculation of the indemnity**

5.04 For the purposes of calculating the income replacement indemnity, the gross annual employment income of the participant or member of the administrative personnel is the amount of the contribution paid by the CEIC.

### **Recurrence, relapse or aggravation**

In the event of a recurrence, a relapse or an aggravation, where the participant or the member of the administrative personnel has a remunerated employment, the gross annual income is, for the purposes of calculating the income replacement indemnity, established in accordance with section 70 of the Act. However, if he is unemployed at the time of the recurrence, relapse or aggravation, the gross annual employment income is that which he derived from the employment out of or in the course of which he suffered his employment injury; that gross income is revalorized on 1 January of each year from the date he ceased to hold the employment.

### **Exception**

However, entitlement to an income replacement indemnity and the calculation thereof for a participant or a member of the administrative personnel who is considered to be a worker under this Agreement and who is a full-time student shall be determined according to sections 79 and 80 of the Act.

### **Financial records**

5.05 The Commission shall open a financial record in respect of each program and shall charge the related fixed administrative costs to the CEIC.

### **Penalties**

5.06 The Commission shall not impose any penalty on the CEIC for an underestimation of the contributions paid for participants or members of the administrative personnel or for a delay in filing the statement of the final amount of the contributions paid for participants or members of the administrative personnel.

## **CHAPTER 6.00**

### **MISCELLANEOUS**

#### **Monitoring of progress of Agreement**

6.01 Within 15 days following the coming into force of this Agreement, both the CEIC and the Commission shall designate a person who will be responsible for monitoring the progress of this Agreement.

#### **Addresses for notices**

6.06 Every notice provided for in this Agreement shall be sent to the following addresses:

(a) Director of Employment and Skills Development  
Human Resources Development Canada  
1441, rue Saint-Urbain, 3<sup>e</sup> étage  
Montréal (Québec)  
H2X 2M6

(b) Le Secrétaire de la Commission  
Commission de la santé et de la sécurité du travail  
1199, rue De Bleury, 14<sup>e</sup> étage  
Montréal (Québec)  
H3C 4E1.

## **CHAPTER 7.00**

### **COMING INTO FORCE, TERM AND AMENDMENTS**

#### **Taking effect**

7.01 This Agreement takes effect on the date of coming into force of the Regulation adopted for that purpose by the Commission under section 170 of the Act respecting occupational health and safety.

#### **Term**

7.02 It shall remain in force until 31 March 1997.

#### **Tacit renewal**

7.03 It shall subsequently be renewed tacitly for successive 12-month periods, unless one of the parties sends to the other party, by registered or certified mail, at least 90 days before the term expires, a notice in writing to the effect that it intends to terminate the Agreement or make amendments thereto.

#### **Amendments**

7.04 In the latter case, the notice shall contain the amendments that the party wishes to make.

#### **Renewal**

7.05 The sending of the notice provided for in section 7.04 shall not preclude the tacit renewal of this Agreement for a period of 1 year. If the parties do not agree on the amendments to be made to the Agreement, the Agreement shall be terminated, without further notice, at the expiry of that period.

## **CHAPTER 8.00**

### **CANCELLATION OF THE AGREEMENT**

#### **Non-compliance**

8.01 If the CEIC fails to comply with any of its obligations, the Commission may send a notice in writing to request that the CEIC remedy that failure within a period fixed by the Commission. Should the failure not be remedied within the period fixed, the Commission may cancel this Agreement unilaterally by giving notice in writing.

#### **Date**

8.02 The Agreement shall then be cancelled on the date on which the notice of cancellation provided for in section 8.01 is sent.

#### **Financial adjustments**

8.03 In the event of cancellation, the Commission shall make financial adjustments on the basis of the amounts payable under this Agreement.

#### **Sum due**

8.04 Any sum due after such financial adjustments have been made shall be payable on the due date appearing on the notice of assessment.

#### **Mutual agreement**

8.05 The parties may, by mutual agreement, cancel this Agreement at any time.

#### **Damages**

8.06 In the event of cancellation, neither party shall be required to pay damages, interest or any other form of indemnity or charges to the other party.

## SCHEDULE I TO THE AGREEMENT

### List of programs subject to the Agreement

- Youth Employment and Learning Strategy:
  - (a) program “Student Summer Job Action”:
    - option “Summer Career Placements”;
    - option “Summer Youth Service Canada”;
  - (b) “Youth” component:
    - program “Youth Service Canada”;
    - program “Youth Internship Canada”;
- Employability Improvement:
  - (a) “Project-Based Training” component;
  - (b) “Employment Assistance” component;
- Community Futures:
  - (a) “Local Projects” component:
    - “Job Development Projects” measure (regulars and social assistance recipients);
    - “Job Creation Projects” measure;
- Atlantic Groundfish Strategy:
  - (a) “Labour Market Adjustment” component:
    - “Environmental Projects” measure;
    - “Community Opportunities” measure.

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## Draft Regulation

Professional Code  
(R.S.Q., c. C-26)

### Notaries

#### — Procedure for conciliation and arbitration of accounts

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the “Regulation respecting the procedure for conciliation and arbitration of accounts of notaries”, adopted by the Bureau of the Chambre des notaires du Québec, the text of which appears below, may be submitted to the government for approval upon the expiry of forty-five days following the present publication. The government may approve it with or without amendment.

The Chambre des notaires du Québec believes that this regulation has for purpose to improve and bring up to date the procedure for conciliation and arbitration of accounts of notaries. Among other ameliorations, there is the nomination of a conciliator of accounts, the creation of an arbitration committee and the nomination of a secretary of that committee within the order. Also, the delays provided in the regulation for the application of the procedure for conciliation and arbitration of accounts of notaries have been entirely revised to better organize the procedure for conciliation and arbitration of accounts of notaries.

The Chambre des notaires du Québec believes that this regulation will have positive impacts towards citizens and enterprises, particularly for small and medium size companies, by favouring a higher efficiency of the procedure for conciliation and arbitration of accounts of notaries. It will also permit more flexibility in its application by a better organization of the procedure for conciliation and arbitration of accounts of notaries facilitating by then its use.

Additional information may be obtained by contacting M<sup>e</sup> Michel Poulin, secretary of the Chambre des notaires du Québec, 630, boulevard René-Lévesque Ouest, local 1700, Montréal (Quebec), H3B 1T6, telephone no: (514) 879-2908; fax no: (514) 879-1923.

Any person having comments to make is asked to transmit them, before the expiry of the 45-day period, to the Chairman of the Office des professions du Québec, complexe de la place Jacques-Cartier, 320, rue Saint-Joseph Est, 1<sup>er</sup> étage, Québec (Québec), G1K 8G5. These comments will be forwarded by the Office to the Minister responsible for the administration of legislation concerning the professions; they may also be forwarded to the order professional that made the Regulation as well as to the persons, departments and agencies concerned.

ROBERT DIAMANT,  
*Chairman of the Office  
des professions du Québec*

## Regulation respecting the procedure for conciliation and arbitration of accounts of notaries

Professional Code  
(R.S.Q., c. C-26, s. 88)

### DIVISION I GENERAL PROVISIONS

**1.** The conciliator of accounts of notaries or the secretary of the committee for the arbitration of accounts of

notaries shall send a copy of this regulation to any person requesting it.

**2.** Where a written agreement between a notary and a client or his representative determines the amount of fees, or specific terms and conditions allowing the fees to be determined, the procedure for conciliation and arbitration provided in the present regulation shall be used only for the purpose of ensuring that the services rendered are in conformity with the agreement.

**3.** All time limits established by this regulation are preemptory and are calculated in accordance with the Code of Civil Procedure (R.S.Q., c. C-25).

## DIVISION II CONCILIATION

**4.** A conciliator of accounts of notaries shall be named by the Bureau for the purpose of dealing with applications for conciliation.

The conciliator must take the oath or make the affirmation of discretion prescribed by the Bureau.

**5.** A client or his representative who has a dispute with a notary over the amount of a wholly or partially unpaid account for professional services must, before seeking arbitration, apply for conciliation in writing to the conciliator within 45 days after receiving the notary's invoice, so long as he has not been notified of legal proceedings instituted by the notary for recovery of the account, in accordance with section 8.

Where the notary has withdrawn or withheld sums from funds held or received for or on behalf of the client, the time shall begin to run from the date of receipt of the notary's invoice, or from the time the client becomes aware that payment has been made using sums withdrawn or withheld from such funds, whichever is later.

**6.** A client or his representative who has a dispute with a notary over the amount of a fully paid account for professional services must, in writing and before seeking arbitration, apply for conciliation to the conciliator within 45 days after receiving the notary's invoice.

Where the notary has withdrawn or withheld sums from funds held or received for or on behalf of the client, the time shall begin to run from the date of receipt of the notary's invoice, or from the time the client becomes aware that payment has been made using sums withdrawn or withheld from such funds, whichever is later.

**7.** An application by any person to the syndic for an inquiry, comprising an application for conciliation, may constitute an application for conciliation within the meaning of sections 5 or 6, as the case may be, if it is submitted within the time limit stipulated herein.

**8.** A notary shall not institute legal proceedings for the recovery of an account for professional services during 45 days following receipt of the invoice by the client.

The conciliator may nevertheless authorize the institution of such proceedings if there is reason to believe that recovery of the claim may be jeopardized if such action is not taken.

**9.** The conciliator shall, as soon as possible after receiving an application for conciliation, send to the client the form prescribed by the Bureau and notify by writing the notary.

**10.** A notary shall not, as of and from receipt of the conciliator's notice, institute legal proceedings for the recovery of his account until the dispute has been settled by conciliation or arbitration.

The notary may nevertheless apply for provisional measures in accordance with section 940.4 of the Code of Civil Procedure.

**11.** The conciliator conducts the conciliation using the procedure he deems most appropriate.

**12.** If conciliation does not result in agreement, the conciliator shall, as soon as possible, send to the parties a report recording the failure of conciliation.

The conciliator shall furthermore send to the client the arbitration form prescribed by the Bureau and shall indicate the procedure to be followed and the time limits involved for submitting the dispute to arbitration.

## DIVISION III ARBITRATION

### §1. Arbitration committee

**13.** An arbitration committee shall be formed by the Bureau to deal with applications for arbitration, and shall comprise at least 4 members appointed from among notaries who have been entered on the roll of the Order for at least 10 years.

The Bureau designates the committee chairman, vice-president, and secretary.



**14.** Each committee member must take an oath or make a solemn affirmation to faithfully and impartially fulfil his role as arbitrator.

The committee secretary must take the oath or make the affirmation of discretion prescribed by the Bureau.

### *§2. Application for arbitration*

**15.** The client may, within 30 days of receiving the conciliator's report provided at section 12, apply for arbitration of the account by sending to the committee secretary the form, duly completed, prescribed by the Bureau.

**16.** The committee secretary shall, as soon as possible after receiving an application for arbitration, notify by writing the notary.

**17.** The client may, in writing, withdraw an application for arbitration but only with the consent of the notary.

**18.** Where agreement is reached between the parties after the application for arbitration has been filed but before the formation for the council of arbitration provided in the following sub-division, such agreement shall be put into writing, signed, and filed with the committee secretary.

### *§3. Council of arbitration*

**19.** Where the disputed amount is less than \$5,000.00, the application for arbitration is examined by a council of arbitration comprising a single arbitrator designated by the arbitration committee secretary from among committee members.

Where the disputed amount is of \$5,000.00 or more, the application for arbitration is examined by a council of arbitration comprising three arbitrators designated by the committee secretary from among committee members. The arbitrators designate a chairman and a secretary from among themselves. Such dispute may also be heard by a single arbitrator at the written request of the parties.

**20.** The committee secretary shall notify by writing the council arbitrator or arbitrators and the parties of the formation of the council.

**21.** In the event of the death, incapacity, or inability to act of one of the arbitrators, the remaining arbitrators may validly proceed and render a decision.

If the council comprises a single arbitrator or if two arbitrators of a council are found in one of the situations provided in the first paragraph, the committee secretary shall see to a replacement in accordance with section 19, and, if necessary, the case shall be reheard.

**22.** A motion for the recusation of an arbitrator may only be made for one of the causes set forth in article 234 of the Code of Civil Procedure. The motion must be forwarded in writing to the committee secretary, the council, and the parties, within 10 days from receipt of the notice provided for in section 20 or from the time the party invoking a cause of recusation becomes aware of such cause, whichever is later.

The committee chairman, or the vice-president should the chairman be unable to act, shall decide on the motion, and, as the case may be, shall see to a replacement.

**23.** If agreement is reached between the parties after a council is formed, but before the hearing, such agreement shall be put into writing, signed, and filed with the committee secretary. The parties shall then be solidary liable for the costs of arbitration, that is to say the expenses incurred by the Order from the time of the application, as determined by the committee secretary in accordance with section 33.

### *§4. Hearing*

**24.** The committee secretary shall fix the date, hour, and place of the hearing. He shall notify the council and the parties in writing at least 10 days before such date.

**25.** The council may require each party to forward to the committee secretary within a specified time a statement of claim with documents in support thereof. The committee secretary shall forward a copy of the statements, as soon as possible after receiving them, to the council and to the parties.

The council may also require access to all the files, documents, or information which it considers necessary to reach a decision. The parties must comply with any such requisition.

**26.** The council shall proceed with dispatch to hear the parties, receive their evidence, or if they offer none, record the default thereof.

To this end, the council may adopt the procedure and method of proof it considers most appropriate.

The council shall judge in law and in equity.

**27.** If a party request recording of testimony, she assumes its organization and the cost thereof.

**28.** The council secretary or the sole arbitrator shall draw up the minutes of the hearing. The minutes must be signed by the arbitrator or arbitrators.

**29.** If, after the hearing, the parties reach an agreement, such agreement shall be mentioned in the award. The parties shall then be solidary liable for the costs of arbitration, that is to say the expenses incurred by the Order from the time of the application, as determined by the committee secretary in accordance with section 33.

#### §5. Arbitration award

**30.** The council shall make an award within 30 days after the end of the hearing.

**31.** Awards are made by a majority of the members of the council.

In making an award, the council of arbitration may uphold or reduce the account in dispute, and may determine the reimbursement or payment, if any, to which a party may be entitled.

The award must be substantiated and signed by the sole arbitrator or the subscribing arbitrators; where one of the arbitrators refuses or is unable to sign, the remaining arbitrators shall make mention thereof and the award shall have the same effect as if it had been signed by all the arbitrators.

**32.** Expenses incurred by the parties for arbitration shall be assumed by each of them respectively and shall not be claimed from the adverse party.

**33.** In making the award, the council has the total discretion to award costs, that is to say the expenses incurred by the Order from the time of the application, between the parties or in favour of one party. The total amount of the costs assumed by a party shall not exceed 15 % of the amount originally in dispute. In all cases, the minimum costs shall be \$50.

The council of arbitration may also, where the account in dispute is maintained in whole or in part, or where a reimbursement is awarded, add interest thereto and an indemnity calculated in accordance with articles 1618 and 1619 of the Civil Code of Quebec (1991, c. 64) from the date of the application for conciliation.

**34.** The award binds the parties, and is final, without appeal, and executory in accordance with articles 946 to 946.6 of the Code of Civil Procedure.

The parties must abide by the decision.

**35.** The award is filed with the committee secretary who forwards it to the parties without delay.

**36.** When the award has been made, the council chairman or the sole arbitrator, as the case may be, shall send to the committee secretary the complete arbitration file, including the minutes of the hearing duly signed by the arbitrator or arbitrators. The committee secretary shall deliver true copies to interested persons only.

#### DIVISION IV FINAL PROVISIONS

**37.** The present regulation replaces the Regulation respecting the procedure for conciliation and arbitration of accounts of notaries (R.R.Q., 1981, c. N-2, r. 10), amended by regulation approved by Order in Council 381-92 dated March 18, 1992. The previous regulation shall nevertheless continue to govern the procedure for conciliation and arbitration for those disputes for which an application for conciliation is filed before the coming into force of the present regulation.

**38.** This regulation comes into force on the fifteenth day following its publication in the *Gazette officielle du Québec*.

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### Draft Regulation

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001)

#### Rates of assessment, units of economic activity and sectors for 1997

Notice is hereby given, in accordance with section 455 of the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001) and in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that upon the expiry of 60 days following the publication of this notice the Regulation respecting the rates of assessment and the units of economic activity and the sectors for 1997 will be adopted by the Commission de la santé et de la sécurité du travail, with or without amendments.

The Regulation determines the units of economic activity, grouped in various sectors, under which the employers will be classified for 1997 and fixes the rates of assessment that will be used to determine their assessment for 1997.

The purpose of the Regulation is to share the cost of the occupational health and safety plan between employers in relation to the risks involved in their economic activities.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 60-day period, to Mr. Roland Longchamps, Vice-chairman Finance, Commission de la santé et de la sécurité du travail, 524, rue Bourdages, Québec (Québec), G1K 7E2.

PIERRE SHEDLEUR,  
*Chairman of the Board  
and Chief Executive Officer  
of the Commission de la santé  
et de la sécurité du travail*

### **Regulation respecting the rates of assessment, the units of economic activity and the sectors for 1997**

An Act respecting industrial accidents and occupational diseases  
(R.S.Q., c. A-3.001, s. 454, 1<sup>st</sup> par., subpars. 5, 6 and 8.1)

**1.** The units of economic activity, the sectors under which they are grouped and the rates of assessment applicable to each unit for 1997 are those appearing in the Table in Schedule 1.

**2.** The rates appearing in the “General rate” column of Schedule 1 are those applicable to all firms except federal firms, whose rates of assessment are those appearing in the “Special rate” column.

**3.** The rates of assessment applicable to employers belonging to a sector of activities for which a joint sector-based association was formed under the Act respecting occupational health and safety (R.S.Q., c. S-2.1) are increased to the extent provided for in Schedule 2 in order to cover the cost of the subsidy granted to that association for the year 1997.

**4.** The amount provided for in section 313 of the Act is fixed for 1997 at \$65 per financial record.

**5.** This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec* and has effect for the assessment year 1997.

#### **SCHEDULE 1**

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
<b>SECTOR: PRIMARY</b>			
10010	Operating a dairy cattle herd; raising cattle, buffalo, horses, wild boar; horse boarding service	9.00	8.57
10020	Raising hog, sheep, goat, grain-fed and milk-fed heavy calves	7.68	7.27
10030	Raising, catching and caging poultry; raising fur-bearing animals; raising earthworms; raising rabbits; pisciculture; apiculture	7.21	6.81
10040	Field-crop farming; fruit or vegetable farming; ornamental plant cultivation; mushroom production; Christmas tree farming; maple syrup production; tobacco production	7.23	6.83
11010	Inshore or offshore fishing; underwater diving services	8.83	8.40
12010	Forestry operations	13.29	12.78

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
12020	Forestry work; tree or bush maintenance	12.66	12.16
13010	Surface iron ore mining with or without concentration; pelletization of iron ore	2.75	2.43
13020	Metal mining, except iron mines; treatment, concentrating or smelting metal ores, except iron ore	6.48	6.09
13030	Asbestos mining	4.85	4.49
13040	Peat extraction or manufacturing peat-based products; mining or crushing quartz or other industrial siliciferous ores; underground mining of non-metal ores, not specified in other units	6.84	6.45
13050	Operating a cut-stone quarry; operating a crushed stone quarry with blasting and drilling; mine prospecting with blasting or with crawler tractors	6.14	5.76
13060	Operating a crushed stone quarry without blasting or drilling; rock or gravel crushing with movable crushers; operating a gravel pit with or without crushing; operating a sandpit	9.85	9.41
13070	Drilling ore for the removal of cores for mine prospecting; drilling oil or natural gas wells; other technical work incidental to drilling oil or natural gas wells	13.65	13.13
13090	Mine prospecting not specified in other units; line cutting; geophysical surveys; geological work	4.72	4.37
13100	Contract operation of a mine; digging ramps and crossing banks; other contract work relating to operation of mines	15.20	14.65
<b>SECTOR: MANUFACTURING</b>			
20010	Slaughtering livestock; preparing, processing, drysalting or canning meat; manufacturing mineral or animal oil or shortening	7.07	6.67
20020	Slaughtering poultry or rabbits; dressing, processing or canning poultry or rabbits	6.36	5.98
20030	Preparing or processing fish, including canning	6.87	6.48
20040	Processing, canning or freezing fruits or vegetables; preparing natural casings for delicatessen	4.17	3.83
20050	Operating a dairy work; water bottling, with or without distribution; manufacturing and delivering blocks of natural or artificial ice	3.04	2.72
20060	Flour mill	4.62	4.27
20070	Processing meat unfit for human consumption or abattoir waste	4.89	4.54
20080	Grain milling	3.74	3.40

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
20090	Manufacturing bakery, pastry or biscuit products, with or without distribution	4.18	3.84
20100	Processing cane or beet sugar; manufacturing confectionery	3.90	3.56
20110	Roasting and blending coffee; packing tea; roasting almonds	2.91	2.59
20120	Manufacturing potato chips	3.47	3.14
20130	Manufacturing margarine, vegetable oil or shortening; manufacturing convenience foods; manufacturing yeast or condiments; grinding and preparing spices; manufacturing or processing food products, not specified in other units	4.52	4.17
20140	Manufacturing soft drinks, with or without distribution	3.90	3.57
20150	Distillery; manufacturing wine or cider	3.84	3.50
20160	Brewing beer, with or without distribution; manufacturing malt	3.34	3.01
20170	Manufacturing tobacco products	1.60	1.30
21010	Manufacturing tires or rubber treads for tires	3.47	3.14
21020	Manufacturing adhesive tape or damper mats and rug underlays; manufacturing clothing or industrial parts or cellular products made of rubber	3.38	3.05
21030	Manufacturing foamed or expanded plastic products; wholesaling foam rubber	4.47	4.12
21040	Manufacturing plastic pipes or pipe fittings	5.45	5.08
21050	Manufacturing plastic film and sheeting; manufacturing plastic bags	5.13	4.77
21060	Manufacturing stratified or reinforced plastic products, except boats; manufacturing plastic products, not specified in other units	4.87	4.52
22010	Leather tanning; custom-dressing furs; wholesaling raw hides or skins	5.58	5.21
22020	Manufacturing footwear; shoe repairing	4.71	4.36
22030	Manufacturing luggage, other than in wood and in metal; manufacturing footwear parts except rubber parts	8.31	7.89
22040	Manufacturing handbags or purses; manufacturing leather or imitation-leather goods, not specified in other units	2.83	2.51
22050	Manufacturing fibres or yarn from artificial or synthetic material; texturizing yarn	3.49	3.16
22060	Manufacturing thread or yarn, without weaving	3.45	3.12

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
22070	Weaving textiles other than carpets; recycling textile waste; preparing cotton-wool or flock	3.79	3.45
22080	Manufacturing knitted fabrics	3.59	3.25
22090	Manufacturing carpets	4.21	3.87
22100	Manufacturing textile products, not specified in other units; manufacturing zippers or umbrellas	4.37	4.02
22110	Finishing textiles; steam shrinking of fabrics	4.23	3.88
22120	Manufacturing first-aid products	4.99	4.63
22140	Manufacturing clothing or clothing accessories, not specified in other units	3.08	2.76
22150	Knitting clothing or accessories, including assembling	3.01	2.69
22160	Manufacturing ladies undergarments and swimsuits	2.51	2.20
23010	Manufacturing shingles; manufacturing and assembling wood lath for fencing, with trucking; manufacturing wooden boxes and pallets with production of sawmill products and trucking	11.24	10.77
23020	Sawmill with forest harvesting	5.17	4.81
23030	Sawmill without forest harvesting	6.49	6.11
23040	Manufacturing sheets of wood veneer or plywood panels with or without peeling	5.75	5.38
23050	Manufacturing in a shop custom woodwork to be attached to a structure; mass production of wooden cabinets	5.86	5.49
23060	Manufacturing wooden doors or windows, with or without installation	3.82	3.49
23070	Manufacturing wooden roof trusses or laminated wood framework	7.59	7.18
23080	Manufacturing wooden boxes, pallets or containers without production of sawmill products; manufacturing wooden reels or drums	9.92	9.47
23092	Manufacturing wooden or metal coffins or frames; manufacturing pipe organs, pianos or other musical instruments	4.92	4.56
23100	Protective treatment of wood or wood drying; wood turning	6.93	6.54
23110	Manufacturing agglomerated or laminated wood panels	3.80	3.47
23120	Manufacturing miscellaneous wooden goods, not specified in other units	8.72	8.30

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
23130	Manufacturing lamellate boards made of plastic and paper sheets; coating or printing wood panels	3.71	3.38
24010	Manufacturing metal furniture or fixtures	5.15	4.78
24020	Manufacturing custom wooden furniture in a workshop; manufacturing wooden furniture for electronic equipment or wooden cases for musical instruments	8.10	7.68
24030	Mass assembling of wooden furniture or furniture frames, with or without upholstering; upholstering custom furniture in a workshop; repairing wooden or upholstered furniture; manufacturing upholstered mattresses or bed springs	4.90	4.54
24040	Mass production of wooden furniture or furniture frames, with or without upholstering	5.21	4.85
25010	Manufacturing paper pulp	2.07	1.77
25020	Manufacturing wood fibre insulation boards or acoustic tiles; manufacturing uncoated or non-impregnated felt sheathing; manufacturing paper or cardboard from logs or wood products	2.15	1.84
25030	Manufacturing paper or cardboard from prefabricated pulp or used paper	2.39	2.08
25040	Manufacturing asphalt roofing, with or without the manufacture of the paper or felt base	3.32	3.00
25050	Manufacturing corrugated cardboard boxes	3.51	3.18
25060	Manufacturing paper goods, not specified in other units, or cardboard tubes, with or without pulp preparation; manufacturing photocopier cleaning cloth; paper glazing, finishing, waxing or oiling; preparing artificial abrasives; forest protection and conservation	3.22	2.90
26010	Printing; silkscreen printing	2.44	2.13
26020	Operating a bindery	5.08	4.72
26030	Metal typesetting (typography-linotype); stereotyping; lithography; manufacturing plates for printing; developing and printing films	1.64	1.34
26040	Printing and publishing a daily; printing and publishing	1.12	0.84
27020	Manufacturing steel castings (steel foundry); lead or lead alloys rolling, casting or extruding	8.32	7.91
27030	Manufacturing steel; processing steel by rolling and forging	3.73	3.39
27040	Manufacturing titanium slag and pig iron; manufacturing metal powder, steel pipe or tubing; manufacturing ferro-alloys	2.98	2.66

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
27050	Manufacturing iron castings (cast-iron foundry)	5.63	5.26
27060	Primary manufacturing of aluminum	2.12	1.82
27070	Electrolytic refining of copper or zinc and processing of their by-products	2.28	1.97
27080	Aluminum and aluminum alloys rolling	2.49	2.18
27090	Extruding aluminum, copper or their alloys	4.12	3.78
27110	Non-ferrous metal pressurized casting; non-ferrous metal casting; manufacturing aluminium or light alloy automobile parts	4.90	4.55
28010	Casting or overhauling high pressure boilers, tanks or heat exchangers	5.82	5.44
28020	Manufacturing metal structural components	5.42	5.05
28030	Manufacturing metal windows or doors, with or without installing; repairing industrial doors; manufacturing other ornamental and architectural metal products	6.25	5.87
28040	Manufacturing ornamental metal products; operating a welding shop; manufacturing motor vehicle springs, mufflers or exhaust pipes	9.62	9.18
28050	Electrolytic or chemical plating; heat treating of metals	6.88	6.48
28060	Workshop painting, dyeing or coating metal products	7.15	6.75
28070	Manufacturing or repairing metal containers or their lids	5.02	4.66
28080	Manufacturing other products by metal stamping or matrixing	4.78	4.42
28090	Manufacturing metal wire or cable, metal rods, welding electrodes or other metal wire products; applying metal powder to metal parts	4.84	4.49
28100	Manufacturing industrial fasteners or metal springs	3.81	3.47
28110	Manufacturing basic hardware articles or small hand or garden tools; manufacturing industrial dies, moulds, cutting tools and punches	4.10	3.76
28120	Manufacturing heating equipment	5.24	4.88
28130	Machine shop piece work; rebuilding mechanical motors	4.87	4.51
28140	Manufacturing or assembling metal products, not specified in other units	5.43	5.06
29010	Manufacturing agricultural equipment or implements	5.99	5.62



<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
29020	Manufacturing commercial refrigeration equipment or air conditioning equipment	6.54	6.15
29030	Manufacturing conveyors	5.85	5.47
29040	Manufacturing and installing or repairing hydraulic or pneumatic pressure cylinders	4.20	3.86
29050	Manufacturing or repairing heavy machinery; manufacturing industrial equipment; constructing or repairing locomotives or freight cars	3.88	3.54
29060	Repairing, installing or servicing miscellaneous machinery and equipment	5.05	4.69
29070	Manufacturing sewing machines or small electrical appliances; manufacturing machinery and equipment, not specified in other units	3.25	2.92
29080	Manufacturing major electrical appliances; repairing electrical household appliances	2.82	2.50
29090	Manufacturing lighting fixtures	4.28	3.93
29110	Manufacturing electronic household equipment; assembling lighting fixtures	3.85	3.51
29120	Manufacturing electronic parts or components; manufacturing electronic equipment, not specified in other units	1.08	0.79
29130	Manufacturing lightning rods, high voltage line circuit breakers or distribution transformers	3.23	2.90
29140	Manufacturing high power transformers; manufacturing or assembling batteries	4.56	4.21
29150	Manufacturing control panels or electrical or pneumatic measuring instruments	2.73	2.41
29160	Manufacturing or assembling electric motors or generators; repairing or rewinding electric motors	5.11	4.75
29170	Manufacturing electrical wire or cable; manufacturing electric light bulbs	1.88	1.58
29180	Manufacturing electrical distribution parts or graphite electrodes	3.87	3.53
30010	Repairing, reworking, finishing or reconditioning aircraft; machining or assembling aircraft parts manufacturing	1.59	1.30
30020	Constructing aircraft	1.83	1.53
30030	Manufacturing aircraft parts by microfusion with casting	4.81	4.46

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
30040	Constructing trucks	3.95	3.61
30050	Constructing automobiles	3.92	3.58
30060	Constructing buses or long-distance coaches	6.21	5.83
30070	Manufacturing or assembling truck boxes, with or without installation	6.77	6.38
30080	Manufacturing, with or without repairing, motor vehicle trailers; manufacturing house trailers or tent trailers; manufacturing and renting movable shelters; finishing van interiors	7.20	6.80
30110	Manufacturing or repairing motor vehicle or machine radiators	5.46	5.09
30130	Constructing or repairing railway passenger cars	3.45	3.13
30160	Constructing or modernizing ships over 250 tonnes	8.23	7.81
30170	Constructing or modernizing ships between 5 and 250 tonnes; minor repairs to ships over 5 tonnes	6.85	6.46
30180	Manufacturing or repairing craft of 5 tonnes or less	6.08	5.70
30190	Manufacturing snowmobiles, motorcycles, snowplows or all-terrain vehicles	2.42	2.11
31010	Manufacturing clay products	6.46	6.08
31020	Manufacturing cement or lime; manufacturing silicon carbide or gypsum panels	2.52	2.21
31030	Manufacturing funeral monuments or other stone products	7.34	6.94
31040	Manufacturing asbestos-cement products; manufacturing friction parts; manufacturing asbestos wire, cloth, ceiling components or gaskets	5.79	5.42
31050	Manufacturing pipes, concrete masonry components and other concrete products similar to masonry components	5.89	5.51
31060	Manufacturing prefabricated architecture or structure concrete components	8.78	8.35
31070	Manufacturing ready-mix concrete	4.74	4.39
31080	Manufacturing glass or glass products	4.78	4.43
31090	Manufacturing refractory products; manufacturing or processing charcoal	5.77	5.40
31100	Manufacturing insulating material, not specified in other units	3.21	2.89

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
31110	Refining crude petroleum; manufacturing petroleum and coal products, not specified in other units	1.15	0.86
32010	Manufacturing industrial inorganic chemical products, not specified in other units	1.84	1.54
32020	Manufacturing industrial organic chemical products or other chemical products, not specified in other units	2.96	2.64
32030	Manufacturing plastics or synthetic resins	2.79	2.47
32040	Manufacturing pharmaceutical products or drugs	1.33	1.04
32050	Manufacturing paint, varnish, printing ink, adhesives or coatings	3.23	2.90
32060	Manufacturing soap or cleaning products	3.07	2.75
32070	Manufacturing toiletries	2.44	2.13
32080	Manufacturing ammunition	2.28	1.97
32090	Manufacturing explosives	4.26	3.92
33010	Assembling watches or clocks; operating an optical laboratory; manufacturing gold, silver or plated jewellery or ware; manufacturing orthopedic devices; assembling cartridges or cassettes	1.76	1.46
33020	Manufacturing wooden or metal sporting goods or gymnasium equipment; assembling plastic or metal toys; manufacturing and repairing bicycles	5.23	4.87
33030	Manufacturing, installing or repairing commercial signs; leasing advertising spaces on billboards, signboards and commercial signs	5.58	5.21
33040	Assembling trophies or miscellaneous wooden, plastic, fiberglass or concrete products; manufacturing rubber pads, plaster goods, wax products, trophy parts or foundry models; stamping balloons; handicrafts	4.29	3.94
33050	Manufacturing buttons, snap fasteners, needles, emblems, medals, pencils or pens	2.43	2.12
33060	Manufacturing vinyl tiles and vinyl linoleum; manufacturing heat-insulating products for piping	2.12	1.81
<b>SECTOR: CONSTRUCTION</b>			
40010	Developing, constructing or renovating buildings; installing prefabricated houses	11.84	11.36

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
40020	Engineering works not specified in other units; geotechnical drilling prior to construction; drilling artesian wells; maintaining work site camps and miscellaneous work site facilities; installing fencing; installing guardrails	9.73	9.28
40030	Constructing power transmission or distribution lines; constructing microwave towers or energy transforming stations	7.98	7.57
40040	Surface draining or farm improvements	6.11	5.73
40050	Demolition work	38.63	37.66
40060	Paving other than on public roads	10.71	10.25
40070	Landscaping	11.13	10.66
40080	Cement works	17.38	16.79
40090	Erecting and installing tanks, metal silos, boilers or water reservoirs; installing or maintaining gas tanks; erecting pre-cast concrete structures	14.18	13.65
40100	Erecting metal structures	23.08	22.39
40110	Installing glass or glazing work	12.33	11.84
40120	Exterior closing work not specified in other units; waterproofing; outside window washing	19.61	18.98
40130	Specialized mechanical work not specified in other units; plumbing and heating work; assembling large, stationary equipment	8.79	8.36
40140	Refrigerating or air-conditioning work; wholesaling, with or without installation or repair, of industrial or commercial air conditioning or refrigerating equipment	7.30	6.90
40150	Electrical work	6.96	6.57
40161	Installing monitoring electronic equipment for navigation, industrial production, surveillance, surrounding milieu, communications, entrances or as regards environment; remote-control security alarm monitoring services; installing alarm systems; locksmithing	2.69	2.37
40162	Installing electronic equipment, not specified in other units	1.62	1.32
40170	Interior finishing work; insulating buildings	15.00	14.46
40180	Installing or maintaining elevators	6.11	5.74
40190	Sand blasting or steam jet cleaning; cutting concrete or asphalt	23.25	22.57

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
40200	Manufacturing prefabricated wooden houses, house panels or mobile homes	10.97	10.50
40210	Road paving, with or without the operation of an asphalt manufacturing plant	5.44	5.07
SECTOR: TRANSPORTATION AND STORAGE			
50010	Air transport; services incidental to air transport	2.62	2.31
50020	Transporting marine freight; towing or docking boats; railway transport	3.50	3.17
50030	Loading or unloading boats	5.93	5.55
51010	Transporting passengers by intercity bus; school bus service or special transportation by bus; transportation by tour bus or chartered bus, including vehicle repair or maintenance	3.47	3.14
51020	Transporting passengers by intercity bus; school bus service or special transportation by bus; transportation by tour bus or chartered bus, not including vehicle repair and maintenance	3.05	2.73
51030	Mass transit in urban areas, with or without vehicle repair; transporting passengers by taxi	3.15	2.83
52010	General local or long-distance transport; transporting or wholesaling fats or meats unfit for human consumption; transporting pelts	7.28	6.88
52020	Moving buildings; railway service; transporting motor vehicles; transporting by towing, by float or other non-standard transport	10.82	10.35
52030	Furniture moving; transporting electronic equipment	15.01	14.47
52040	Transporting freight in tank-trucks, not specified in other units; transporting explosives, corrosive, toxic or inflammable products; transporting petroleum products	5.91	5.53
52050	Bulk trucking; snow removal	7.33	6.93
53010	Storage service	6.00	5.63
53020	Wrapping or packing service with or without marketing	7.82	7.41
SECTOR: SERVICES			
60010	Operating a radio station; operating telephone lines or telephone exchanges; intercommunication services; recovering or repairing telephones; splicing telephone cables	0.77	0.49

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
60020	Operating a television station; producing or distributing motion pictures or other audio and video material; operating a motion picture or a drive-in theater; operating an orchestra, a disco-mobile, a singing group, a theater company or a theatrical agency; leasing or renting halls; installing equipment for social dances	1.25	0.97
60030	Cable television service; installing radio or television antennas; radio, television or cable connection work	2.41	2.10
60040	Courier service; home small parcel delivery service	5.47	5.10
60050	Operating a recreational centre; operating a professional sports club; operating a curling club; operating a bowling alley or a billiard parlour; operating a roller skating rink; operating a race track; operating a racket sports centre	1.79	1.50
60060	Operating a golf course	2.38	2.07
60070	Operating a ski centre; operating a snowmobile club	5.23	4.87
60080	Operating an amusement park or rides, an amateur sports club, a pleasure-boating club, a shooting club, or amusement and recreational services, not specified in other units; operating a Turkish bath, a massage parlour, a bodybuilding studio, a tanning salon, a shoeshine service or a checkroom service; organizing a public festival	2.00	1.70
61010	Generating and distributing electric power	1.12	0.83
61020	Operating a water distribution centre, a steam distribution centre or a natural gas distribution centre; operating and maintaining a gas or an oil pipeline	1.48	1.18
61030	Maintaining a garbage dump; disposal of industrial waste; cleaning tanks, sewers, cesspools, septic tanks or industrial facilities; renting or leasing, with maintenance, portable chemical toilets	4.87	4.52
61040	Garbage collection	9.45	9.01
62010	Transporting milk and cream; wholesaling dairy products; wholesale or retail distribution of dairy products	3.27	2.94
62020	Wholesaling fruit, vegetables or fish	5.26	4.90
62030	Wholesaling meat and meat products	5.68	5.31
62040	Wholesaling meat, including cutting up and carving	6.72	6.33
62050	Wholesaling bakery or pastry products or distributing those products, wholesale or retail; retailing imported specialties, dietetic or natural food, delicatessen, pastries or seafood products	3.39	3.06

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
62060	Wholesaling food, not specified in other units	3.60	3.27
62070	Wholesaling carbonated beverages or water; distributing carbonated beverages or water, wholesale or retail	4.50	4.15
62080	Wholesaling beer	6.69	6.30
62090	Wholesaling toiletries or drug sundries	1.77	1.47
62110	Operating a grocery store	3.32	3.00
62120	Operating a convenience store with or without gasoline sales	2.78	2.46
62130	Operating a grocery-butcher shop	3.64	3.30
62140	Operating a butcher shop	5.43	5.07
62150	Making and retailing bakery or pastry products	3.45	3.12
62160	Fruit and vegetables retail business	3.70	3.36
62170	Alcoholic beverages retail business	2.06	1.75
62180	Operating a drugstore; operating a tobacco store; herbalist's shop; chocolate, delicacies or cookies shop, beauty products or cosmetics shop, or selling lottery tickets; operating a bus terminal or a contract post office	1.37	1.08
63010	Wholesaling household, commercial or service industry furniture, or electrical household appliances; wholesaling floor coverings; leasing, wholesaling or retailing office equipment or furniture; leasing electrical household appliances or electronic household equipment	1.88	1.58
63020	Wholesaling household dishware, pottery, glassware or similar household goods; wholesaling electronic household appliances	2.41	2.10
63030	Wholesaling metals or alloys, including handling	5.11	4.75
63040	Wholesaling hardware, plumbing or heating equipment and supplies, not specified in other units; wholesaling and installing safes, with or without repair; wholesaling sanitation equipment	1.95	1.65
63050	Wholesaling or retailing lumber or building supplies; wholesaling or retailing firewood, coal or charcoal	4.83	4.48
63060	Wholesaling doors, windows, exterior siding or garage equipment	7.46	7.06
63070	Wholesaling or repairing farm or garden implements or equipment	3.23	2.90

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
63080	Wholesaling, renting or leasing heavy machinery, with or without repair; renting or leasing handling equipment, trailers or containers, with or without repair	3.09	2.76
63090	Wholesaling industrial handling equipment, with or without installation and repair; wholesaling or repairing welding equipment	3.90	3.56
63100	Wholesaling, renting or leasing manufacturing machinery, with installation or repair; wholesaling, renting or leasing commercial or industrial ovens or kilns, with or without installation, repair or maintenance	2.11	1.81
63110	Wholesaling, renting, leasing, installing or repairing stage or discotheque lighting equipment, electric or diesel engines, electric generation equipment, swimming-pool accessories, pumping facilities or equipment for water treatment	2.87	2.55
63120	Wholesaling, renting or leasing analytic and laboratory apparatus, medical or scientific equipment, measuring, calibrating or control instruments or communication equipment other than for automobiles, with or without repair or installation; wholesaling electronic parts or electrical supplies	1.12	0.84
63130	Wholesaling industrial or commercial scales; wholesaling or retailing kitchen cabinets; retailing doors or windows	4.05	3.71
64010	Wholesaling or retailing trucks or buses with or without repair	4.63	4.28
64020	Vulcanizing; wholesaling and retailing tires or tubes, with or without repair or installation	4.78	4.42
64030	Wholesaling transportation equipment or equipment parts; wholesaling or retailing new, reconditioned or used automobile parts or accessories	1.98	1.67
64040	Wholesaling or retailing automobiles with or without repair; renting or leasing automobiles with or without repair; retailing and installing automobile windows or radios; upholstering and repairing of motor vehicle seats	2.84	2.52
64050	Retailing, renting or leasing mobile homes, snowmobiles, motorcycles, travel trailers, tent trailers, including repair or service; retailing boats, outboard motors or boating accessories; renting or leasing, including service, small craft or recreational vehicles, not specified in other units; wholesaling snowmobiles, motorcycles, boats, outboard motors, boating accessories, ship's supplies, trailers or containers; wholesaling, without repair, semitrailers, travel trailers or tent trailers	4.15	3.81
64060	Operating a service station with or without self-service; operating an automatic car wash; washing and cleaning motor vehicles and trucks	3.56	3.22



<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
64070	Retailing gasoline, with or without service	2.45	2.14
64090	Repairing motor vehicles, motor vehicle parts or industrial machinery parts, not specified in other units; motor vehicle towing service	5.48	5.11
64100	Repairing motor vehicle bodies	6.28	5.90
64110	Retailing and installing motor vehicle mufflers; repairing and installing motor vehicle suspension parts	7.58	7.18
64120	Reclaiming and wholesaling used automobile parts and accessories	4.72	4.37
65010	Retailing furniture, with or without household furnishings; retailing household electrical appliances, with or without electronic appliances or household electrical furnishings; retailing antique objects or furniture	3.47	3.14
65020	Retailing or repairing sound or video equipment, electronic appliances, electrical furnishings, small (portable) electrical household appliances or electrical personal care appliances; retailing sewing machines	1.39	1.10
65030	Retailing floor coverings	3.20	2.87
65041	Retailing household furnishings or interior decoration accessories, not specified in other units; wholesaling piece goods, notions and other dry goods, draperies, household linen or other textile household furnishings	1.94	1.64
65044	Retailing lighting fixtures	1.78	1.48
66020	Wholesaling and distributing petroleum products, with or without maintenance or installation of related facilities	2.23	1.92
66030	Wrecking automobiles; wholesaling metal waste	9.40	8.96
66040	Selling non-metallic waste	8.66	8.24
66050	Wholesaling or distributing newspapers, magazines, books or handbills; wholesaling paper or paper products	2.13	1.83
66060	Wholesaling animal feeds, fertilizers, grain or cereals; wholesaling tobacco products; grain elevator service	3.36	3.03
66070	Wholesaling games, toys, sporting goods and equipment; retailing, renting or leasing sporting goods and equipment, with or without service	1.51	1.22
66080	Wholesaling chemical products or cleaning products; wholesaling or maintaining chemical fire extinguishers	1.69	1.39

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
66100	Wholesaling leather or imitation-leather products not specified in other units; wholesaling footwear or garment products; retailing footwear, garments, underwear, knitting products, fabrics, yarn, sewing products, handbags, luggage or other leather or imitation-leather products; manufacturing or storing fur garments or articles; linen rental service without washing equipment; costume or ceremonial apparel rental service	1.79	1.49
66110	Operating a department store; operating a general merchandise store; operating a general store; operating a direct consumer distributing warehouse; display services; interior decoration design service; retailing home and automobile supplies	2.34	2.03
66120	Retailing small goods, not specified in other units; retailing paint or wallpaper; retailing or repairing musical instruments or accessories or photography equipment; retailing domesticating animals; photography; wholesaling jewellery items or photography equipment and supplies	1.45	1.16
66130	Retailing hardware products or garden supplies; retailing lawn mowers, snow blowers, chain saws or similar equipment, with repair; wholesaling or retailing trees, shrubs, plants, flowers, supplies for lawn or garden or other nursery products	2.55	2.23
66150	Retailing lumber and building supplies with hardware	3.31	2.99
66160	Monuments and tombstones dealer; undertaking services, with or without ambulance services; operating a cemetery	3.20	2.87
66170	Wholesaling or retailing, installing or cleaning swimming pools; constructing and installing in-ground pools	3.63	3.29
70010	Insurance brokerage; operating a collection agency or a credit bureau; currency or securities brokerage, consulting or negotiation services; commodities exchanges or securities exchanges; financial institutions and financial intermediaries not specified in other units	0.80	0.52
70020	Operating an insurance business; insurance services of the provincial administration	0.77	0.49
70030	Operating residential or other buildings, including parking lots or parking garages; municipal housing bureau; disinfection, fumigation or extermination work	2.86	2.54
70040	Insurance adjustment or evaluation services; operating a real estate agency; information, poll or research services; bailiff services; reprography services, typing services or other clerical work services supplied to firms or individuals	1.10	0.82
71010	Operating a forwarding agency; freight inspection service; sales agent services; broker services not specified in other units	0.99	0.70

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
71020	Operating a manpower agency; leasing the services of professional or technical personnel or other scientific or technical professionals such as draftsmen, biologists, biochemists, botanists, chemists, engineers, graphic designers and laboratory technicians; auctioneering or organizing auctions or merchandise liquidation services	1.16	0.87
71030	Leasing truckers services, driver-delivery persons, assistant delivery persons or movers	8.04	7.63
71040	Operating a marine agency or a marine piloting firm; International Air Transport Association or Airline Communications and Information Services; operating a news agency or an advertising agency; drafting or practising architecture; urban planning services or business or management consulting services; law practice (advocate's or notary's office); accounting services (accountant's office); actuarial practice; operating a travel agency or wholesale tour business; wholesaling, renting or repairing computer systems; computer services, excluding the leasing of the services of data processing personnel; trustee in bankruptcy; taxation services or income tax return preparation services; graphic design services	0.70	0.42
71050	Consulting engineer's office; energy consulting services; operating a pure or applied research laboratory; operating a laboratory for analysis and testing; agricultural research services; geotechnical studies prior to construction work; land surveyor services; interpretation of aerial photographs; archaeological research	0.94	0.65
71060	Operating a security or an investigation agency	2.48	2.16
71070	Managing subsidiaries or branches outside Québec (head office); writing or publishing a weekly, not including printing; electronic typesetting	0.63	0.36
71080	Leasing the services of handling manoeuvres, wrappers, merchandise reception or expedition employees, warehouse employees, solderers or automobile mechanics or industrial machinery employees, technical installation or machinery maintenance personnel	8.52	8.10
71090	Leasing the services of manufacturing industries' workers or commerce or catering or maintenance chores personnel with the exception of those mentioned in another unit	4.62	4.27
72010	Sûreté du Québec services; detention services	1.81	1.51
72020	Provincial administrative services not specified in other units; administration of a regional county municipality; administration of an urban community, without police services	0.71	0.43
72030	Job creation programs	1.50	1.21

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
72040	Provincial agriculture, fisheries, feeding, natural resources services or services relating to construction workers	1.00	0.72
72060	Provincial recreation and sports program management services	1.61	1.32
72070	Transportation program management services	1.89	1.59
72080	Managing, with service, a municipality or a municipal or an intermunicipal commission, a band council, an urban community including police services	2.26	1.96
73010	Teaching services (except universities or general and vocational colleges, and except all level student trainees); operating a private museum; operating a historic site; library services	1.07	0.78
73020	Teaching services (student trainees)	6.00/traï.	
73030	Operating a general hospital	1.54	1.24
73040	Operating a psychiatric hospital	1.83	1.53
73050	Operating a home-care and extended care centre; nursing services; leasing the services of nurses or auxiliary of nurses care and therapeutics	3.72	3.39
73060	Operating a drop-in centre; operating a rehabilitation centre for alcoholics or drug addicts; operating a social or community service agency; operating a health or social services promotion body	2.08	1.78
73070	Operating a rehabilitation centre for the physically handicapped or the socially maladjusted	2.44	2.13
73080	Operating a rehabilitation centre for the mentally handicapped	3.29	2.97
73100	Operating a local community service centre	1.77	1.47
73110	Child day-care centre	3.32	2.99
73120	Operating a sheltered workshop; operating a work rehabilitation centre	4.33	3.99
73130	Practising medicine and other specialties in the health-care field, not specified in other units; health or social services not specified in other units; hearing aid specialist's services; prescription optician's services; manufacturing dentures and braces (dental laboratories); retailing orthopedic aids, wigs or hair pieces	1.03	0.74
73140	Ambulance service	11.85	11.37
73150	University or vocational teaching services (except student trainees)	0.79	0.51

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
74010	Operating a hotel, a motel, a hotel-motel, a youth hostel, a student residence or a rooming house	3.71	3.38
74020	Operating a hunting or fishing outfitting operation; operating or managing a hunting or fishing area; operating a camping ground, a trailer park, a vacation camp or a recreation area	4.30	3.95
74030	Operating a brasserie or a restaurant serving meals, without delivery	2.99	2.67
74040	Operating a brasserie or a restaurant serving meals, with delivery	3.15	2.82
74050	Operating a cafeteria	3.58	3.25
74060	Take-out food services	2.99	2.67
74070	Operating a mobile canteen; catering services	4.64	4.29
74080	Operating a tavern, a bar, a discotheque or a night club	2.18	1.88
75010	Operating a barber shop or a hairdressing salon; operating a beauty salon	2.13	1.83
75020	Domestic-use laundry or dry-cleaning service; clothing maintenance, pressing or repair service	3.22	2.89
75030	Operating an industrial laundry with or without linen rental service; linen supply service, including washing	5.03	4.67
75040	Commercial, industrial or residential building maintenance; carpet, rug, upholstery or fabric furniture cleaning service; lawn or shrub maintenance service; green areas fertilization services	4.35	4.00
76010	Veterinary services; artificial insemination services; egg candling or grading service; poultry sexing or debeaking; operating a hatchery; raising animals in laboratories	2.61	2.30
76020	Wholesaling or operating vending machines; renting, leasing or operating coin-operated amusement machines, with or without service	2.32	2.01
76030	Transporting animals; operating animal-drawn vehicles; wholesaling or auctioneering animals; operating a racing or horse-rental stable; operating a horseback-riding centre; operating a zoo; society for the protection of animals; raising or training pets; animal lodging and care services not specified in other units	5.58	5.21
76040	Religious community	3.19	2.86
76050	Managing, with service, a parish fabric, a church or a diocese; religious association or organization	1.60	1.30

<b>Unit</b>	<b>Description</b>	<b>General rate</b>	<b>Special rate</b>
76060	Joint sector-based occupational health and safety association; association or organism, not specified in other units	0.94	0.66
76070	Renting or leasing portable equipment or tools for industry, construction, hobbies or household activities, including service	5.13	4.77
76080	Oil burner and furnace maintenance service; chimney sweeping; boiler cleaning	6.13	5.76

**SCHEDULE 2**

	<b>Rate</b>
<b>SECTOR OF ACTIVITIES</b>	
The social affairs sector	0,03
The textile and knitting sector	0,09
The automobile service sector	0,07
The transportation and storage sectors	0,07
The metal fabricating industries sector and the electrical products industries sectors	0,06
The provincial administration sector	0,04
The printing and allied industries sector	0,06
The transportation equipment and machinery industries sector	0,04
The mining and mining services sector	0,13
The municipal affairs sector	0,04
The clothing industries sector	0,08
The construction sector	0,05

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## Municipal Affairs

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Gouvernement du Québec

### O.C. 774-96, 26 June 1996

Rectification of the territorial boundaries of the Ville de Saint-Joseph-de-Sorel and validation of the acts of the town

WHEREAS the territorial boundaries of the Ville de Saint-Joseph-de-Sorel are bounded by a line running into a body of water;

WHEREAS at the time of the amalgamation of the Paroisse de Saint-Pierre-de-Sorel and of the Ville de Sorel, blocks 2 and 3 of rivière Richelieu contiguous to the territorial boundaries of the Ville de Saint-Joseph-de-Sorel were not included in the territory of the new town;

WHEREAS the Ville de Saint-Joseph-de-Sorel does not know who has jurisdiction over the body of water bounding its territory;

WHEREAS the body of water is not administered by any local municipality nor by the municipalité régionale de comté du Bas-Richelieu;

WHEREAS that town has always acted in respect of that territory as if it were under its jurisdiction;

WHEREAS it is expedient to state more precisely the territorial boundaries of the town and to validate any act performed by the town respecting blocks 2 and 3 of rivière Richelieu;

WHEREAS the Minister of Municipal Affairs sent to the Ville de Saint-Joseph-de-Sorel and to the municipalité régionale de comté du Bas-Richelieu, in accordance with sections 179 and 198 of the Act respecting municipal territorial organization (R.S.Q., c. O-9), a notice containing the proposed rectification and validation that he intended to submit to the Government;

WHEREAS the Ville de Saint-Joseph-de-Sorel and the municipalité régionale de comté du Bas-Richelieu have notified the Minister of Municipal Affairs of their agreement on the proposal;

WHEREAS under sections 178 and 192 of the Act respecting municipal territorial organization, the Government may rectify the territorial boundaries of the

town where the description is imprecise and validate any act performed without right by the town in respect of a territory not subject to its jurisdiction;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Municipal Affairs:

THAT the territorial boundaries of the Ville de Saint-Joseph-de-Sorel be rectified and that the acts performed by the town be validated, as follows:

(1) The description of the territorial boundaries of the Ville de Saint-Joseph-de-Sorel includes the territory described by the Minister of Natural Resources on 23 March 1995; the description of that territory appears in Schedule A to this Order in Council;

(2) The rectification has effect from 1 May 1907;

(3) The acts performed by the Ville de Saint-Joseph-de-Sorel in respect of the territory described in Schedule A are validated;

(4) This Order in Council comes into force on the date of its publication in the *Gazette officielle du Québec*.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

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### OFFICIAL DESCRIPTION PREPARED FOR THE PURPOSE OF RECTIFYING A PART OF THE TERRITORIAL BOUNDARIES OF THE VILLE DE SAINT-JOSEPH-DE-SOREL, IN THE MUNICIPALITÉ RÉGIONALE DE COMTÉ DU BAS-RICHELIEU

A territory situated in front of the Ville de Saint-Joseph-de-Sorel, in the municipalité régionale de comté du Bas-Richelieu, including the part of rivière Richelieu enclosed within the limits described hereafter, namely: starting from the apex of the northeastern angle of block 3 of the cadastre of the Paroisse de Saint-Pierre-de-Sorel; thence, successively, the following lines and demarcations: in a general southeasterly direction, the line dividing blocks 3 and 2 of the said cadastre from blocks 4 and 3 of the cadastre of the Ville de Sorel to the apex of the southeastern angle of block 2 of the cadastre of the Paroisse de Saint-Pierre-de-Sorel; in reference to the cadastre of the said parish, the southeast line of the said block 2 to its meeting with the extension to the east of

the line dividing lots 76 and 81; the said extension to the left bank of rivière Richelieu; in a general northwesterly direction, the left bank of the said river downstream and part of the west line of block 3 to the apex of the northwestern angle of the said block 3; easterly, the north line of block 3 to the starting point; the said boundaries define the territory to be rectified for the Ville de Saint-Joseph-de-Sorel.

Ministère des Ressources naturelles  
Service de l'arpentage  
Charlesbourg, 23 March 1995

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Abbreviations: **A**: Abrogated, **N**: New, **M**: Modified

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